Case No. 1800986/2019



EMPLOYMENT TRIBUNALS

BETWEEN: Miss R Newbould and Marks and Spencer plc

Claimant Respondent

Heard at: Leeds

On: 2 July 2019

Before: Employment Judge Cox

Representation:

Claimant: Miss Firth, counsel Respondent: Mr Crozier, counsel

JUDGMENT AT PRELIMINARY HEARING

- 1. The Claimant was not at the material time a disabled person as defined in the Equality Act 2010 by reason of hypersensitivity.
- 2. The claims of failure to meet the duty to make adjustments and discrimination arising from disability fail and are dismissed.
- 3. The claims of harassment related to gender reassignment and sexual orientation, direct and indirect gender reassignment discrimination and victimisation are dismissed as having been presented out of time.

Employment Judge Cox Date: 2 July 2019

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