



Case Number 1301644/2023  
Type V

# EMPLOYMENT TRIBUNALS

**Claimant**  
**Mr D Andriulaitis**

**BETWEEN**  
**AND**

**Respondent**  
**DHL Services**  
**Limited**

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham **ON** 16 – 19 April 2024

**EMPLOYMENT JUDGE GASKELL** **MEMBERS:** Mrs N Chavda  
Mr S Woodall

### Representation

**For the Claimant:** In Person  
**For the Respondent:** Mr E Stenson (Counsel)

## JUDGMENT

### The Unanimous Decision of the Tribunal is:

- 1 Pursuant to Section 123 of the Equality Act 2010, the claimant's claim for disability discrimination by reason of the failure to make adjustments is dismissed for want of jurisdiction.
- 2 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010. The claimant's claims of direct disability discrimination and of discrimination for a reason arising in consequence of disability, pursuant to Section 120 of that Act, are dismissed.
- 3 The claimant was lawfully dismissed by the respondent in accordance with the terms of his employment contract. The claim for wrongful dismissal is dismissed.

Employment Judge Gaskell  
19 April 2024

### 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.