



EMPLOYMENT TRIBUNALS

Claimant: Ms R Parveen
Respondent: Hertfordshire Community NHS Trust
Heard at: Watford Employment Tribunal (In Public; In Person)
On: 15 to 19 July 2024
Before: Employment Judge Quill; Ms B Robinson; Ms L Thompson

Appearances

For the Claimant: In Person
For the respondent: Mr A Ohringer, counsel

JUDGMENT

1. At the times relevant to this dispute, the Claimant was not a disabled person within the meaning of section 6 of the Equality Act 2010 (“EQA”) because of:
 - 1.1. Back pain, or
 - 1.2. Stress and anxiety, or
 - 1.3. A combination of both
2. As a result of the decision on the disability issue, all the complaints alleging failure to make reasonable adjustments (section 2 of the list of issues) fail and are dismissed.
3. All of the complaints alleging direct discrimination because of race (section 3 of the list of issues) fail and are dismissed.
4. All of the complaints alleging direct discrimination because of religion (section 3 of the list of issues) fail and are dismissed..
5. All of the complaints alleging harassment related to race (section 4 of the list of issues) fail and are dismissed.
6. All of the complaints alleging harassment related to religion (section 4 of the list of issues) fail and are dismissed.

7. All of the complaints alleging harassment related to the disability of a family member (section 5 of the list of issues) fail and are dismissed.
8. All of the complaints alleging direct discrimination because of the disability of a family member (section 5 of the list of issues) fail and are dismissed.
9. As a result of the above decisions, all the complaints have failed and the Claimant is not entitled to remedy and it is not necessary to make decisions on time limit issues.

Employment Judge Quill

Date: 22 July 2024

JUDGMENT SENT TO THE PARTIES ON
30 August 2024

FOR THE TRIBUNAL OFFICE

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