



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Ayub

**Respondent:** TIAA Limited

**Heard at:** Southampton

**On:** 5-7 February 2018

**Before:** Employment Judge Kolanko

**Members:** Mr PT Bird  
Mr P Flanagan

## Representation

**Claimant:** in person

**Respondent:** Mr S Tibbitts of counsel.

# JUDGMENT

The claimant's complaints of unlawful discrimination pursuant to section 15 and sections 20/21 of the Equality Act 2010 are dismissed.

\_\_\_\_\_  
Employment Judge Kolanko

Date 7 February 2018

JUDGMENT SENT TO THE PARTIES ON

23<sup>rd</sup> February 2018  
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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.