



EMPLOYMENT TRIBUNALS

Claimant:
Mr M Brown

v

Respondent:
UK Research and Innovation

JUDGMENT (BY CONSENT)

1. The Claimant's claims succeed, namely:
 - 1.1. Direct sexual orientation discrimination (perceived);
 - 1.2. Direct disability discrimination (perceived);
 - 1.3. Direct disability discrimination by reason of the Claimant's mental health condition of depression and anxiety;
 - 1.4. Discrimination arising from disability;
 - 1.5. Failure to make reasonable adjustments;
 - 1.6. Victimisation;
 - 1.7. Personal injury (caused by unlawful discrimination);
 - 1.8. Constructive unfair dismissal; and
 - 1.9. Wrongful dismissal.

2. The Claimant's claims of harassment are dismissed pursuant to section 212(5) Equality Act 2010 as they arise from the same factual basis as the claims of direct discrimination.

Employment Judge Anstis
14 March 2022

Sent to the parties on: 25/3/2022

N Gotecha

For the Tribunal Office

Public access to employment tribunal decisions:

All 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.