



**EMPLOYMENT TRIBUNALS**

**Claimant:** Mr L Martin

**Respondent:** Gordon Rhodes & Son

**Heard at:** Leeds      **On:** 16,17,18 and 19 October 2023

**Before:** Employment Judge Shepherd

**Members:**

Ms Fleming

Mr Crowe

**Appearances**

**For the claimant:** In person

**For the respondent:** Mr M Rudd – Counsel

**JUDGMENT**

The unanimous judgment of the Tribunal is that:

1. The claims of discrimination arising from disability and harassment related to sexual orientation and disability are not well-founded and are dismissed.

*Employment Judge Shepherd*

**Date: 19 October 2023.**

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.

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.