



EMPLOYMENT TRIBUNALS

Claimant: Mr S Jarju

Respondent: John Lewis plc

Heard at: Reading **On:** 3 April 2023

Before: Employment Judge Shastri-Hurst

Representation

Claimant: Mr H Ogbonmwan (non-legal representative)

Respondent: Mr D Hobbs (counsel)

JUDGMENT

1. The following claims are struck out under rule 37(1)(c), for non-compliance with Tribunal orders:
 - 1.1. The holiday pay claim;
 - 1.2. Direct race/religion discrimination regarding three specific allegations as follows:
 - 1.2.1. (issue 1) Being subjected to a Final Written Warning;
 - 1.2.2. (issue 2) The handling of the appeal against the Final Written Warning; and
 - 1.2.3. (issue 14) Partnership Services failing to make an adequate referral to Occupational Health prior to the disciplinary hearing.

For the avoidance of doubt, the claimant's other allegations of direct race/religion discrimination, and his claims of unfair dismissal, notice pay, reasonable adjustments and victimisation remain live and listed for a final hearing on 16 to 20 October 2023.

Employment Judge **Shastri-Hurst**

Date: 3/4/2023

JUDGMENT SENT TO THE PARTIES ON: 14/4/2023

Naren Gotecha- 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/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.