



EMPLOYMENT TRIBUNALS

Claimant: Mr E Brown
Respondent: 200 Degrees Coffee Shops Limited
Heard at: Nottingham
On: Friday 6 October 2017
Before: Employment Judge Vernon (sitting alone)

Representation

Claimant: Mrs C Woodhouse (Representative)
Respondent: Mr J Boyd (Counsel)

JUDGMENT – PRELIMINARY HEARING

1. At all times material to the Claimant's complaints under the Equality Act 2010, the Claimant was not a disabled person.
2. As a result of paragraph 1 above:
 - 2.1 The Claimant's complaint of discrimination arising from disability contrary to Section 15 of the Equality Act 2010 is dismissed.
 - 2.2 The Claimant's complaint of victimisation contrary to Section 27 of the Equality Act 2010 is dismissed.
 - 2.3 The Claimant's complaint of harassment contrary to Section 26 of the Equality Act 2010 is dismissed.
3. No orders are made (i.e. strike out or deposit order) in relation to the Claimant's complaint of unfair dismissal contrary to Section 104 of the Employment Rights Act 1996 and that complaint shall proceed to a final hearing.

Employment Judge

Date 30 October 2017

JUDGMENT SENT TO THE PARTIES ON

18 November 2017

FOR THE TRIBUNAL OFFICE

Note

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.