



# EMPLOYMENT TRIBUNALS

## JUDGMENT

### BETWEEN

#### CLAIMANT

MR J HYNEK

V

#### RESPONDENT

VEOLIA ES (UK) LTD

HELD AT: LONDON CENTRAL

ON: 23 SEPTEMBER 2020

EMPLOYMENT JUDGE: MR M EMERY  
MEMBERS: MS P SLATTERY  
MR F BENSON

REPRESENTATION:  
FOR THE CLAIMANT No attendance  
FOR THE RESPONDENT Ms G Roberts (Counsel)

## JUDGMENT

1. The claim of constructive unfair dismissal fails and is dismissed
2. The claim of automatic unfair dismissal (health and safety) fails and is dismissed.
3. The claim of health and safety detriment fails and is dismissed.
4. The claim of a failure to make reasonable adjustments fails and is dismissed.
5. The claim of unlawful victimisation fails and is dismissed.
6. The claim of direct race discrimination fails and is dismissed.

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**EMPLOYMENT JUDGE M EMERY**

**Dated: 20 NOVEMBER 2020**

Judgment sent to the parties

On : 24/11/2020

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For the staff of the Tribunal office

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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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.