



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C McDonough

**Respondent:** Cube Management Services Ltd

**Heard at:** London Central Employment Tribunal (conducted by video using Cloud Video Platform)

**On:** 21, 22, 25, 26, 27 & 28 October 2021

**Before:** Employment Judge Khan  
Mr M Reuby  
Mr G Bishop

## Representation

**Claimant:** In person, supported by her mother and sister

**Respondent:** Ms M McGee, Counsel

# JUDGMENT

The unanimous judgment of the tribunal is that:

- (1) The complaint of discrimination arising from disability is upheld in part i.e. the threat of disciplinary action on 6 August 2019. The other two allegations of detriment fail and are dismissed.
- (2) The complaint of a failure to make adjustments is upheld. The respondent should have made the adjustment of homeworking from 19 July 2019.
- (3) The complaint of indirect disability discrimination is upheld.
- (4) The respondent did not fail to comply with a relevant ACAS Code of Practice.

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**Employment Judge Khan**

**29.10.2021 (corrected version (name of respondent) 19.11.2021)**

JUDGMENT SENT TO THE PARTIES ON

19/11/2021.

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless 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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