



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss E Zajko

**Respondent:** Z.E.X (Yorkshire) Ltd

**Heard at:** Sheffield ;      **On:** 27 to 30 August and 24 January 2020

**Before:**            Employment Judge Rostant  
                         Mrs E Burgess  
                         Mr D Fields

**Appearances**

For the claimant: Miss K Gibson, solicitor

For the respondent: Ms Hashmi of counsel

## JUDGMENT

**It is the unanimous judgment of the Tribunal that;**

- (1) The claims of indirect discrimination and breach of the duty to make reasonable adjustments fail and are dismissed
- (2) The claim of discrimination for a matter arising from disability succeeds and is upheld.
- (3) The Tribunal declares that the claimant was discriminated because of something arising from her disability, contrary to S15 and S39 Equality Act 2010.
- (4) The Application for other remedies is adjourned to a further hearing and is the subject of a separate Order of this Tribunal.

**Case Number: 1800541/2019**

**Employment Judge ROSTANT**

**Dated: 24 January 2020**