



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Ioannou  
**Respondent:** Octopus Capital Limited

**Heard at:** London Central Employment Tribunal, via cvp  
**On:** 23<sup>rd</sup> April 2024  
**Before:** Employment Judge H J Randall

**Representation:**  
For the claimant: Mr T Oxtou, Counsel  
For the respondent: Miss N Otero, Counsel

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

### Disability

1. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of obsessive compulsive disorder.
2. The complaints of direct disability discrimination, harassment, unfavourable treatment because of something arising in consequence of disability, and failure to make reasonable adjustments can therefore proceed.

EJ H J Randall  
23<sup>rd</sup> April 2024

Sent to the parties on:

9 May 2024

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For the Tribunal Office: