

Cases and rulings

Country Code	Year	Reference details title	Reference details URL	Hate Bias motivation	Court / Body	Key facts of the case	Results (sanctions, outcome) and key consequences or implications of the case	Main reasoning / argumentation	Key issues (concepts, interpretations) clarified by the case	Key quotation in original language and translated into English with reference details
Ireland	2024	Ireland / Workplace Relations Commission / Waleed Maza v Absolute Hotel Limerick Limited ADJ-00045512	https://www.workplacerelations.ie/en/cases/2024/june/adj-00045512.html	Nationality, Racial or ethnic origin	Workplace Relations Commission	Waleed Maza, a former employee of Absolute Hotel Limerick Limited, filed a complaint under the Employment Equality Act, 1998, alleging unfair dismissal and discrimination.	The Adjudicator determined that the case was not well founded.	The complainant claimed he was treated unfairly due to his race/nationality. The employer argued that the dismissal was justified based on performance-related issues. The Workplace Relations Commission considered both parties' evidence, including testimonies and procedural fairness in the dismissal process.	The evidence presented by the complainant, Waleed Maza, for discrimination included his testimony alleging that his dismissal from Absolute Hotel Limerick Limited was influenced by his race and religion. He claimed that he was treated unfairly compared to his colleagues and that his performance issues were a pretext for discriminatory motives. The respondent provided evidence against the discrimination claim by presenting documentation of Maza's performance issues, including records of warnings and performance reviews. They argued that the dismissal was based solely on legitimate performance-related concerns, with no consideration of his race or religion.	"In the instant case, the Complainant made a number of allegations relating to the decisions of the Respondent. However, I am not satisfied that I have been presented with evidence from which I could reasonably conclude that the Complainant was discriminated against by the Respondent on the ground of race and/ or religion."

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