



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Brown

**Respondents:** Interstate Hotels UK Ltd (1)  
Jupiter Hotels Ltd (2)  
Ms C Renshaw (3)  
Interstate Hotels UK Ltd trading as Aimbridge EMEA (4)  
Integrated United Kingdom Management Ltd (5)

**Heard at:** Manchester Employment Tribunal

**On:** 29 and 30 April, and 01, 02, 03 and 07 May 2024

**Before:** Employment Judge M Butler  
Mrs J Pennie  
Ms V Worthington

## Representation

Claimant: Self-representing  
Respondent: Ms L Halsall (of Counsel)

# JUDGMENT

1. The complaints of harassment related to disability fail in their entirety and are dismissed.
2. The complaint of direct disability discrimination fails and is dismissed.
3. The complaints of discrimination arising from disability fail in their entirety and are dismissed.
4. The complaint of indirect disability discrimination fails and is dismissed.
5. The complaint of a failure by the second respondent (or any respondent) in its duty to make reasonable adjustments fails and is dismissed.
6. The complaints of victimisation fail in their entirety and are dismissed.

7. The claimant has been found not to have been unfairly dismissed. The complaint of unfair dismissal is dismissed.
8. For the avoidance of doubt, all claims brought in these proceedings are dismissed.

Employment Judge **Mark Butler**  
Date\_07 May 2024\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON  
13 May 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/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.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>