



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sundeep Dhiraj

**Respondent:** Cambridgeshire & Peterborough NHS Foundation Trust

**Heard at:** Cambridge by CVP

**On:** 7 June 2023, and 5 & 6 October 2023

**Before:** Employment Judge Liz Ord  
Panel Member Eleanor Deem  
Panel Member Lizzie Davies

**Representation:**

Claimant: Ms A Fadipe (Counsel)  
Respondent: Mr M Islam-Choudury (Counsel)

## JUDGMENT

1. The claimant's first complaint of racial harassment concerning "P... Paul" is conceded by the respondent with respect to "effect" and succeeds. It is recorded that the offending conduct did not have the "purpose" of harassing the claimant.
2. The claimant's second complaint of racial harassment concerning "Fred" is not well founded and is dismissed.

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Employment Judge Liz Ord

Date 10 October 2023

JUDGMENT SENT TO THE PARTIES ON  
10 October 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.