



Case Number: 2215788/2023

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Ms A Dedovic

(1) Gannons Commercial Law Ltd
(2) Ms C Gannon

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 29 October – 6
November 2024

BEFORE: Employment Judge A M Snelson

MEMBERS: Ms N Sandler
Mr S Pearlman

On hearing Mr K Harris, counsel, on behalf of the Claimant, and the Second Respondent on behalf of both Respondents, the Tribunal unanimously determines as follows::

- (1) The Claimant's complaint of failure to make reasonable adjustments in respect of the Respondents' failure to provide her with an ergonomic chair (see the List of Issues contained in the case management order sent to the parties on 24 January 2024 ('Lol'), paras 9.2.3, 9.3.2 and 9.5.3) is well-founded but fails for want of jurisdiction, having been brought out of time.
- (2) The Claimant's complaints of discrimination arising from disability identified in Lol, paras 7.3.8 and 7.3.11 are well-founded.
- (3) The Claimant's claim for failure to make reasonable adjustments identified in Lol, paras 9.2.2, 9.3.3 and 9.5.2 (run as an alternative to that identified in Lol, para 7.3.11) is well-founded.
- (4) The Claimant's complaints of victimisation identified in Lol, paras 10.2.1.1, 10.2.1.2, 10.2.2.1, 10.2.2.2, 10.2.2.4 and 10.2.3.1 are well-founded.
- (5) Save as stated, all claims are dismissed.

EMPLOYMENT JUDGE
7 November 2024

Judgment entered in the Register and copies sent to the parties on 14 November 2024

..... for Office of the Tribunals