



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mr J Lewis

v

**Respondent:**  
AARA Corporate No. 76  
(no response received)

**Heard at:** Reading (by CVP)      **On:** 6 August 2021

**Before:** Employment Judge Anstis

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** No attendance or representation

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has subjected the claimant to sexual orientation harassment and must pay compensation of **£2,000** in respect of this harassment.
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the sum of **£2,454.48** (which may be paid subject to deduction of any required tax and national insurance contributions).
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£477.26** (which may be paid subject to deduction of any required tax and national insurance contributions).
4. The respondent has breached the claimant's contract of employment by failing to reimburse expenses and is ordered to pay the sum of **£131.90**.
5. The claimant's claim of disability discrimination is dismissed.

**Employment Judge Anstis**  
**6 August 2021**

Sent to the parties on: 27/8/2021

N Gotecha  
For the Tribunal Office

**Note:**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.