

Case Nos.:
1311073/2020;1405631/2020;1300452/2021;
1300542/2021; 1300675/2021;
1300857/2021; 1301367/2021;
1301368/2021; 1304669/2021;
1304670/2021; 1404230/2021;
1303599/2022 and 1303607/2022



EMPLOYMENT TRIBUNALS

Claimant: Mr T Azam

Respondent: IBM United Kingdom Limited

Heard at: Birmingham

On: 17, 18, 19, 22, 23, 24, 25,
26, 29, 30, 31 January, 1, 2, 5
& 6 February 2024

Before: Employment Judge Flood
Mrs Forrest
Mrs Keene

REPRESENTATION:

Claimant: In person

Respondent: Mr Edge (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that all the complaints made in the above listed claims of direct race discrimination; direct religion/belief discrimination; direct disability discrimination; failure to make reasonable adjustments; race related harassment; disability related harassment and victimisation (contrary to ss 13, 20, 21, 26 and 27 of the Equality Act 2010 ("EQA")) are not well founded and are dismissed.

The Tribunal concluded that all complaints were totally without merit.

Employment Judge Flood

6 February 2024

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Note

Reasons for the judgment having been given orally at the hearing and a request for written reasons having been made, written reasons will be provided as soon as reasonably practicable.

Public access to employment tribunal decisions

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 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/>