



# EMPLOYMENT TRIBUNALS

**Claimant:** Zak Mendham  
**Respondent:** Gillingham Golf Club Limited  
**Heard at:** Croydon  
**On:** 3, 4 & 5 July 2024  
**Before:** Employment Judge Liz Ord  
Tribunal Member Elizabeth Whitlam  
Tribunal Member Sheik Khan

**Representation:**

Claimant: In person  
Respondent: Andy Pickett (Counsel)

## JUDGMENT

1. The claimant's complaint of direct disability discrimination is not well-founded and is dismissed.
2. The claimant's complaint of discrimination arising from disability is well-founded and succeeds.
3. The claimant's complaint of harassment related to disability is well-founded on all three pleaded counts and succeeds.

Employment Judge Liz Ord

Date 5 July 2024

JUDGMENT SENT TO THE PARTIES ON  
23<sup>rd</sup> July 2024

FOR THE TRIBUNAL OFFICE

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.