



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr Mustafaraj**

**v**

**Iceland Foods Limited**

**Heard at:** Watford

**On:** 25 and 26 February 2019

**Before:** Employment Judge C Palmer, Mrs Boot, Mr Bhatti

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr I Rees-Phillips, Counsel

## JUDGMENT

1. The claimant's claims for race and/or religious discrimination and/or racial and religious harassment in relation to his dismissal fail and are dismissed.
2. The claimant's other claims for discrimination and/or harassment on racial or religious grounds are out of time and it is not just and equitable to extend time.

\_\_\_\_\_  
Employment Judge C Palmer

25 March 2019

Date: .....

Sent to the parties on: 12 April 2019

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For the Tribunal Office

### Note

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.