



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Bright

**Respondent:** (1) Lorna Muffett  
(2) Voluntary Action North Somerset (a charity)

**Heard at:** Bristol (in private)

**On:** 13 November 2018

**Before:**

## Representation

Claimant: In Person

Respondent: Katherine Anderson, Counsel

# JUDGMENT

1. The claimant's application to amend his claim to include a complaint that his dismissal was an act of disability discrimination by the second respondent was refused.

2. The claimant's claims of discrimination because of sexual orientation and of failure to make reasonable adjustments were dismissed because they had been submitted outside the requisite time limits and it was not just and equitable to extend time to enable them to proceed.

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Employment Judge Mulvaney

Date: 14 November 2018

## Notes

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.