



# EMPLOYMENT TRIBUNALS

## Claimant

Mr D Stubbs

## Respondents

(1) Electronic Wholesale Suppliers  
(Guildford) Limited  
(2) Mrs C Noon

v

**Heard at:** Reading

**On:** 16, 17 and 18 October 2023

**Before:** Employment Judge Anderson  
B Osborne  
C Juden

## Appearances

**For the Claimant:** J Strong (lay representative)

**For the Respondent:** C Noon (second respondent and director of first respondent)

## JUDGMENT

1. The claimant's claim of harassment related to disability is upheld.
2. The claimant's claim that the respondent failed to make reasonable adjustments is dismissed.
3. The claimant's claim of constructive automatically unfair dismissal for a health and safety reason is dismissed.
4. The claimant's claim to have suffered detriment for having raised a health and safety matter is dismissed.
5. Remedy will be decided at a separate hearing.

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Employment Judge Anderson

Date: 19 October 2023

Sent to the parties on: 6/11/2023

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For the Tribunal Office

### 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.