



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Lubonski  
**Respondent:** Squires Gear & Engineering Limited  
**Heard at:** Midlands West (Birmingham)  
**On:** 11, 12, 13 July 2023  
**Before:** Employment Judge C Knowles  
Mrs R Pelter  
Mrs E Shenton

## Representation

Claimant: Claimant in person, no legal representation  
Respondent: Mr T Squires (Director)

# JUDGMENT

1. The claimant's claims of direct discrimination because of race contrary to Section 13 of the Equality Act 2010 are not well-founded and are dismissed.
2. The claimant's claims of harassment related to race contrary to Section 26 of the Equality Act 2010 are not well-founded and are dismissed.
3. The claimant's claims of victimisation contrary to Section 27 of the Equality Act 2010 are not well-founded and are dismissed.

EJ C Knowles

13 July 2023

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.

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