



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Mbumba

**Respondent:** Amazon UK Services Limited

**Heard at:** Birmingham via CVP **On:** 30<sup>th</sup> of April 2024

**Before:** Employment Judge Codd

## Appearances

For the claimant: Dr Ronald Ibakakombo (lay representative)

For the respondent: Ms A Niaz-Dickinson (Counsel)

## JUDGMENT

1. The claimant has no reasonable prospect of establishing:
  - a. that alleged discriminatory acts, or acts of harassment prior to 18<sup>th</sup> May 2021 were part of a course of conduct over a period that ended after 22<sup>nd</sup> November 2022; or
  - b. that it is just and equitable to extend the time limit for bringing complaints of discrimination and harassment in relation to those acts.
2. The complaints of discrimination and harassment in relation to those acts are therefore struck out under Employment Tribunal Rule 37(1)(a).
3. The claim automatically unfair dismissal pursuant to S104 of Employment Rights Act 1996 is struck out under Employment Tribunal Rule 37(1)(a) because it has no reasonable prospect of success.

Employment Judge Codd

30.04.24

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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