

Anonymised Claimant v Anonymised Respondent

Sex and sexual orientation discrimination proceedings brought in the Industrial Tribunal which settled on 9 March 2017. The names of the parties were anonymised by the Industrial Tribunal.

Summary

The Claimant is a gay man. He was employed by the Respondent in a restaurant for one month in 2016.

The Claimant alleged that he was subjected to homophobic comments and inappropriate physical touching by other employees. He alleged that other employees questioned him about his sexual orientation and personal life. The Claimant alleged that his work performance was unfairly criticized.

The Claimant alleged that he raised his concerns about the discriminatory treatment with his line manager and that she told him that he should leave if he was unhappy. The Claimant felt that he had no choice but to leave his employment.

The Respondent agreed to pay to the Claimant, the sum of £2,500. The above-mentioned was made without any admission of liability. The Respondent affirmed its commitment to the principle of Equality of Opportunity and to ensuring that its practices and procedures complied in all respects with its obligations under national and European Equality Law and relevant Codes of Practice and Guidance. The Respondent also affirmed its commitment to safeguarding the rights of all its staff and customers, irrespective of sexual orientation, gender, religious belief, political opinion, race, disability and age. The Respondent agreed to liaise with the Equality Commission to review its policies and procedures. The Respondent agreed to consider implementing any reasonable recommendations the Commission may make, including any regarding the training of management and staff and, upon request by the Commission, to report to the Commission regarding the actions taken.