



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr B Garibaldi

Hertfordshire County Council

Heard at: Watford Employment Tribunal (in person)

On: 1 to 3 July 2024 (3 days)

Before: Employment Judge French
Mr D Wharton
Ms B Von Maydell-Koch

Appearances

For the Claimant: In person

For the Respondent: Mr M Lansman, Counsel

JUDGMENT

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Employment Judge French

Date: 3 July 2024

Sent to the parties on: 20 August 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.

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/>