



EMPLOYMENT TRIBUNALS

Claimant
Mr D Veizi

BETWEEN
AND

Respondent
Co-operative
Group Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 4 – 7 & 11 July 2022

EMPLOYMENT JUDGE GASKELL **MEMBERS:** Mrs E Shenton
Mrs J Whitehill

Representation

For the Claimant: In Person
For the Respondent: Mr M Green (Counsel)

JUDGMENT

The unanimous Judgement of the tribunal is that:

- 1 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010. The claimant's complaints of direct discrimination on the grounds of sexual orientation and victimisation, pursuant to Section 120 of that Act, are dismissed.
- 2 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 40 of the Equality Act 2010. The claimant's complaint of harassment on the grounds of sexual orientation, pursuant to Section 120 of that Act, is dismissed.
- 3 The claimant's claim pursuant to Section 11 of the Employment Relations Act 1999 is not well-founded and is dismissed.

- 4 Pursuant to Rules 74 – 78 and 84 of the Employment Tribunals Rules of Procedure 2013, the claimant is ordered to pay a contribution towards the this respondent's costs summarily assessed in the sum of £3000.

Employment Judge **Gaskell**
11 July 2022
Judgment sent to Parties on
20 July 2022
For the Tribunal Office: