



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Falchikov

**Respondent:** Royal Borough of Kingston upon Thames

## AT A PRELIMINARY HEARING

**Heard at:** Leeds (in private; by CVP)      **On:** 24 April 2024

**Before:** Employment Judge Maidment

### Appearances

For the claimant: In person

For the respondent: Mr C Adjei, Counsel

## JUDGMENT

1. The claimant's complaints of discrimination, based on a protected philosophical belief in respect of a delay and alleged refusal to fully address a subject access request of 21 May, a delay in responding to what was then treated as a complaint when he followed it up, his complaint being treated as closed once he contacted ACAS to initiate early conciliation and the respondent's failure to honestly engage in the process of early conciliation, are hereby dismissed on his withdrawal of them.
2. The sole complaint of discrimination proceeding relates to the failure to shortlist him for interview for the role of Opposition Group Support Officer which he applied for.

Employment Judge Maidment

24 April 2024

Sent to the parties on:

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**Case No. 1807682/2023**

For the Tribunal Office:

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