



EMPLOYMENT TRIBUNALS

Between:

Mr A Ali
Claimant

and HBOS plc
Respondent

Heard at: Leeds **on:** 19 June 2019

Before: Employment Judge Cox

Representation:

Claimant: In person
Respondent: Mr Welch, counsel

JUDGMENT AT PRELIMINARY HEARING

1. The Claimant was not a disabled person at the relevant time.
2. The claims of failure to meet the duty to make reasonable adjustments and harassment related to disability fail and are dismissed.
3. The claim of victimisation by Mr Scott is dismissed on the ground that it has been presented out of time.
4. The claim of victimisation by Mr Walker is dismissed on withdrawal by the Claimant.

Employment Judge Cox
Date: 19 June 2019

Note: Reasons for this Judgment having been given orally at the Preliminary Hearing, written reasons will be provided only if requested by either party in writing within 14 days of this Judgment being sent to the parties.