



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sajid Ghufoor

**Respondent:** Mazars LLP

**Heard at:** East London Hearing Centre (by video)  
**On:** 13, 14, 19, 20, 21 and 22 September 2023 and 17 and 18 October 2023

**Before:** Employment Judge Volkmer  
**Members:** Ms Jansen  
Mr O'Callaghan

## Representation

**Claimant:** Ms Veale (Counsel)  
**Respondent:** Mr Williams (Counsel)

# JUDGMENT

1. The Claimant's claim of constructive unfair dismissal pursuant to sections 95 and 98 of the Employment Rights Act 1996 is well-founded and is upheld.
2. The Claimant's claim of direct disability discrimination is not well founded and is dismissed.
3. The Claimant's claim of discrimination arising from disability is upheld in relation to the following acts: 6b, 6d, 6e, and 6f.
4. The remaining complaints of discrimination arising from disability are not well-founded and are dismissed.
5. The Claimant's claim of a failure to make reasonable adjustments is upheld in relation to the following adjustments: 16b, and 16c.
6. The remaining complaints of a failure to make reasonable adjustments are not well-founded and are dismissed.
7. The Claimant's claim of harassment related to disability is upheld in relation to the following acts: 10b, 10c, and 10e.
8. The remaining complaints of harassment related to disability are not well-founded and are dismissed.
9. The Claimant's claim of victimisation is not well founded and is

dismissed.

10. Remedy will be dealt with at a separate hearing.

**Employment Judge Volkmer  
Dated: 19 October 2023**