



# EMPLOYMENT TRIBUNALS

**Claimant**  
Mr C Floyd

**BETWEEN**  
**AND**

**Respondent**  
Sitel (UK) Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham **ON** 3 & 4 September 2018

**EMPLOYMENT JUDGE GASKELL** **MEMBERS:** Mrs KS Davis  
Mr D McIntosh

### Representation

**For the Claimant:** Mr S Floyd (Claimant's Father)  
**For Respondent:** Mr R Kohanzad (Counsel)

## JUDGMENT

The unanimous judgment of the tribunal is that:

- 1 At no time material to this claim was the claimant a disabled person as defined by Section 6 and Schedule 1 of the Equality Act 2010.
- 2 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010.
- 3 Accordingly, the claimant's claims of direct disability discrimination and discrimination for a reason arising from disability, pursuant to Section 120 of that Act, are dismissed.

Employment Judge Gaskell  
24 September 2018

### Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.