



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Ms N Suleiman

and

**Respondent**

Royal Mail Group Limited

**Heard at Reading on:** 5, 6 and 7 October 2020

**Appearances:**

**For the Claimant**

Ms K Suleiman, sister of Claimant (assisted on 6 October 2020 by Mrs F Mohamed and on 7 October 2020 by Mr A Ali, interpreters in the Somali language)

**For the Respondent**

Mr I Hartley, solicitor

**Employment Judge**

Vowles

**Members**

Ms J Woodhead  
Ms C Tufts

## UNANIMOUS JUDGMENT

### Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties and determined as follows.

### **Pregnancy and Maternity Discrimination – section 18 Equality Act 2010**

2. The Claimant was not subjected to pregnancy and maternity discrimination. This complaint fails and is dismissed.

### **Direct Race Discrimination – section 13 Equality Act 2010**

3. The Claimant was not subjected to race discrimination. This complaint fails and is dismissed.

### **Direct Sex Discrimination – section 13 Equality Act 2010**

4. The Claimant was not subjected to sex discrimination. This complaint fails and is dismissed.

**Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

5. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

**Public Access to Employment Tribunal Judgments**

6. The parties are informed that all judgments and reasons for judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant and Respondent.

*I confirm that this is the Judgment in the case of Ms N Suleiman v Royal Mail Group Limited case no. 3331172/2018 and that I have dated the Judgment and signed by electronic signature.*

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Employment Judge Vowles

Date: 7 October 2020

Sent to the parties on:

21 October 20

For the Tribunals Office