



EMPLOYMENT TRIBUNALS

Claimant: AB

Respondent: A Company

Heard at: Bristol (in public, by video) **On:** 8 & 9 January 2026

Before: Employment Judge Bowen

Appearances

For the Claimants: In person

For the Respondent: Miss A. Defriend, counsel

JUDGMENT

Please note that there is an Anonymisation and Restricted Reporting Order in place in respect of these proceedings.

1. The following complaints are dismissed upon withdrawal:
 - (a) Direct discrimination pursuant to s.13 Equality Act 2010;
 - (b) Health and safety detriment pursuant to s.44 Employment Rights Act 1996;
 - (c) Whistleblowing detriment pursuant to s.47B Employment Rights Act 1996;
 - (d) Breach of the Health and Safety at Work etc. Act 1974.
2. At the relevant times (April 2022 to 29 November 2024), the Claimant was a disabled person as defined by section 6 Equality Act 2010 because of Attention Deficit Hyperactivity Disorder ('ADHD').
3. The Respondent has conceded that the Claimant was a disabled person as defined by section 6 of the Equality Act 2010 because of Autism Spectrum Condition (ASD), Generalised Anxiety Disorder (GAD) and Complex-Post Traumatic Stress Disorder (C-PTSD) at all relevant times for the purpose of these proceedings.

Employment Judge Bowen (approved judgment)

Date 13.1.2026_____

JUDGMENT SENT TO THE PARTIES ON

2nd March 2026
Simon Fraser

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FOR THE TRIBUNAL OFFICE

Note

Oral reasons were provided at the hearing. Written reasons will not be provided unless 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.