



Case Numbers: 1302992/2022

EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Tifrit

-v-

Amazon UK Services Ltd

FINAL MERITS HEARING

(CONDUCTED IN PERSON – ORAL JUDGMENT DELIVERED AT A HYBRID HEARING VIA THE CLOUD VIDEO PLATFORM)

Heard at: **Centre City Tower, Birmingham**

On: **15 and 18 to 21 December 2023**

Deliberations and Oral Judgment: 4 March 2024

Before: **Employment Judge Perry, Ms S Campbell & Mrs E Shenton**

Appearances

For the Claimant:

in person

For the Respondent:

Mr P Sangha counsel

JUDGMENT

1. The claimant did not have a disability as defined by the Equality Act 2010 at the material time. In any event his reasonable adjustments complaints fail and are dismissed.
2. The claimant's complaints of harassment and direct discrimination based on race and his victimisation complaint all fail and are dismissed.
3. The claimant did not make disclosures that qualify for protection. In any event his detriment complaints are not well founded and are dismissed. Further the reason for his dismissal was misconduct. His unfair dismissal complaint is not well founded and is also dismissed.

Employment Judge Perry

Dated: 5 March 2024

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