



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr A Rehman

Respondent

DHL Services Limited

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON AN OPEN PRELIMINARY HEARING

HELD AT Birmingham

ON 22 February 2023 and 8 March 2023

EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: In person

For the respondent: Miss V Brown, Counsel

JUDGMENT

The judgment of the tribunal is that during the relevant time, which is from 14 April 2019 to 27 August 2019:

1. The claimant was not disabled within the meaning of the Equality Act 2010 (EQA) because of keratoconus.
2. The claimant was disabled within the meaning of the EQA because of a combination of the conditions: (1) temporo-mandibular joint dysfunction and (2) mixed anxiety and depressive disorder.

Signed by _____ on 8 March 2023
Employment Judge Dimbylow

Notes:

- (1) Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.
- (2) All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant and respondent.
- (3) Further orders for the just disposal of an application to be made by the claimant were agreed at the end of the hearing, and these will be confirmed in a separate document.