



EMPLOYMENT TRIBUNALS

Claimant: Ms. Y. Ryan
Respondent: Thames Water Utilities Limited

Heard at: Reading On: 21, 22, 23, 24, 25, 28 November 2022,
in chambers 29, 30 November 2022
1 December 2022.

Before: Employment Judge S. Matthews
Ms D. Ballard
Ms. E. Tufts

Representation

Claimant: In Person
Respondent: Ms. S. Tharoo, Counsel

JUDGMENT

1. The complaint of direct race discrimination contrary to section 13 Equality Act 2010 fails and is dismissed.
2. The complaint of victimisation contrary to section 27 Equality Act 2010 fails and is dismissed.

Employment Judge S. Matthews

Date: 1 December 2022

JUDGMENT SENT TO THE PARTIES ON

3/1/2023

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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 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.

Public access to employment tribunal decisions

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

10.2 Judgment - rule 61
2018

February