



EMPLOYMENT TRIBUNALS

Claimant: Mr A Parhiar

Respondent: Sodexo Limited

Heard at: Manchester Employment Tribunal

On: 14, 15 and 16 August 2024

Before: Employment Judge M Butler
Mrs M Plimley
Mr A Wells

Representation

Claimant: Self-representing

Respondent: Mr S Proffitt (of Counsel)

JUDGMENT

1. The claims of direct race discrimination fail and are dismissed.
2. The claims of direct religion or belief discrimination fail and are dismissed.
3. The claim that the respondent failed in its duty to make reasonable adjustments fails and is dismissed, for substantially the reasons given in the deposit order that applied to this specific allegation.
4. The claims of victimisation fail and are dismissed.

Employment Judge **Mark Butler**

Date_16 August 2024_____

JUDGMENT SENT TO THE PARTIES ON

20 August 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/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/>