



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Calak

**Respondent:** CEVA Logistics Ltd

**Heard at:** Bury St Edmunds (via CVP)

**On:** 29 and 30 November and 1 December 2023

**Before:** Employment Judge Graham

**Representation**

Claimant: In person

Respondent: Ms E Wheeler, Counsel

## JUDGMENT

1. The complaints of direct discrimination on grounds of race fail and are dismissed.

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Employment Judge Graham

Date 1 December 2023

JUDGMENT SENT TO THE PARTIES ON

10/1/2024

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FOR THE TRIBUNAL OFFICE

## **Notes**

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.

## **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## **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/>