



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 28 November 2023

**Claimant:** Ms Rosanna Dias

**Respondent:** Mad Deals Limited t/a Magenta Flowers

**Before:** Employment Judge E Fowell

Ms C Wickersham

Mr N Shanks

**Representation:**

**Claimant** In Person

**Respondent** No appearance

## JUDGMENT ON LIABILITY

1. By Rule 47 of the Employment Tribunal Rules of Procedure, the respondent having failed to attend the hearing, the response is dismissed.
2. The following complaints of discrimination on grounds of disability are upheld.
  - (a) direct discrimination
  - (b) victimisation
  - (c) harassment
3. In particular, the claimant's dismissal on 10 February 2022 was an act of direct discrimination and victimisation.
4. Compensation will be assessed at a further hearing on 15 February 2024

Employment Judge Fowell

Date 28 November 2023