



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Larretta-Lee Hardy

**Respondent:** Tempur UK Limited

**Heard at:** Reading      **On:** 5,6,7,8,11 and 13 May 2026

**Before:** Employment Judge Gumbiti-Zimuto

**Representation**

Claimant: Mr T Bodo, lay representative

Respondent: Mr A Sendall, counsel

## JUDGMENT

The claimant's complaints of constructive dismissal, disability discrimination, harassment related to disability, and whistleblowing detriments are not well founded and are dismissed.

Approved by:

**Employment Judge Gumbiti-Zimuto**

**13 May 2026**

JUDGMENT SENT TO THE PARTIES ON

24 June 2026

FOR THE TRIBUNAL OFFICE

### Notes

Full reasons for the judgment having been given orally at the hearing, full 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. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)