



EMPLOYMENT TRIBUNALS

Claimant **v** **Respondent**
Ms Chidiogo Okpala – Cliff **Portsmouth University NHS**
Hospital Trust

Heard at: **Southampton Employment Tribunal**

On: **7,8,9,10,11 and 14 October 2024**

Before: **Employment Judge Rayner**
Mr P Bompas
Mr L Wakeman

Appearances

For the Claimant: In person

For the Respondent: Mr Feeny, Counsel

JUDGMENT

1. The Claimant's claims of direct race discrimination contrary to section 13 Equality Act 2010 are not well founded and are each dismissed.
2. The Claimant's claims of direct disability discrimination contrary to section 13 Equality Act 2010 are not well founded and are each dismissed.
3. The Claimant's claims of discrimination for a reason arising from disability contrary to section 15 Equality Act 2010 are not well founded and are dismissed.
4. The Claimant's claim of harassment related to race contrary to section 26 Equality Act 2010 is not well founded and is dismissed.
5. The Claimant's claims of victimisation contrary to section 27 Equality Act 2010 are not well founded and are dismissed .
6. The claimants allegation that she was discriminated against on grounds of race and /or disability in that she was constructively and unfairly dismissed , is not well founded and is dismissed.



Employment Judge Rayner

Dated: 14 October 2024

Sent to the parties on:

25 October 2024

For the Tribunal:

Phoebe Hancock

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.