



EMPLOYMENT TRIBUNALS

Claimant: Ms D Heryet

Respondent: EUI Limited

Heard at: Cardiff; by video

On: 10th August 2026

Before: Employment Judge Williams

REPRESENTATION:

Claimant: In person, represented herself

Respondent: Mr Small, Counsel

JUDGMENT

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of anxiety, ADHD and peri/menopause.
2. The claims for failure to make reasonable adjustments and harassment related to disability are therefore dismissed.
3. The following complaints of harassment related to sex are struck out on the basis that they have no reasonable prospects of success:
 - 3.1. In a Teams meeting in the period February-August 2024, mishandle the Claimant's personal data by showing her home address to all participants and open to the whole company.

Approved by:

Employment Judge Williams

11 August 2026

Judgment sent to the parties on:

9 September 2026

For the Tribunal:

Lauren Chambers

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/