



EMPLOYMENT TRIBUNALS

Claimant: Mr A Awad

Respondent: (1) OCS Security Ltd
(2) Stone Management Group Ltd
(3) Mr M Brown
(4) Mr C Price
(5) Mr K Bordessa

Heard at: Manchester Employment Tribunal

On: 6, 7, 8, 9 and 10 November 2023

Before: Employment Judge Dunlop
Mrs A Booth
Mr D Lancaster

Representation

Claimant: In person
1st, 3rd and 4th Respondents: Mr I Ahmed (counsel)
2nd and 5th Respondents: Mr A McCaffery (HR Consultant)

JUDGMENT

1. The claimant's claim of harassment on grounds of race succeeds in part. Specifically, on or around 10 December 2020 Mr S Arbuary harassed the claimant when he asked about the claimant's origins, commented on his accent, and laughed. The first respondent is liable for the harassment by Mr Arbuary.
2. The claimant's claim of victimisation succeeds in part. Specifically, the third respondent victimised the claimant on or around 24 December 2020 when we wrote a statement which included allegations of race discrimination against the claimant. The third respondent and the first respondent are jointly liable for that victimisation.
3. The claimant's remaining complaints of harassment and victimisation, and all of his complaints of direct discrimination are not well-founded.

4. The second, fourth and fifth respondents are dismissed from the proceedings as the claimant has not succeeded in any of his complaints against them.
5. The Tribunal will determine remedy at a Remedy Hearing, to take place on a date notified to the parties.

Employment Judge Dunlop

Date: 10 November 2023

SENT TO THE PARTIES ON

Date: 14 November 2023

FOR EMPLOYMENT TRIBUNALS

Note

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.

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