



EMPLOYMENT TRIBUNALS

Claimant: X

Respondent: Z

Heard at: Croydon (via CVP) **On:** 7, 8, 9, 10, 11, 14, 15 and 16 October 2024

Before: **Employment Judge Leith**
 Mrs M Oates-Hinds
 Ms G Mitchell

Representation

Claimant: In person

Respondent: Ms Veimou (representative)

JUDGMENT

1. The complaints of harassment on the grounds of sexual orientation set out in paragraphs 8.1.1 and 8.1.3 of the list of issues succeed.
2. The remaining complaints of harassment on the grounds of sexual orientation fail and are dismissed.
3. The complaints of victimisation set out in paragraphs 9.2.8 and 9.2.16 of the list of issues succeed.
4. The remaining complaints of victimisation fail and are dismissed.
5. The complaints of direct disability discrimination, direct sexual orientation discrimination, failure to make reasonable adjustments, harassment related to disability and detriment on grounds related to trade union membership or activities fail and are dismissed.

Employment Judge Leith

Dated: 16 October 2024

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.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>