



EMPLOYMENT TRIBUNALS

Claimant Mrs Christine Muller

Respondents (1) Mission Translations Limited
(2) Hawazen Al-Ani
(3) Hayder Al-Ani

Heard at Croydon (by video) **On** 23 March 2023

Before Employment Judge Fowell

Representation

Claimant Jeremy Trace (husband)

Respondent Annete Gumbs of counsel, instructed by Irwin Mitchell LLP

JUDGMENT

1. The following complaints are dismissed following a withdrawal by the claimant.
 - a. Indirect discrimination under section 19 Equality Act 2010 on grounds of race.
 - b. Harassment under section 26 Equality Act 2010 on grounds of her race.
 - c. Automatically unfair dismissal under section 101A Employment Rights Act 1996 for refusing to comply with a requirement which the employer imposed in contravention of the Working Time Regulations 1998.
 - d. Suffering a detriment at work under section 45A Employment Rights Act for refusing to comply with a requirement which the employer imposed in contravention of the Working Time Regulations 1998.

- e. Automatically unfair dismissal under section 104 Employment Rights Act 1996 for alleging that the employer infringed a relevant statutory right of hers.
 - f. Failure to allow her to be accompanied at a disciplinary hearing in response to a reasonable request contrary to sections 10 and 11 Employment Relations Act 1999.
2. The claimant's remaining claims will proceed to hearing on 13 November 2023.

Employment Judge Fowell

Date 23 March 2023