



EMPLOYMENT TRIBUNALS

Claimant: Mr Grzegorz Surma

Respondent: DPD Group UK LTD

Heard at: Leeds

On: 20 July 2026

Before: Employment Judge Themistocleous

REPRESENTATION:

Claimant: Mr Surma, In person, with Ms Kowalowska, Interpreter

Respondent: Mr Bownes, Solicitor

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Disability

1. At the relevant times, the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of Mysophobia.
2. The complaints of a failure to make reasonable adjustments and harassment related to disability relating to Mysophobia are therefore dismissed.
3. Between 19 December 2024 and 2 November 2025, the claimant was a disabled person as defined by section 6 Equality Act 2010 because of a lumbar spine injury.
4. The complaints of failure to make reasonable adjustments and harassment related to disability relating to the lumbar spine injury can therefore proceed.

Case Number: 6013305/2024

**Employment Judge Themistocleous
20 July 2026**