



EMPLOYMENT TRIBUNALS

SITTING AT: LONDON CENTRAL

BEFORE: EMPLOYMENT JUDGE F SPENCER

BETWEEN: MR R SODANO CLAIMANT

AND

ENSEMBLE SOFTWARE (UK) LIMITED RESPONDENT

ON: 19TH December 2023

Appearances

For the Claimant: Mr Uduje, counsel

For the Respondent: No attendance, No Response

JUDGMENT

The Judgment of the Tribunal is that:

- (i) the Claimant's claim of direct disability discrimination (section 13 of the Equality Act 2010) does not succeed .
- (ii) the Claimant's claim of harassment related to disability (section 26 of the Equality Act 2010) does not succeed.
- (iii) the Claimant's claim of discrimination arising from disability (section 15 of the Equality Act 2010) succeeds.
- (iv) the Claimant's claim of failure to make reasonable adjustments (sections 20 and 21 of the Equality Act 2010) succeeds.
- (v) the Claimant's claim of victimisation does not succeed.

The issue of the appropriate remedy for the successful parts of the Claimant's claim is adjourned to be heard on 22nd January 2024 by CVP

Employment Judge Spencer
19 December 2023

JUDGMENT SENT TO THE PARTIES ON

19/12/2023

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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.