



EMPLOYMENT TRIBUNALS

Claimant: Ms B Khorram

Respondent: Capgemini UK plc

Heard at: London Central (by CVP)

On: 7 & 9 January 2025

Before: Employment Judge Emery

REPRESENTATION:

Claimant: In person

Respondent: Ms H Gardiner (counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Disability

1. From September 2022 onwards and during the relevant period of this claim the claimant was a disabled person as defined by section 6 Equality Act 2010 because of ADHD and the associated conditions of depression and anxiety.
2. The complaints of unfavourable treatment because of something arising in consequence of disability and failure to make reasonable adjustments can therefore proceed.

Application to amend

3. The application to amend the claim to include further allegations of discrimination arising from disability succeeds.

- 4. The application to amend the claim to include further allegations of disability-related harassment fails.

Deposit

- 5. The application for a deposit order fails as the respondent has not shown grounds that the claim of detriments for reasons connected to disability and a failure to make reasonable adjustments stand little reasonable prospects of success.

Approved by:

Employment Judge Emery

12 March 2025

Judgment sent to the parties on:

20 March 2025

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For the Tribunal:

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