



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** SOUTHAMPTON

**BEFORE:** EMPLOYMENT JUDGE EMERTON  
**MEMBERS:** MR J RUDDICK, MR P FLANAGAN

**BETWEEN:** Mr B Mboma Claimant  
AND  
Europcar Group UK Limited Respondent

**ON:** 24-27 August 2020

**APPEARANCES:**  
For the claimant: in person  
For the respondent: Mr A Hodge (Counsel)

## **JUDGMENT**

*The unanimous Judgment of the Tribunal is as follows:*

1. The claim of unfair dismissal is not well founded.
2. The Tribunal declares that the claim of harassment related to race, in relation to a text message sent in November 2017, is well founded. It is just and equitable to extend time and the Tribunal has jurisdiction to hear that claim.
3. The other claims of harassment related to race are not well founded.
4. The Tribunal orders the respondent to pay the claimant the sum of £1,000.00 as compensation for injury to feelings.
5. Interest on the above sum is payable in the amount of £224.66.

.....  
Employment Judge Emerton

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Date: 27 August 2020

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.