



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Ashmeade

**Respondent:** Ecolab Ltd

**Heard at:** Leeds

**On:** 12 March 2018

**Before:** Employment Judge Maidment

## **Representation**

**Claimant:** Mr C Allen, Solicitor

**Respondent:** Mr D Allan, Solicitor

# JUDGMENT AT A PRELIMINARY HEARING

1. The Claimant's complaints of direct race discrimination referred to in his further and better particulars as Occasions 1 – 4 covering the period from late 2007 to late 2009 were brought outside the applicable time limit in circumstances where the Tribunal did not consider it to be just and equitable to extend time. Those complaints are hereby struck out as the Tribunal does not have the jurisdiction to hear them.

2. The Claimant's complaint of direct race discrimination referred to as Occasion 5 relating to an email of 1 March 2017 was brought outside of the applicable time limit, but in circumstances where the Tribunal considered it just and equitable to extend time so as to allow that complaint to proceed.

Employment Judge Maidment

Date 12 March 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.