



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr Chowdry

**Respondent**  
Dnata Ltd UK

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham

**ON**

14 – 18 December  
2018 &  
30 January 2019

**EMPLOYMENT JUDGE** Harding

**MEMBERS**  
Mr Spencer  
Mr Sharma

### Representation

**For the Claimant:** In Person

**For the Respondent:** Mr Trory, Counsel

## JUDGMENT

1 The claimant's claim of direct disability discrimination fails and is dismissed.

2 The claimant's claim of a failure to make reasonable adjustments fails and is dismissed.

3 The claimant's claim of victimisation succeeds in respect of the second asserted detriment (being told in relation to his second job application that the recruitment process had been put on hold). It fails and is dismissed in respect of the first asserted detriment.

4 By consent the claim of unfavourable treatment because of something arising out of disability is dismissed on withdrawal by the claimant.

5 The respondent is ordered to pay compensation to the claimant in respect of injury to feelings in the sum of £2,000.

Employment Judge Harding  
Dated:30 January 2019