



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Thomas

**Respondent:** Hertel (UK) Limited

**Heard at:** Newcastle (by CVP)

**On:** 17-19 March 2021

**Before:** Employment Judge Beever

Ms S Don

Mr G Gallagher

***Representation:***

**Claimant:** Mr Lemer, Counsel

**Respondent:** Mr Warnes, Solicitor

## JUDGMENT

1. The claim in respect of failure to make a reasonable adjustment is well founded and succeeds.
2. The claims of discrimination arising from disability and harassment and victimisation are not well founded and are dismissed.
3. A remedy hearing, by CVP time estimate 1 day, is listed for 12 May 2021 subject to the parties reaching agreement in the meantime.

**Employment Judge Beever**

**Date: 22 March 2021**

**Case No: 2503454/2019**

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