



EMPLOYMENT TRIBUNALS

Claimant: Miss A Wolanska

Respondent: DHL Services Ltd

Heard at: Birmingham (by CVP)

On: 12 March 2025

Before: Employment Judge Edmonds

Representation

Claimant: In person

Respondent: Mr R Fitzpatrick, counsel

Interpreter: Ms M Harris

JUDGMENT

1. From 1 January 2023 the claimant was a disabled person as defined by section 6 Equality Act 2010 because of anxiety (although it may not have been diagnosed as such until a later date).
2. The complaints of disability discrimination relating to the period from 1 January 2023 can therefore proceed. The complaints of disability discrimination relating to the period prior to 1 January 2023 cannot proceed and are therefore dismissed.

Employment Judge Edmonds

Approved on 12 March 2025

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 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/>