



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Abu Anas

**Respondents:** Commissioner's for His Majesty's Revenue and Customs

**Heard at:** London South Hearing Centre (In person then on CVP)

**On:** 30 January 2023 – 03 February 2023

**Before:** Employment Judge McLaren

**Members:** Ms F Whiting  
Ms C Edwards

**Representation:**

**Claimant:** In Person

**Respondent:** Mr S Margo, Counsel

## JUDGMENT

The unanimous decision of the Tribunal is that: -

1.The Tribunal considers that the matters complained of at 3A, B, N, and O, to the extent it relates to contact with the police, are out of time. The Tribunal considers, however, that it would be just and equitable to extend the time limit and therefore concludes it has jurisdiction to hear these matters.

2.The Respondent did not contravene s 13 of the Equality Act 1996. The claims of direct discrimination do not succeed.

3.The Respondent did not contravene s 26 of the Equality Act 1996. The claims of harassment do not succeed.

Employment Judge McLaren  
Date 03 February 2023

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/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.