

Rad Akbari & Niall Horn — WhatsApp Call

High-Granularity Timecoded Transcript — Post-Disclosure of Disability Extent

Recorded 5 June 2024, 11:52:17 +0100 • Master duration 38:17.99

Provenance and method

The wording in this document is the Claimant’s (Niall George Horn) own typed transcript, reproduced verbatim and unaltered. **Only the timecodes are new.**

They were produced by running WhisperX (Whisper `large-v3` with wav2vec2 forced alignment) over the master MP3 to obtain word-level timestamps, then aligning the typed text against that word stream. Each paragraph’s in and out time is the timestamp of its own first and last matched spoken word; 88.2% of typed words matched directly, and the remainder are carried by their neighbours. All timecodes are relative to the start of the master MP3 and are given as `MM:SS.ss`.

Item	Value
Source recording	iPad Air 2, recording a WhatsApp call
Recorded	5 June 2024, 11:52:17 (+0100)
Master audio	Rad-Niall_05-06-24_Audio_MP3AudioStream_HQ.mp3
Master duration	38:17.99 (2,297.99 s)
Format	MP3, 44.1 kHz, stereo, 128 kbps CBR
Paragraphs	270
Word alignment	WhisperX large-v3 + wav2vec2, 88.2% direct match

Corrections to the earlier low-granularity transcript

1. Its coarse block header 28:44 - 33:51 appeared **twice**.
2. **Nothing covered 33:51–37:39**, although the audio across that span is complete. Paragraphs 247–264 in fact run from 33:51 to 37:37 and are correctly timed below.
3. The master’s true duration is **38:17.99**, not the 38:01 stated on the original transcript.

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2	01:04.86 – 01:55.20	10–14	—
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4	04:25.30 – 05:06.14	30–34	—
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#	Actual span	Paragraphs	Note
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Transcript

00:00.03 - 01:04.08

Paragraphs 1–9

00:00.03 - 00:00.65 **1 Niall:** I'm good, how are you?

00:01.55 - 00:02.41 **2 Rad:** I'm good, thanks.

00:03.49 - 00:04.31 **3 Rad:** Uhm, ok to speak for a few minutes?

00:04.93 - 00:06.11 **4 Niall:** Uh, yep, yeah I'm good now, thanks.

00:07.61 - 00:07.79 **5 Rad:** Alright, good.

00:08.83 - 00:22.48 **6 Rad:** Uhm, So listen, I've got an update. And the update is, that, it's just not possible for us to move ahead, uhh, if the individual is unable to come to the office, uhhm 3 days a week. Right.

00:22.96 - 00:41.61 **7 Rad:** And the reasons for that are, that's just a standard global policy that we've got; and we need individuals in the office. But more so for the team that you've interviewed for, they deal with hardware, unreleased hardware, and it makes it impossible for someone to have that at home.

00:42.41 - 00:54.80 **8 Rad:** It's literally they're in a lockdown area and uhm, there are you know, limited access in terms of who can actually go into that section of the office and they deal with a lot of hardware given, given the type of work that they do.

00:55.52 - 01:04.08 **9 Rad:** So for that reason, and we tried to find a solution, but it's just not going to be possible, I'm afraid, unless you are able to go to the office ... 3 days a week.

01:04.86 - 01:55.20

Paragraphs 10–14

01:04.86 - 01:33.76 **10 Niall:** Is... Ok, well I have spoken to my family and like some medical people. Uhhh, Is it possible there is any kind of leeway on like initially while I'm, while i'm still in more of a recovery phase? You know, like, could I come down for induction and then maybe do like 1 day a week if that's possible if I can get down with some sort of support? Uhm, like, would that be possible in the meantime, until I can do a more consistent 3 days a week? Uhhh...

01:35.18 - 01:39.64 **11 Rad:** Yeah, look, we discussed that option, right, and it just makes it impossible.

01:40.10 - 01:42.56 **12 Rad:** Because you won't be able to do your job unless you're in the office.

01:42.87 - 01:43.87 **13 Niall:** Ok.

01:44.18 - 01:55.20 **14 Rad:** It's not one of those roles where you can simply just be behind a computer and software. You're dealing with, like I said, we can't go into the details until you're disclosed, but you're dealing with unreleased hardware.

01:55.56 - 04:25.00

Paragraphs 15–29

01:55.56 - 01:57.33 **15 Niall:** Mhm, no-no-no, I've been told about it already.

01:57.34 - 01:59.97 **16 Rad:** Some of the team members actually come in 5 days a week, to put it into perspective.

02:00.82 - 02:01.82 **17 Niall:** Ok.

02:02.67 - 02:27.75 **18 Rad:** And especially as you're starting out, it's just not going to be possible, like it makes zero sense and you know there's, there's a lot of whoo-har about this product, so it's not a case that they can afford to kind of maybe not have someone there 50% of the time and the production be down and so on. You need to hit the ground running as soon as possible.

02:27.93 - 02:47.02 **19 Rad:** And I appreciate the position you're in right, but equally, I think it would be unfair on both sides, us and you, to kinda say that and then commit to a timeline to get you back in. Right, where at this stage, uh I think, I don't know, you have your reasons, but you are unable to give that commitment in terms of what those timelines look like.

02:47.63 - 03:05.80 **20 Niall:** No, it's not about commitment, uh I wouldn't frame it like that. Like, obviously, I feel I've fully committed. In fact, these past 2 months have been very, very hard for me, and actually navigating this interview process, you know like it has taken up a large chunk of my energy, basically.

03:06.52 - 03:26.66 **21 Niall:** Ummm So to get through to the final round, and basically be told yesterday that I was going to be getting an offer basically, uhhh and now for it to be basically pulled because of issues out of my control, you know, it's pretty... it's pretty heartbreaking considering that you know, these are issues like that I have by no choice of my own if that makes sense?

03:28.08 - 03:39.30 **22 Rad:** Again, I completely understand that, Niall, right, and we're not making the decision because of the, any of the medical reasons. What we're saying is that we need someone to come to the office 3 days a week, for this role.

03:39.30 - 03:39.80 **23 Niall:** Yeah, but my problem is that my medical...

03:39.80 - 03:48.75 **24 Rad:** And it was advertised as coming into the office, and during your interviews, including Ahmed and other people did mention this is an office-based role.

03:49.59 - 03:53.51 **25 Rad:** And nowhere in the interview process were we told by you that you wouldn't be able to come to the office.

03:53.89 - 03:56.17 **26 Rad:** Had we had, we wouldn't have gone ahead with the interviews.

03:57.05 - 04:02.69 **27 Rad:** We'd just said, "Hey, unless you're able to commit to this, coming into the office, which is what we need for this role, we're unable to move ahead."

04:07.30 - 04:18.55 **28 Rad:** And that's not because of... it could be for whatever reason you have. The reasoning that you're given, although I appreciate and understand and I'm empathetic to your situation, that's not the reason why we're not moving ahead.

04:18.81 - 04:25.00 **29 Rad:** That's absolutely not the reason why we're not moving ahead. It is the fact that we need someone to be in the office, from the get-go, 3 days a week.

04:25.30 - 05:06.14

Paragraphs 30–34

04:25.30 - 04:38.24 **30 Niall:** I understand, but like, I think we need to bear in mind the reason that I can't come into the office is directly related to my disability. It's It's not like I have a disability and I can't come to the office.

04:38.34 - 04:42.54 **31 Niall:** Like, obviously, I want to be in London more than anything, uh, and that's my problem, really.

04:43.78 - 04:55.79 **32 Rad:** I understand that, Niall, and I sympathize again with you. But what I'm saying is that it makes you... It doesn't... you won't be able to do the job we need you to do unless you're in the office because of the type of role you're going to be doing.

04:56.09 - 04:57.09 **33 Niall:** Ok.

04:57.39 - 05:06.14 **34 Rad:** So you do see what I mean, it's not just a case that we're unwilling to do that, there is a physical element that we need the individuals to be in the office because of what they'll be working on.

05:06.76 - 08:38.12

Paragraphs 35-61

05:06.76 - 05:18.53 **35 Niall:** How, how are the people on my team... because I've spoken to 10 people and 9 out of 10 of them were working from home. Ummm, I'm just curious when they are at home on those 3 days or 2 days, how do they deal with that then? You know?

05:18.71 - 05:23.53 **36 Niall:** Or how do they deal with it when they're off for 4 weeks remote, working remote. Like because, you know...

05:23.55 - 05:27.13 **37 Rad:** Sorry, Niall, I think, look. I get your frustration, right.

05:28.45 - 05:30.97 **38 Niall:** I'm not frustrated, I'm just asking a question.

05:31.07 - 05:40.22 **39 Rad:** There are individuals that work here and are up to speed in terms of what they're working on and there are occasions where they're not in the office, whether they've been on holiday, whether they are doing their 4 weeks remote work and so on or so be.

05:40.72 - 05:47.01 **40 Rad:** But to start off without being in the office, right. It's not something that they're going to sign off on.

05:47.28 - 05:48.28 **41 Niall:** Ok, well I understand...

05:48.56 - 05:59.54 **42 Rad:** It'd be different if we changed our minds and said, "Hey, you can do this" and now you can't, but we've never said where this is going to be a role where at the beginning we can't commit to having you in the office.

05:59.90 - 06:08.57 **43 Niall:** No, and yeah, I understand the role was listed for London, and when I applied back in February originally, I was contacted about this job, I didn't apply for this one directly.

06:09.01 - 06:26.26 **44 Niall:** But you know, I thought I'd be in a position to be in London, given the progress that was being made. But obviously, I can commit to coming down some days, with support. But I just can't commit to, you know, I can't make promises it's going to be 3 days because there's just no consistency with these types of conditions.

06:26.78 - 06:40.40 **45 Niall:** I mean, my question to you like, and obviously, this isn't me being hostile or anything, I'm just curious, but like, is Apple aware of the Equality Act and the type of reasonable

adjustments that have to be made for people?

06:40.58 - 06:55.51 **46 Niall:** Because I understand there's a blanket statement coming from the C-level's in America that says 3-day mandate is what's needed, but if that negatively affects people with protected characteristics, then technically that's against the Equality Act and you know, I just...

06:56.41 - 06:58.67 **47 Rad:** We're not making that, we've not even extended an offer to you, Niall.

06:59.60 - 07:02.14 **48 Niall:** But you literally said yesterday that I had an offer coming up.

07:02.18 - 07:08.86 **49 Rad:** No, I said, I didn't say you had an offer coming up. I said we're discussing it to make a decision on your offer and then you informed me that you're unable to come to the office.

07:09.36 - 07:17.73 **50 Rad:** So what we went and said, "Hey, listen, we have an individual that we're close to making an offer on, however, the individual is unable to come to the office for those 3 days a week," right.

07:17.89 - 07:24.45 **51 Rad:** For whatever reason. The reasoning doesn't matter, almost right, because we need individuals to come to the office 3 days a week.

07:25.01 - 07:26.01 **52 Niall:** Well, it does.

07:26.58 - 07:43.74 **53 Rad:** Uhhh, based on that, right. The requirement that we do need individuals to be in the office to do the role. We like... No one's discussing, you know, why you can't come to the office. It's just we need that to be 3 days because of the role, and because of the team you're working on.

07:44.30 - 07:49.87 **54 Rad:** Although I sympathize with your situation, you've been very upfront with us, right, and I appreciate that. And I'm genuinely trying to help you here and trying to find a solution, but it's just not gonna work, right.

07:56.16 - 08:04.46 **55 Rad:** Right, even if we did go to offer, we haven't even made that decision yet, so I'm just being honest to say, regardless if it was going to be positive or negative, we need the individual to be in the office.

08:05.22 - 08:18.08 **56 Rad:** What I did also say to you yesterday was that... this doesn't necessarily have to be the end of the road. Right, so moving forwards, when you are able to commit to those timelines and it does work out for whatever role.

08:18.10 - 08:29.77 **57 Rad:** It might be different teams you've applied to who have a different kind of challenges and so on or have more flexibility, then that doesn't burn your bridges with Apple.

08:30.14 - 08:31.14 **58 Niall:** Mhm.

08:31.51 - 08:33.61 **59 Rad:** If you see what I mean, right, so uh, it's...

08:34.84 - 08:36.48 **60 Niall:** It's just going through all this process again.

08:36.78 - 08:38.12 **61 Niall:** And I just want to ask because ...

08:38.52 - 12:42.22

Paragraphs 62–96

08:38.52 - 08:45.13 **62 Rad:** Again, Niall... Niall; just I want to be very clear, right. Did you mention this to us earlier in the process?

08:46.45 - 08:53.58 **63 Niall:** Uh, ok, I mentioned from day o that I had autism and that I would need accommodations to Vivian, that's on email, I've got a record of that.

08:54.00 - 08:56.80 **64 Rad:** I understand that, but did you say you're not able to come to the office?

08:57.04 - 09:02.04 **65 Rad:** Because having needing accommodation during the interview process or how we accommodate the interview process for you.

09:02.10 - 09:03.10 **66 Niall:** Mmhmm.

09:03.16 - 09:13.66 **67 Rad:** So if someone needed extra time or needed a translator, or interpreter or sign language, we would sort all of that out.

09:13.68 - 09:19.76 **68 Rad:** But at no stage were we told, "Hey I won't be, potentially unable to come to the office."

09:20.44 - 09:32.06 **69 Niall:** Well, all the interviews were done remotely, so, you know they could obviously be done safely remotely? Uhmm, and I, like I said to you yesterday, this is very sensitive information.

09:32.08 - 09:45.01 **70 Niall:** I don't go around telling people the extent of my disabilities, you know, the fact I can't leave the house often, because, you know, first of all, I have no legal obligation to do so, but second of all, it's not something I'm exactly proud of.

09:45.69 - 09:54.54 **71 Rad:** Niall, Niall. Again, I want to make it very clear. We are not... The disability piece doesn't come into the decision making, right.

09:54.90 - 09:56.98 **72 Niall:** But that is directly related to my ability.

09:57.02 - 10:03.21 **73 Rad:** We say this to every candidate, you have to come into the office, because this role requires you to be physically in the office.

10:03.21 - 10:03.77 **74 Niall:** Mmhmm.

10:03.77 - 10:10.49 **75 Rad:** Do you see what I mean? It's nothing to do with your disability or you disclosing it. We need individuals to come to the office.

10:10.56 - 10:11.56 **76 Niall:** Ok...

10:11.62 - 10:21.42 **77 Rad:** And, some of the information you gave me yesterday, right, that hasn't been shared, because it's almost. Although I understand your point of view in terms of being relevant, but it's not.

10:21.46 - 10:24.82 **78 Rad:** But it's not, in terms of the requirements of the role we have is that we need individuals to be in the office.

10:26.26 - 10:34.47 **79 Rad:** Some other teams might say "Hey no, we can be more flexible", right, we deal with a different type of orientation, we can do that. But for this role, we need individuals to be in the office.

10:35.78 - 10:53.05 **80 Niall:** Ok, well, like I say, I understand that you're trying to separate my disability from my lack of ability to come into the office, but like I say, my lack of being able to come into the office, is directly related to my conditions and you know, that's what's preventing me.

10:53.67 - 10:58.62 **81 Niall:** You know, if I could jump on a train now and come down to London, I'd be there in a flash, you know. But I just can't.

10:58.68 - 11:01.62 **82 Rad:** I also understand that, but we still haven't even extended an offer, Niall.

11:02.26 - 11:10.32 **83 Niall:** Ok, but yesterday you said that first of all that you would tell me there was an offer separately, uhmm and now it's just a blanket ...

11:10.34 - 11:18.10 **84 Rad:** I didn't tell you there was an offer separately, what I was telling you, is that we're close to making an offer and there are a lot of things that go into that offer, no offer has been communicated to you.

11:18.70 - 11:18.94 **85 Niall:** Yeah.

11:18.96 - 11:22.04 **86 Rad:** Right, no offer has been accepted, no offer has been approved internally.

11:23.20 - 11:26.44 **87 Niall:** Well not now I've told you this and this is obviously why I disclosed it.

11:26.46 - 11:44.24 **88 Rad:** This is what I said, which is why when we do those pre-calls, you're not the only person in the decision process. So when I had a call with you, I had a call with other candidates, in a similar position, for the same role to kind of go through the metrics of what we go through. In terms of will they need a relocation, should we go to offer.

11:44.78 - 11:55.49 **89 Rad:** ... are they still ok to come to the office, will they need a visa, for example? So we can look at all the different types of timelines we have for the candidates, right, that when we do make that decision that we go ahead with it.

11:55.89 - 12:06.74 **90 Rad:** Now, are they interested? Right, so one of my first questions to you was, are you still interested in the role? Because if you're not interested, it doesn't matter if we're going to give you an offer or not. Or whatever your situation is, it's kinda annulled, right.

12:07.30 - 12:14.42 **91 Rad:** And we still haven't made that decision, right, and what I'm saying to you is one of the biggest things for this role is for individuals to be in the office

12:15.66 - 12:17.40 **92 Niall:** Uhh yeah, I feel...

12:17.44 - 12:20.33 **93 Rad:** So that's a precursor before any incoming information you give to us.

12:20.98 - 12:33.25 **94 Niall:** No, I feel that to be honest, you are talking differently today than you were talking yesterday, and you did seem... you basically said it was going to be today or tomorrow. And then obviously when I disclosed my situation...

12:33.27 - 12:39.23 **95 Rad:** I said today or tomorrow to make a decision, Niall, come on, let's just, I'm genuinely trying to help you here, right, I'm not trying to go against you.

12:39.25 - 12:42.22 **96 Rad:** I'm just trying to be as honest and as upfront as you have with us.

12:44.10 - 15:30.23

Paragraphs 97-123

12:44.10 - 12:52.39 **97 Niall:** Ok, the people who make this decision about my inability to take the role. Like, I feel they should know about my situation, rather than...

12:52.95 - 13:01.15 **98 Rad:** Again, that's not for me to disclose, right? Literally, as you've just said, you're under no obligation to disclose that, you've just said that, right.

13:01.17 - 13:02.29 **99 Niall:** But I have disclosed it now...

13:02.31 - 13:13.68 **100 Rad:** Equally... If you want to disclose that, right, it's your call, you disclose that and if you want us to forward that, we will. But what I am telling you, is that we still need individuals to be in the office.

13:14.66 - 13:19.26 **101 Niall:** Ok, so who, what is the team, do they have an email, this specific team that decides this?

13:19.32 - 13:23.30 **102 Rad:** You can send it to us and I can forward it, but I think, we've not made a decision yet, Niall, right.

13:24.56 - 13:39.29 **103 Rad:** I don't mean to be a kind of a downer, and I know you're frustrated, right, I can feel it. But what I'm saying to you is remember two things - The door isn't still completely shut on Apple, number 1.

13:40.17 - 13:58.99 **104 Rad:** The second thing is - that we haven't extended an offer. So it's not a case of to say "hey, we're definitely going to extend an offer," right, because we haven't communicated that to you, we haven't gone back and said "hey, we definitely want to do this, as of yet", no final decision, no final approval has been made yet.

13:59.39 - 14:11.14 **105 Rad:** Right, just because someone might say someone might be in the running for an offer, doesn't mean they're necessarily going to get one right. So two things there, we haven't extended an offer that we're suddenly pulling back, that's not the case here.

14:11.50 - 14:11.88 **106 Niall:** Well it does feel like that.

14:13.22 - 14:16.55 **107 Niall:** It does feel like that, because yesterday you said that all the interviews have been very positive, there's no red flags.

14:17.15 - 14:18.69 **108 Rad:** [Shouting] The interviews have been positive, but that doesn't necessarily mean you're going to get an offer, Neil. Come on, there's a lot of individuals in the process, right.

14:22.59 - 14:28.67 **109 Niall:** You said you were just waiting to hear from Norman and then you were going to call me back. And then obviously I disclosed my situation and then everything changed.

14:28.69 - 14:39.38 **110 Rad:** Yeah... Yes, but Niall, that's also an important piece, right, you not being able to come to the office, that's something that... we're not ... your offer and your contract require you to be in the office.

14:39.74 - 14:43.46 **111 Niall:** But the job is based on my ability, not my disability, you know.

14:44.44 - 14:46.18 **112 Rad:** We're not accounting your disability.

14:46.60 - 14:47.70 **113 Niall:** Well that's part of the problem, you know.

14:47.98 - 14:51.12 **114 Rad:** The job is also about your ability to essentially come into the workplace.

14:51.45 - 14:52.45 **115 Niall:** Ok.

14:52.78 - 15:00.21 **116 Rad:** Like, I'm trying to help, but I feel that I'm getting a lot back here, I'm just genuinely trying to help you with your situation.

15:00.23 - 15:03.05 **117 Rad:** But we do need individuals to be in the office.

15:03.65 - 15:06.65 **118 Niall:** Well, I understand and you know I didn't mean this to come across hostile.

15:06.65 - 15:06.69 **119 Rad:** [Laughing]

15:06.69 - 15:18.50 **120 Niall:** But, this, can you imagine in your job being offered your position and then being told “Well actually because you were born with a condition you had no choice over, sorry that we just can’t do it.” You know it’s...

15:18.86 - 15:21.47 **121 Rad:** That’s not what we’re saying, that’s not what we’re saying.

15:21.47 - 15:21.59 **122 Niall:** Well that basically is it.

15:21.59 - 15:30.23 **123 Rad:** We’re saying the individual that we require for this role, should we go to offer, is, we need them to come into the office.

15:30.63 - 20:00.89

Paragraphs 124–151

15:30.63 - 15:45.14 **124 Niall:** I mean like, I understand the logic and changing the narrative to the fact I wasn’t going to be getting an offer or whatever... But you know, I’m sad that you’ve changed the story so much in a day. It feels quite disingenuous to be honest.

15:45.18 - 15:56.27 **125 Rad:** I haven’t changed the story right. The reason why I gave you a call was to pre-qualify certain conditions, some of that been whether you were still interested in the role, the other been to make clear that you still have to come to the office.

15:56.91 - 15:57.85 **126 Niall:** And like I say, you know.

16:00.12 - 16:04.66 **127 Rad:** It didn’t matter what reason you gave, like “hey I’m unable to get to the office and I’m able to give you a timeline of when I’m able to do that” right.

16:05.45 - 16:09.21 **128 Rad:** I, I, I have to essentially check whether that’s going to be a possibility.

16:10.37 - 16:24.65 **129 Niall:** What, what if I can do like the first 2, 3 weeks in the office, if I just pay for some crazy support company to help me, like and then could I just do one day and then until I can do more?

16:25.53 - 16:30.71 **130 Niall:** Like I just feel like there’s got to be some leeway here, like if you’re saying I can be in the office for 3 days...

16:31.03 - 16:51.86 **131 Niall:** Like so my point view is if you were saying it’s a 5 day job, so you have to be in the office 5 days a week, and no-one works remote, we don’t have offices around the world that have to talk by video chat and all that stuff, I’d understand. But the fact that this job can be done remotely obviously, because the contract says so, the role says so - everyone I’ve interviewed with has been working at home, um I understand...

16:52.00 - 16:57.38 **132 Rad:** Niall, listen. Just because the interviewer was at home in the interview, doesn’t mean everyone’s working from home.

16:57.65 - 17:00.54 **133 Niall:** Well 9/10 of them were, it’s a very low probability.

17:00.86 - 17:06.76 **134 Rad:** We’re not talking about individuals where they were when they did the interviews and so on, that almost becomes, that’s not a non starting point right.

17:08.82 - 17:14.56 **135 Rad:** If you want me to go and double check, I will do, I’m happy to do that. I’m not saying no to that.

17:14.90 - 17:18.06 **136 Rad:** But I’m just saying for you to remember this, we still haven’t extended an offer.

17:19.82 - 17:21.32 **137 Niall:** I understand there's been no formal offer.

17:21.34 - 17:36.16 **138 Rad:** We still haven't and not just you, but anyone else. Would say that to us at this stage right to say "hey, you've told me it's positive" or whatever the individuals I spoke to yesterday comes back and says for whatever reason, it doesn't matter what the reason is.

17:36.98 - 17:38.74 **139 Niall:** But It should matter though, shouldn't it?

17:38.76 - 17:43.28 **140 Rad:** .. For the first few weeks and see how we get on... I will still go and check that, but it doesn't mean that they've got an offer.

17:43.88 - 17:45.46 **141 Niall:** I understand, I understand, but ...

17:45.51 - 18:01.89 **142 Rad:** A lot of people do that at the beginning, if you'd done that at the beginning we would say exactly the same thing to you. "Let us go and check" and if the answer is whatever it is, "Ok no we can be flexible, carry on", or "No listen, we definitely need someone to be in the office, so it's not going, it's not gonna work".

18:01.97 - 18:13.37 **143 Niall:** But if that was the case then I would never have a job, because every company like this - every role like this, advertises the need for people in office. Even though you know the fact that people work remotely all the time and obviously people do the same at Apple.

18:15.19 - 18:24.96 **144 Niall:** Uhh and you know I understand there's hardware units in the office, I knew that was going to be part of it obviously, I mean obviously there's software emulators and whatnot, but uhmm like I understand what you're saying.

18:25.28 - 18:49.85 **145 Niall:** The problem is, just the narrative shift, is just hard to take you know, like given the fact that I just wish you would acknowledge the fact that, imy, t's nothing to do with anything separate. Like it's literally intrinsically to do, the reason I literally cannot be in the office is to do with my disability. You know, that is the exact reason so I would really like that communicating to the legal team, or whoever's in charge of that.

18:49.97 - 19:00.35 **146 Niall:** Because like you know Apple says on the bottom of all their emails - "Everyone's an individual, everyone has their own story", we don't discriminate against discrim, sorry I mean disability and what not.

19:01.62 - 19:02.62 **147 Rad:** We're not discriminating against you, we haven't extended an offer Neil, Niall.

19:03.88 - 19:07.72 **148 Niall:** Ok, well it feels like there's a massive shift in terms of how you're talking to me today.

19:07.87 - 19:28.35 **149 Rad:** It's not, I'm telling you for this role to come into the office, we need the individual to come, for this role, we need the individual to come into the office right. You aren't able to come to the office. Right, part of it, we're not even disclosing, like I said, not even disclosing why you can't come to the office, we're like "Hey, is this an option for your team", and it's hard knowing exactly what they work on it's a hard no.

19:30.38 - 19:44.99 **150 Niall:** Like if I was say an embedded engineer, or working directly soldering chips to boards or whatever, I'd understand, you know but a lot of the job is writing IK solvers (Inverse Kinematics) and working on simulations and whatnot that I've been told about you know.

19:45.95 - 20:00.89 **151 Niall:** And the fact that I'm not even under NDA and I've been told a lot of information, did make me feel like I was very close to been under offer, because obviously you don't go and

tell candidates this type of information if there not going to be taking an offer. So it's a shock to me as you can imagine.

20:01.43 - 24:17.58

Paragraphs 152–181

20:01.43 - 20:15.62 **152 Niall:** I'm not trying to be hostile, it's just you know, I've had a lot of problems in my life, where you know, I've lost out abilities to do stuff and take good jobs because of my situation, and this is just going to be another brick in the wall if you can understand?

20:17.62 - 20:22.70 **153 Rad:** I can sympathize with you Niall, I hear you. I also have to follow, it's not me making the decision based on what our policies are.

20:29.73 - 20:30.87 **154 Niall:** Ok please can you just ...

20:30.91 - 20:47.12 **155 Rad:** I want to come back to the fact, very important things. We have yet ... to make a decision ... and offer you the position. Right. And it's not against you, regarding your disabilities or anything like that. It is purely based on that we need individuals to come to the office.

20:48.12 - 20:48.30 **156 Niall:** Yeah

20:48.36 - 21:08.62 **157 Rad:** Right and that will be the same for anyone, and if someone's reason is similar to yours or if someone's reason is "hey I just need to babysit" or "dogsit", whatever, it needs to be, the reasoning being that hey, if you wanna proceed to be potentially considering to be making an offer on, we need individuals to be in the office.

21:08.94 - 21:14.23 **158 Rad:** Which is why we cover these questions, before we make a final decision on the individuals.

21:14.49 - 21:15.71 **159 Niall:** Well no-one asked me.

21:15.79 - 21:28.60 **160 Rad:** For you or anyone else, for us to extend an offer and then to say, for your to turnaround and say "hey I can't come in" or whatever and for us to say "we definitely need you in", and for us to say no-no, this is why we check it beforehand.

21:29.64 - 21:36.82 **161 Niall:** But, no I understand, first of all no-one asked me about that, and as I said all the interviews were done remotely, uhh and can I, you know...

21:37.80 - 21:42.68 **162 Niall:** I find it a little bit offensive that you're kinda comparing my situation to someone who wants to sit at home and dogsit, you know.

21:42.82 - 21:47.57 **163 Rad:** I'm not saying, I'm just saying everyone has various different reasons, some medical, some disability, some for whatever reason.

21:48.71 - 21:56.03 **164 Niall:** Ok, and mine is for disability, so please can that be relayed back to whoever is in charge of making this decision, that's all I'm asking.

21:56.13 - 22:03.18 **165 Niall:** Like, you know I didn't disclose my disability, because like I say I don't wear it around my neck, it's not something I'm happy to disclose to people and have no legal obligation to do so either, uhmm.

22:03.90 - 22:20.54 **166 Niall:** But I have disclosed it now, and obviously I'm sure you'll be treating it as sensitive information, uhmm, obviously Apple is known for data privacy and whatnot. I just would like it, now that I have disclosed it, for it to be relayed to the people that you know, have made this decision.

22:20.58 - 22:25.71 **167 Niall:** Just so that it's not because I don't want to come to the office or I want to sit at home and dog-sit or baby-sit.

22:25.73 - 22:31.37 **168 Rad:** If you want us to relay that, look I haven't disclosed it right, because like I said, it's not my business to disclose that.

22:31.85 - 22:43.36 **169 Rad:** Right, it's your right. Even though you've shared that information with me willingly and I understand, I've not shared in terms of what it might be, because it's not for me to do so right.

22:43.50 - 22:44.86 **170 Niall:** No, I understand yeah.

22:45.74 - 22:53.49 **171 Rad:** Like you just said, we're not making a decision based on someone's disability, that's not right for us to do, because everyone is equal.

22:54.01 - 22:59.37 **172 Rad:** The communication is that not been able to come to the office, right, simple as that.

22:59.72 - 23:23.09 **173 Niall:** But, I am able to possibly come to the office, with support. Like obviously yesterday when I first spoke to you, I didn't know if that was going to be possible, but there is some like, as embarrassing as it is for me as a 27-year old man to say this, that you know I can have a careworker come with me initially or they won't even need to be in the office, they can just be nearby in London or whatnot.

23:23.63 - 23:45.44 **174 Niall:** And if that's what it takes to do for the first week or the first two weeks or even a month, I'll just pay that myself, because this job means so much to me. Like I feel like I've put so much effort into this process, and granted you guys have to obviously, with the interviewers and that. And it's a massive opportunity that I don't want to lose to be honest, if that makes sense.

23:45.52 - 23:54.28 **175 Rad:** I understand that, but can I just ... again can I just be clear that we haven't extended... we haven't even made a decision that want to offer you yet.

23:54.64 - 24:00.35 **176 Rad:** So hey it's not a case that hey we're extending an offer and we're now trying to figure out a solution.

24:00.35 - 24:01.23 **177 Niall:** Ok, No, I understand that.

24:01.23 - 24:02.27 **178 Rad:** It's not even that yet.

24:02.79 - 24:06.49 **179 Niall:** Right no, I understand that, I don't have an offer...

24:07.35 - 24:15.87 **180 Rad:** You see what I mean ? If they do decide "hey we would want to move offer" right, and you want us to relay that message, absolutely I can do, to see what possibilities are they?

24:16.58 - 24:17.58 **181 Rad:** But we haven't extended an offer.

24:18.29 - 27:03.26

Paragraphs 182–201

24:18.29 - 24:27.66 **182 Niall:** Ok no I understand that, but yesterday you said I wouldn't be speaking to Norman... Your exact words to me yesterday were "You wouldn't be speaking to Norman, if we weren't close to making an offer". You know that's what we said.

24:27.82 - 24:29.66 **183 Rad:** Exactly. But you're not the only person that's spoken to Norman.

24:29.86 - 24:31.52 **184 Niall:** No, absolutely I understand that.

24:32.74 - 24:35.42 **185 Rad:** This is the exact conversation that I had with you, I said that multiple times yesterday ... other individuals.

24:35.46 - 24:42.46 **186 Niall:** But now it just feels today that it's more on distancing yourself from the offer, which you know I understand...

24:42.48 - 24:46.18 **187 Rad:** I'm not distancing anything Niall, let's be honest. I'm not distancing anything.

24:46.40 - 24:47.68 **188 Niall:** I understand, its a policy...

24:50.07 - 24:55.69 **189 Rad:** Your feedback is positive, that hasn't changed since yesterday. Have we made an official offer to you, no we have not.

24:55.81 - 25:09.27 **190 Rad:** Have we... did we discuss yesterday that we are still waiting on final decisions to come in, yes, I said that yesterday right and that still remains the same. The situation is I brought up the fact you I need you in the office. Because it is a requirement.

25:10.05 - 25:18.86 **191 Rad:** It wasn't that you came out with, I said "ok you live in Middlesbrough", the space is in London, are you going to be relocating, because we need you in the office, because it's a requirement.

25:19.08 - 25:27.24 **192 Rad:** And that's the same for other individuals, whether they live in London, whether they live in Spain, wherever they may be, whether they're in the US. Regardless right, and that's where that is.

25:27.40 - 25:44.07 **193 Rad:** And you know this role is open to both locations and there are a lot of candidates we're trying to cover and see what the best fit would be. We have limited headcount, it's not the case that we have uhh 2-3-4 good candidates at final stage, that we can offer them all.

25:45.55 - 25:57.77 **194 Niall:** Oh no, no I understand that, I mean I saw Ahmed posted a job posting for the San Francisco office, so I understand that you know, there's maybe multiple roles for this position. And I understand you've probably got other candidates.

25:58.47 - 26:12.66 **195 Niall:** Like, like me raising these issues, obviously doesn't look good for me, but I feel like I just have to advocate for myself, because you know like, like you know I wanna make it clear, that the exact reason I can't come down is to do with disability.

26:12.68 - 26:26.91 **196 Niall:** And I feel like that needs to be portrayed, that it's not a separate issues, it's not like and I understand from a legal point of view it makes more sense to separate me from the disability, but its as Apple says "Everyone is an individual, everyone has their own story"...

26:27.61 - 26:42.74 **197 Rad:** I understand that and what I'm saying is that we are yet to make an off... So what you're asking me right to do, is what you're asking me to do is to say "Don't pull the offer, because of my disability" in short right.

26:43.06 - 26:46.42 **198 Rad:** And what I'm saying to you is we've not made an offer to pull it.

26:46.42 - 26:46.48 **199 Niall:** Well ok, but...

26:46.48 - 26:54.93 **200 Rad:** But if you'd still like this information to be relayed before that final decision is made, you call I can do it for you. Absolutely, happy to do that.

26:55.21 - 27:03.26 **201 Niall:** Yeah, it's just that you called me starting off saying it's not going to happen, and now you're saying the final decision hasn't been made, so I'm just a bit confused.

27:04.02 - 28:42.36*Paragraphs 202–213*

27:04.02 - 27:18.29 **202 Rad:** I, No, I still... uh... Don't be confused right, I want to be very crystal clear here. When I called you at the beginning, I said it's not going to happen, is what they've told me is that we need people to be in the office. So it's not going to happen the fact that people don't come into the office.

27:23.92 - 27:32.19 **203 Rad:** I haven't changed that, look I'm genuinely trying to be honest here. And I'm not trying to lead you or cover anything up, and I'm been very direct and forefront, and I hope that comes across.

27:32.81 - 27:38.54 **204 Rad:** I'm not trying to change the story, I'm not trying to backtrack on anything, I'm trying to keep it absolutely factual.

27:39.08 - 27:39.14 **205 Niall:** No

27:40.22 - 27:41.22 **206 Rad:** Sorry did you say no?

27:42.30 - 27:58.02 **207 Niall:** No sorry, no, I'm saying no, I'm not trying to say that, look I'm just, you obviously sound like a nice guy, I'm not trying to be hostile, I'm just saying that how you approached the call yesterday versus today... just...

27:58.56 - 28:14.55 **208 Niall:** Like since disclosing that information ... and obviously since.. I'm not saying and I'm sorry if I'm saying that, that you explicitly that I've got a paper offer, because I don't. I don't have an email with a contract or anything. But what im saying there was many signs it was very close, you know the information I've been told...

28:15.13 - 28:20.53 **209 Rad:** And it still is close... That hasn't changed, we're not suddenly saying that "Hey by the way [Inaudible]".

28:21.13 - 28:23.84 **210 Niall:** Well I got the impression from the start of this call... that you were...

28:25.67 - 28:31.39 **211 Rad:** What we're saying is that you're still at the latter stage, but before we make those final decision, these are the set of qualifications that we do for every single role.

28:31.39 - 28:31.99 **212 Niall:** Mhhmm

28:31.99 - 28:42.36 **213 Rad:** To make sure the individual are A) interested in the role, what kind of uh relocation or visa they need, if we extend an offer are they able to come to the office, if we extend an offer. It doesn't mean that they're definitely getting an offer.

28:44.32 - 37:37.13*Paragraphs 214–264*

28:44.32 - 28:56.08 **214 Niall:** Ok, Can I also just disclose as well, that I have been working with a psychiatrist who is based in London, and that you know, I have actually seen him in London this year, you know I've been starting to come to London more and more.

28:56.32 - 29:05.61 **215 Niall:** And like you know I would, like I say if it's possible to have some leeway initially, you know I'm hoping I would be able to be in London permanently. You know, that is my aim.

29:06.25 - 29:27.87 **216 Niall:** Like I say, I would go out and say that I would hope it would be at the end of this year at the latest you know, because for me personally, I can't actually cope much longer, being

like locked up in a house, you know like I've worked remote if every previous job that I've done basically, apart from when I was at ILM (Industrial Light and Magic) I did some days in the office.

29:30.73 - 29:40.60 **217 Niall:** Uhhh, so you know like it's a big deal for me and like I say I'm sorry if this comes across hostile, I just want to get my points across and again I'm not accusing you specifically of discrimination.

29:40.94 - 29:53.33 **218 Niall:** But what I'm saying, is having a blanket policy that indirectly affects people that do have disabilities like myself, you know does feel unfair. Again I'm sorry if it comes across like I'm blaming you directly I know you don't write these policies.

29:53.63 - 29:57.53 **219 Niall:** So that's why I'm saying, please, can you, you have my permission.

29:58.73 - 29:59.73 **220 Rad:** I absolutely will, Niall, let me be clear.

30:00.94 - 30:12.31 **221 Rad:** I cannot sympathize with you more, right I understand where you're coming from. I hear you, if I was on the opposite side, right, I would feel exactly the same way and I'd be doing exactly the same thing so.

30:12.31 - 30:12.73 **222 Niall:** Ok

30:12.73 - 30:19.95 **223 Rad:** So I'm not holding this against you. On a human level, I hear you, I get you, I understand.

30:21.71 - 30:32.41 **224 Rad:** But I want to see what we can do, but what I'm saying is, and again I'm not saying this just to give you a politician's answer, right, I'm saying these, because these are the facts.

30:33.09 - 30:36.86 **225 Rad:** We have yet to extend an offer.

30:36.86 - 30:37.58 **226 Niall:** Yeah, uh , yeah.

30:37.58 - 30:45.51 **227 Rad:** And until we do that, and to say, "Hey now we're pulling it because of a disability and so on", then I get it. But we haven't yet done that.

30:45.57 - 30:46.39 **228 Rad:** We haven't made that decision. But absolutely I hear you, I will happily go back.

30:50.11 - 30:51.11 **229 Niall:** Ok

30:54.84 - 31:12.33 **230 Rad:** Right, it doesn't, doesn't cost me much, doesn't cost me anything to go-back and reemphasize the point, and if you want me to add permission to share that, I can do. But again sharing that right, and I just want to be very clear - Sharing that information is still separate from making a final decision.

31:12.91 - 31:13.91 **231 Niall:** Ok

31:14.49 - 31:30.78 **232 Rad:** Right, and although you can disclose it, and if you look at it, look at in plain, in kind of simple terms. Sharing that information, and then making a decision, is still completely different to seeing who the best candidate is for the role.

31:30.78 - 31:31.12 **233 Niall:** Ok

31:31.12 - 31:46.85 **234 Rad:** Even if someone says "Absolutely, we can do full remote", right and there's still 3 candidates, 4 candidates, whatever many candidates, individuals at that stage, they will still pick people based on ability, who they think is the best for the role.

31:46.85 - 31:47.17 **235 Niall:** Ok yeah.

31:47.17 - 31:48.61 **236 Rad:** And we haven't got to that stage right, so...

31:49.76 - 32:08.72 **237 Rad:** But another thing that I just want to kind of, just because I purely, uhm I feel for you right. The other thing I just want to re-emphasize yesterday, this doesn't necessarily and I just said to you today. Just because you don't get a position, you get this far at Apple, you don't get a position, doesn't mean it's the end of the road.

32:11.08 - 32:21.28 **238 Rad:** They'll be other positions, other opportunities, there a multiple reason why people sometimes get to this stage and are not selected. It doesn't mean we shut them out for future opportunities.

32:21.66 - 32:35.01 **239 Rad:** Some of that may be just because they got really far, they were just pipped to the post by a really good candidate, and in 3-6 months time we go back to them with similar roles and say "hey, you did really well, you didn't get that job, but we think we now have a head count to do this, would you like to come onboard".

32:36.23 - 32:49.44 **240 Rad:** Or maybe vice-versa, it could be a different reason, maybe they couldn't take the job at the time because they weren't able to relocate. Maybe something came up in their personal circumstances that they couldn't adhere to, that's fine. It happens, it's part of life.

32:49.98 - 32:57.29 **241 Rad:** But 3 months, 6 months a year down the line their able to do that, then they reach back out and say "hey I'm able to do x, y and z" and for any reason, not just talking about relocation, but whatever it may be.

32:57.31 - 33:07.43 **242 Rad:** "I'm now able to take on the role" or have the whatever to do and we look at what we have available at that stage.

33:07.81 - 33:18.52 **243 Rad:** Right, and I want to just re-emphasize and just remember that point as well. Right, but just to recap, just things that you might...

33:20.20 - 33:28.66 **244 Rad:** Are you happy for me to go and have that conversation again? I'm happy to do it if that's something you want me to do. And it gives you, and if you want me to do that, I'm happy to do that.

33:29.02 - 33:43.41 **245 Niall:** Yeah, I mean is it possible if I could write like an email that could be forwarded directly. I mean I'm happy for you to disclose what I've told you, you know, about my conditions and whatnot and how they affect me.

33:43.91 - 33:50.99 **246 Niall:** But if it might mean more if it comes directly from me if that's possible? I don't know...

33:52.52 - 34:06.78 **247 Rad:** Uhh-uhh, that's your call man, but I... If you wanna send that to me, feel free to send it, again I'm not sure what stake it would play, like I said just to be very clear, they've yet to make that decision.

34:07.56 - 34:19.41 **248 Niall:** I understand, and I'm not trying to say that I had an offer, and I understand you're saying there's other people now, you didn't tell me that yesterday and stuff, obviously I wasn't aware of that till today.

34:19.77 - 34:37.68 **249 Niall:** I assumed there might be other candidates as typical in the job hiring process, uhhmm, yeah like, it's just a shame to go from literally, I was so excited when you it was going to be today or tomorrow and then I had to disclose this obviously.

34:37.72 - 34:46.49 **250 Niall:** I couldn't lie to you, I couldn't say ... and like this is general advice for disabled people is that you don't need to disclose your disability until you have an offer really.

34:46.67 - 34:57.57 **251 Niall:** And that's because sadly in this world, there is bias and discrimination some of it's not deliberate, some of it's just ignorance, and I don't mean deliberate ignorance, and ...

34:58.51 - 35:08.80 **252 Rad:** I understand that, but if we're extending an offer for it to be home based and then you disclosed it, then there's a different, it doesn't necessarily mean we'd go down the same route right.

35:10.20 - 35:20.13 **253 Rad:** Uhhh, but I hear you. So.. that's fine, Look let's just keep it simple with the things we can control. If you want me to go and have that conversation I'll go away and do it.

35:21.00 - 35:31.41 **254 Rad:** In other terms, in terms of uhhh, they've yet to make a decision right, so it might just be that the decision was always going to be a no where you can come to the office or not.

35:32.25 - 35:45.17 **255 Niall:** I understand that, and that's the part that I just want to emphasize a bit, that's the part that kinda feels bad because, like this was never pointed out to me yesterday that there was other candidates, and you might not get the job because of other reasons.

35:46.07 - 35:53.49 **256 Niall:** It sounded very, very positive and then since the disclosure now it's kinda like 'ooh' there's other candidates, you might not get the job for some other reason.

35:53.57 - 36:06.16 **257 Niall:** And obviously from a legal standpoint saying that I didn't get the job because of skillwise is obviously the logical step. And the reason I am so concerned about this is because you know, this is not the first time this has happened to me.

36:06.18 - 36:25.66 **258 Niall:** Like I say, I've lost countless opportunities, some amazing job offers, in the past year even, because of this very situation. And you know, I'd hoped that Apple would look at the whole picture, you know I've been told all along, 'thank you for telling me about your autism', 'thank you for telling me about your situation', you know 'everyone's individual, we look at everyone's circumstances'.

36:26.06 - 36:37.17 **259 Niall:** But then, obviously the policy you've told me about today; it's a blanket statement, it applies to everyone regardless, 'blah blah blah', that kinda goes completely counter to the point of individuality and individual circumstances.

36:37.49 - 36:48.89 **260 Niall:** So that's why I feel like if I directly portray my disability and that's the reason and I'll forward you this email in a minute, then you know I want to get the point across.

36:49.68 - 37:01.12 **261 Niall:** Because you know, again I'm not saying you're trying to mislead me, or lie to me, but it feels like there's been a big shift since I've disclosed this and that is the very reason why I was concerned about disclosing it in the first place.

37:01.26 - 37:09.52 **262 Niall:** Again, you did say this job is in London and I understand it was, my aim is to be in London and my aim when I applied in February originally was that I was going to be in London by the summer.

37:10.54 - 37:28.25 **263 Niall:** Obviously my disabilities are bad at the minute, my conditions are bad. But I do hope, that I can get down to the office, like for the induction and the first month or whatever or whatever it takes, I'll pay whatever it takes to help someone get me down to the office.

37:28.61 - 37:37.13 **264 Niall:** Because I feel like, you know the honesty I've given you and my promise to do that, I hope that kinda comes across as my commitment to this role. You know, if that makes sense.

37:40.04 - 37:57.62*Paragraphs 265–270*

37:40.04 - 37:43.66 **265 Rad:** Ok, right, it does make sense and I hear you.

37:43.68 - 37:46.69 **266 Niall:** But I don't want to waste any more of your time, so I appreciate your time.

37:47.99 - 37:53.78 **267 Rad:** Yeah, let me go, have a conversation see what can come back.

37:54.62 - 37:55.70 **268 Niall:** Ok, thank you very much Rad.

37:56.36 - 37:57.38 **269 Rad:** Thanks Niall, take care.

37:57.44 - 37:57.62 **270 Niall:** Bye.

Appendix — audio after the typed transcript ends

37:57.62 – 38:17.99

The typed transcript ends at paragraph 270 (“Bye.”). The master MP3 continues for a further 20 seconds. The text below is **not** part of the Claimant’s typed transcript: it is raw WhisperX machine output, reproduced only so that the tail of the recording is accounted for. It appears to be the Claimant speaking after the call had ended.

38:04.10 – 38:17.87 (*machine transcription*) I just, like, I knew this was going to happen. I actually wrote this in my notes. As soon as the call ended yesterday, I knew this was going to happen. You know, it literally started. I mean, like, he told me, you know, very positive. Oh, you know, we’re very excited. You still want the job. Blah, blah, blah. And, like, it was...