



EMPLOYMENT TRIBUNALS

Claimant: Ms N Igityan

Respondent: Topdesk UK Ltd

Heard at: London South Employment Tribunal

On: 11-14 October 2021

Before: Employment Judge Ferguson

Members: Mr J Hutchings
Mrs J Beard

Representation

Claimant: In person

Respondent: Mr G Hine (solicitor)

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The Respondent failed to comply with a duty to make reasonable adjustments for the Claimant as regards a requirement to attend the office five days a week.
2. The Claimant's complaint of failure to make reasonable adjustments to the redundancy consultation process fails and is dismissed.
3. The Claimant's dismissal amounted to direct disability discrimination and discrimination arising from disability.
4. The Claimant was unfairly dismissed.
5. The complaint of victimisation is dismissed upon withdrawal.
6. The Claimant is awarded compensation of £7,480 in respect of financial

losses, £30,000 in respect of injury to feelings and £5,838.90 in respect of interest on the injury to feelings award.

7. The Respondent is ordered to pay the Claimant the total sum of **£43,318.90**.

Employment Judge Ferguson
Date: **14 October 2021**

JUDGMENT SENT TO THE PARTIES ON
Date: **20 October 2021**

FOR THE TRIBUNAL OFFICE

Notes

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

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