



EMPLOYMENT TRIBUNALS

Claimant: Jose Alvaro Zavala Andino

Respondent: Yves Salomon UK Ltd

Heard at: London Central

On: 29-30 September, 1-3 October 2025

Before: Employment Judge Khan

Appearances

For the claimant: Represented himself

For the respondent: Ms Y Barlay, litigation consultant

JUDGMENT

1. The complaint of direct discrimination on the ground of gender reassignment succeeds in part: issues 4.1.4.5, 4.1.5.2 and 4.1.6.1¹ only.
2. It is just and equitable to extend the time limit for each of these complaints.
3. The remaining complaints of unfair dismissal, discrimination and harassment are dismissed.

Approved by:

Employment Judge Khan

05.10.2025

Sent to the parties on:

15 October 2025

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¹ With reference to the list of issues enumerated in the Case Management Order dated 25 September 2024, only the following part of each of these issues was upheld: "In or around October 2023, make derogatory comments about male to female transsexual people using female toilets" (issue 4.1.4.5); "On one occasion make derogatory comments and gestures about the claimant's long hair (issue 4.1.5.2); "On 8 December 2023, on seeing the claimant with long hair make a disapproving comment about how the claimant looked." (issue 4.1.6.1).