



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J K Kariega

**Respondent:** Waterloo Manor Limited

**Heard at:** Leeds **On:** 9, 10, 11, 12, 13 June 2025

**Before:** Employment Judge Miller  
Ms S Scott  
Mr J Howarth

## **Representation**

**Claimant:** Ms N Bennett – lay representative

**Respondent:** Mr Calvert – counsel

# JUDGMENT

The claims of direct race discrimination, harassment related to race and victimisation are not well founded and are dismissed.

Approved by

Employment Judge **Miller**

Date: 13 June 2025

## 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.

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