



Case Number: 3315921/2021

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr. Mohammad Usman and

Respondent: Bidvest – Noonan (UK) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: Birmingham

ON: 11 – 15 December 2023

BEFORE: Employment Judge G Smart
Mr. Z Khan
Mr. I Morrison

On hearing for the Claimant in person and Ms Ghazaleh Rezaie (counsel) for the Respondent:

1. The Claimant's claims for direct race discrimination are not well founded and are dismissed.
2. The Claimant's claims for harassment related to race are not well founded and are dismissed.
- 3.

EMPLOYMENT JUDGE SMART
19 December 2023

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties.

Public access to employment tribunal decisions: Note that both 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 parties.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>