



EMPLOYMENT TRIBUNALS

Claimant: Mr M Johnson
Respondent: DHL Services Ltd
Heard at: Watford Employment Tribunal
On: 25 to 28 April 2022
Before: EJ Hyams (Day 1); EJ Quill (Days 2 to 4)
Mr A Scott and Mr D Bean (all days)

Appearances

For the claimant: Mrs A Johnson, family member
For the respondent: Mr R Dunn, counsel

JUDGMENT

- (1) All the complaints of direct discrimination, harassment and victimisation fail and are dismissed
- (2) The tribunal does not have jurisdiction in relation to the complaints about the ten a penny remark or the about D&A tests in January 2019 and March 2019 respectively because those claims were brought out of time and it is not just and equitable to extend time.
- (3) The tribunal has decided the claimant's allegations or arguments that "he has been discriminated against contrary to the Equality Act on the grounds of race" against the Claimant for substantially the same reasons identified in the deposit order sent to the parties on 27 March 2021. Therefore, in accordance with Rule 39(5)(b), the deposit of £200 shall be paid to the Respondent.
- (4) The Respondent's application for costs succeeds. The Claimant is ordered to pay a further £1000 (in addition to the £200 of the forfeited deposit) to the Respondent within 14 days of the date that this judgment is sent to the parties.

Employment Judge Quill

Date: 5 May 2022

JUDGMENT SENT TO THE PARTIES ON

12/5/2022

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FOR THE TRIBUNAL OFFICE

Notes

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

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