

**Case Numbers: 1306715/2020;1309623/2020; 1309746/2020; 1309747/2020;  
1309748/2020 and 1310048/2020**



# **EMPLOYMENT TRIBUNALS**

**Claimant:** Mr T Azam

**Respondent:** IBM United Kingdom Limited

**Heard at:** Birmingham

**On:** 17-31 January; 28-31 March (in chambers) and 6 May 2022

**Before:** Employment Judge Flood  
Dr Hammersley  
Mr Stanley

## **Representation**

**Claimant:** In person

**Respondent:** Miss Azib (Counsel)

# **JUDGMENT**

The complaints against the respondent for direct race, disability and religious discrimination (s13 Equality Act 2010 (“EQA”); discrimination arising from disability (s15 EQA); harassment related to race (s26 EQA) and victimisation (s27 EQA) do not succeed and are dismissed.

**Employment Judge Flood**  
6 May 2022

*Notes: Reasons for the judgment having been given in summary form 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.*

*The hearing was held in hybrid form, with attendance in person and remotely by CVP video hearing.*

*Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.*