



EMPLOYMENT TRIBUNALS

Claimant: Ms S Heimann

Respondent: The Ministry of Defence

Heard at: London Central (by cloud video platform)

On: 16 to 20 September 2024

Before: Employment Judge Nash

Ms S Aslett

Mr A Adolphus

Representation

Claimant: In person

Respondent: Mr Edwards of counsel

JUDGMENT

1. The respondent failed to comply with a duty to make reasonable adjustments under ss20 and 21 Equality Act 2010 by failing to comply with procedures on or around 13 October 2023.
2. The respondent did not fail to comply with a duty to make reasonable adjustments under ss20 and 21 Equality Act 2010 in any other claim.
3. The respondent discriminated against the claimant contrary to s15 Equality Act 2010 in that it required her to return to work at short notice in August 2023.
4. The respondent did not discriminate against the claimant contrary to s15 Equality Act 2010 in any other claim.
5. The respondent did not victimise the claimant contrary to s27 Equality Act 2010.

Employment Judge Nash

Date 20 September 2024

Case No: 2214934/2023 & 2303044/2024

JUDGMENT SENT TO THE PARTIES ON

26 September 2024

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M PARRIS

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FOR THE TRIBUNAL OFFICE