



EMPLOYMENT TRIBUNALS

Claimant: Mr David Drozdowski

Respondent: British Telecommunications plc

Heard at: London South ET by video link **On:** 13,14,15 and 16 February 2024

Before: Judge MM Thomas

Representation

Claimant: Unrepresented – Litigant in Person

Respondent: Ms R Page, Solicitor

JUDGMENT

The Judgment of the Tribunal is that:

- (1) The Claimant's claim for constructive unfair dismissal is dismissed.
- (2) The Claimant was not a disabled person within the meaning of section 6 of the Equality Act 2010 at the time of the alleged discriminatory acts.
- (3) There was no contravention of section 19 or Section 19A of the Equality Act 2010. As such,
 - (i) The Claimant's indirect disability discrimination claim is dismissed.
 - (ii) The Claimant's indirect disability discrimination by association claim is dismissed.
 - (iii) The Claimant's indirect sex discrimination claim is dismissed.
 - (iv) The Claimant's indirect sex discrimination by association claim is dismissed.
 - (v) The Claimant's indirect marriage or civil partnership discrimination claim is dismissed.

Tribunal Judge MM Thomas

Date 20 February 2024

JUDGMENT SENT TO THE PARTIES ON
26 February 2024

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the Claimant(s) and respondent(s) in a case.

