



EMPLOYMENT TRIBUNALS

Claimant: Mr D B Jaszczyk

Respondent: AC Jackson Limited

Heard at: Liverpool

On: 27 and 28 August 2020

Before: Employment Judge Robinson
Mrs A Eyre
Ms D Kelly

REPRESENTATION:

Claimant: In person

Respondent: Mrs J Ormond, Consultant

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for disability discrimination relating to direct discrimination fails and is dismissed.
2. The claim for breach of the duty to make reasonable adjustments fails and is dismissed on merit but also fails for jurisdictional reasons as it was also made out of time and it is not just and equitable to extend time.
3. The claimant's claim for unfair dismissal succeeds, and the parties having reached agreement, have arranged for a COT3 to be prepared which sets out that a sum of money in full and final settlement of the claim shall be paid to the claimant by no later than 4.00pm on 11 September 2020.
4. No further order, direction or judgment need be made by the Tribunal.

5. In view of the settlement, full reasons will not be sent to the parties unless there is a request to do so.

Employment Judge Robinson

Date: 2 September 2020

JUDGMENT SENT TO THE PARTIES ON

3 September 2020

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

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.