



# **EMPLOYMENT TRIBUNALS**

**Claimant: Robert Nowak**

**Respondent: DHL Aviation UK Limited**

## **Record of an Attended Hearing at the Employment Tribunal**

**Heard at: Nottingham**

**Heard on: 27, 28, 29 & 30 November 2023**

**Before: Employment Judge Hutchinson**

**Members: C Pittman  
H Andrews**

**Appearances:**

**Claimant: In person**

**Respondents: Miss L Kaye, Counsel**

# **JUDGMENT**

The unanimous Judgment of the Tribunal is that:

1. The claims of direct disability, age discrimination, disability and age-related harassment and failure to make reasonable adjustments fail and are dismissed.

\_\_\_\_\_  
Employment Judge Hutchinson

Date: 22 December 2023

JUDGMENT SENT TO THE PARTIES ON

...22 January 2024.....

.....  
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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.