



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr N Mehdinejad

v

Royal Mail Group Limited

Heard at: London Central

On: 3-5 November 2020

Before: Employment Judge E Burns  
Miss S Campbell  
Ms K O'Shaughnessy

## Representation

For the Claimant: Mr M Singh (counsel)

For the Respondent: Mr J McArdle (representative)

## JUDGMENT

The unanimous decision of the employment tribunal is that the claimant's claim of harassment related to disability contrary to section 26 of the Equality Act 2010 succeeds.

The tribunal awards him **£14,068.11** by way of compensation, which is broken down as follows:

- Injury to feelings of £9,000 incorporating aggravated damages of £1,500
- Financial loss of £865.22
- Injury to health of £3,000
- Interest on the injury to feelings award of £990.25
- Interest of the remaining awards of £212.64

**NB** interest is calculated using the daily interest rate of 8% from the date of the discrimination, 22 June 2019 to 5 November 2020 in the case of injury to feelings and from the mid-point between those dates for the other awards.

The claimant's other claims of harassment related to sexual orientation, direct discrimination because of disability and sexual orientation and victimisation do not succeed and are dismissed.

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**Employment Judge E Burns  
6 November 2020**

Sent to the parties on:

6/11/2020

For the Tribunals Office