



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Sandher

**Respondent:** Hillingdon Hospitals NHS Foundation Trust

**Heard at:** Watford (By CVP)                      **On:** 3,4 & 5 July 2024

**Before:** Employment Judge Bansal  
Members; Mr A Scott & Mr L Hoey

## Representation

**Claimant:** In person

**Respondent:** Mr Islam Choudhary (Counsel)

# JUDGMENT

The unanimous judgment of this Tribunal is that;

1. The claimant's complaint of direct discrimination on grounds of race contrary to s13 of the Equality Act 2010 is not well founded and is dismissed.
2. The claimant's complaint of harassment related to race contrary to s26 of the Equality Act 2010 is not well founded and is dismissed.
3. The claimant's complaint of failure to make reasonable adjustments due to his disability contrary to s19 & 20 is not well founded and is dismissed.

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**Employment Judge Bansal**  
**Date 5 July 2024**

JUDGMENT SENT TO THE PARTIES ON  
23 August 2024

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless 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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