



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Ms E Lanza**

**v**

**Imscan Document Services Limited**

Heard at: **Birmingham (conducted in public on the Cloud Video Platform)** On: **2 March 2023**

Before: **Employment Judge Kenward (sitting alone)**

### **Appearances**

For the Claimant: **In person (assisted by Mr L Coyne)**  
For the Respondent: **No appearance**

## JUDGMENT

1. The complaint of direct disability discrimination is well-founded and succeeds.
2. The complaint of discrimination arising from disability is well-founded and succeeds.
3. The complaint of a breach of the duty to make reasonable adjustments is well-founded and succeeds.
4. The following complaints are not upheld (the Claimant not having yet been dismissed) and do not succeed:
  - (1) the claim for a redundancy payment;
  - (2) the claim for holiday pay;
  - (3) the claim for notice pay.
5. The Respondent is ordered to pay to the Claimant compensation for disability discrimination in the sum of £20,265.16 comprising:
  - (1) an award in the sum of £9678.04 in respect of financial loss;
  - (2) interest on the above in the sum of £387.12;
  - (3) an award in the sum of £10,000.00 for injury to feelings;
  - (4) interest on the above in the sum of £800.00.

**Employment Judge Kenward**

Dated 2 March 2023

**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.

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