



EMPLOYMENT TRIBUNALS

Claimant: F

Respondent: University of Nottingham

UPON APPLICATION made by email dated 1 December 2025 to reconsider the corrected judgment dated 9 July 2025 under rule 69 of the Employment Tribunal Procedure Rules 2024, and without a hearing:

JUDGMENT

Upon the respondent conceding liability in full, the judgment of the Tribunal is as follows:

Direct discrimination

1. The complaints of direct disability discrimination are well-founded and succeed.

Indirect discrimination

2. The complaints of indirect disability discrimination are well-founded and succeed.

Harassment

3. The complaints of harassment related to disability are well-founded and succeed.

Failure to make reasonable adjustments for disability

4. The complaints of failure to make reasonable adjustments for disability are well-founded and succeed.

Unfavourable treatment because of something arising in consequence of disability

5. The complaints of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed.

Victimisation

6. The complaints of victimisation are well-founded and succeed.

Approved by:

Employment Judge Welch

Dated 8 January 2026

SENT TO THE PARTIES ON

.....9 February 2026.....

.....Iram Ahmed
FOR THE TRIBUNAL OFFICE

Notes

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.

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.