



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Lauder

**Respondent:** Queen Mary University of London

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 9 and 10 September 2021

**Before:** Employment Judge Russell  
**Members:** L Purewal  
Mr P Lush

**Representation**  
**Claimant:** Mr B Uduje (Counsel)  
**Respondent:** Ms V Brown (Counsel)

## JUDGMENT

The Judgment of the Tribunal is as follows:

1. The claim of race discrimination is dismissed upon withdrawal by the Claimant.
2. The reason for dismissal was conduct.
3. The dismissal was unfair as it fell outside of the range of reasonable responses in section 98(4).
4. The Claimant unreasonably failed to mitigate his losses. The period of loss is limited to 6 months following dismissal.
5. The Claimant's conduct contributed to his dismissal; the basic and compensatory awards will each be reduced by 60%.

- 6. Terms of settlement having been agreed between the parties, no further hearing is required.**

**Employment Judge Russell**

**21 October 2021**