



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr H Miah**

-v-

**Kotak Communications Limited**

### FINAL MERITS HEARING

Heard: **at the Employment Tribunal sitting in Birmingham**

On: **24 to 26 April 2023**

Before: **Employment Judge Perry, Mrs I Fox & Mr MZ Khan**

#### Appearances

For the Claimant:

**Mr R Robison, consultant**

For the Respondent:

**Mr J Franklin, counsel**

### JUDGMENT

1. The respondent did not contravene part 5 of the Equality Act 2010. The claimant was not subjected to harassment or discrimination arising in consequence of his disability. Those complaints are dismissed.
2. The claimant's complaint that he was unfairly dismissed is not well founded and is also dismissed.
3. The claimant's remaining complaints are dismissed on withdrawal.
4. All remaining hearings that are listed are vacated.

**Employment Judge Perry**

Dated: 26 April 2023

*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.*

*The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions). The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.*