



EMPLOYMENT TRIBUNALS

Claimant: Mr M Hanif

Respondent: Costco Wholesale UK Ltd

Heard at: Watford by CVP video **On:** 4-5 January and 6-8 December 2022

Before: Employment Judge R Lewis
Mr S Bury
Mr P Maclean

Appearances

For the claimant: Mr G McKetty, consultant

For the respondent: Mr D Gorasia, counsel

JUDGMENT

1. The claimant was at the material time a disabled person within the meaning of s.6 Equality Act 2010 as a result of PTSD.
2. The claimant was not constructively dismissed by the respondent and his claim of unfair dismissal fails.
3. The claimant's claims of race discrimination and disability discrimination all fail and are dismissed.

Employment Judge R Lewis

9/12/2022

Sent to the parties on:

19/1/2023

For the Tribunal: NG

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.