



EMPLOYMENT TRIBUNALS

Claimant: Mr Adam Tihomirov

Respondent: Cognithan Limited

Heard at: London South Employment Tribunal, Croydon (in person)

On: 17-18 April 2024

Before: Employment Judge Abbott, Ms T Bryant, Mr S Khan

Representation

Claimant: in person (using a Polish interpreter)

Respondent: Miss A Marquarite Robinson, barrister

JUDGMENT

The claimant's complaints of (1) direct race discrimination and (2) harassment related to race are not well-founded and are dismissed.

Employment Judge Abbott

Dated: 18 April 2024

JUDGMENT SENT TO THE PARTIES ON

19 April 2024

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/employmenttribunal-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-practicedirections/>