



EMPLOYMENT TRIBUNALS

Claimant: Mr A Masood

Respondent: (1) Iceland Foods Limited (2) Mr G Morris; (3) Ms L Spiers;
(4) Ms Z Kurt (5) Mr W Clarke; (6) Mr B Bareham;
(7) Mr G Arthurton; (8) Mr D Cazop; (9) Mr D Edwards
(10) Ms D Yavas Yavas; (11) Ms N Harkin;
(12) Ms N Chambers; (13) Ms J Morris; (14) Mr S Ware

JUDGMENT FOLLOWING WITHDRAWAL OF CLAIMS

(1) The claimant having withdrawn the claims set out below by email dated 19 October 2020, those claims are hereby dismissed:

- a) Ms Nicole Chambers treated the claimant less favourably because of race (section 13) and/or subjected him to race related harassment (section 26) and/or victimised him (section 27) by proceeding and continuing with a disciplinary process against the claimant in February 2020 which culminated in her decision to dismiss the claimant on 25 February 2020;
- b) Ms Joanna Morris treated the claimant less favourably because of race (section 13) and/or subjected him to race related harassment (section 26) and/or victimised him (section 27) in the manner in which she conducted the appeal against dismissal process resulting in her decision to reject the claimant's appeal in April 2020; The claims in claims numbered 2204850/2019 and 2205769/2019 for wages/holiday pay.

**Case Numbers: 2204850/2019, 2205769/2019, 2200405/2020, 1600603/2020 and
1600829/2020**

Employment Judge A James

16 November 2020

Sent to the parties on:

17/11/2020

For the Tribunal: