



# EMPLOYMENT TRIBUNALS

**Claimant:** Dr CE Onyeocha

**Respondent:** The University of Chichester

**Heard at:** Southampton

**On:** 9,10,11,12,13 and 16 and 17 March 2026

**Before:** Employment Judge Rayner

## Representation

**Claimant:** in person

**Respondent:** Mr. A Pickett, Counsel

# JUDGMENT

1. None of the claimants Claims of direct discrimination are well founded and each of them is dismissed
2. None of the claimants claims that he was harassed for a reason related to his race or well founded and each of them is dismissed
3. None of the claimant's claims that he was victimised are well founded and each of them is dismissed.
4. The claimant's claim that he was constructively and unfairly dismissed is not well founded and is dismissed.
5. The claimants claim that the respondent breached his contract is not well founded and is dismissed.

Approved by:  
**Employment Judge Rayner**  
**22 May 2026**

JUDGMENT SENT TO THE PARTIES ON  
26 May 2026

## 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)