



EMPLOYMENT TRIBUNALS

Claimant: Ms DE Bader

Respondent: Allianz Management Services Limited

Heard at: London South **On: 20 August 2020**

Before: Employment Judge Khalil (sitting alone)

Appearances

For the claimant: in person

For the respondent: Mr Andrew Smith, Counsel

JUDGMENT

1. The claims for Age Discrimination, Race discrimination and Religion or Belief discrimination are all dismissed upon the claimant's withdrawal of those claims.
2. The claimant withdrew and the Tribunal dismisses her disability discrimination allegations with the exception of four allegations (addressed below) which were all the subject of the respondent's application that the Tribunal did not have jurisdiction because they were presented out of time alternatively that they should be struck out under R.37 of the ET Rules of procedure 2013.
3. The Tribunal determined it did not have jurisdiction over two allegations referred to in the list of issues and referred to as paragraph 5, issue 1 (large print policy document) and paragraph 5, issue 6 (software for survey form) as they were presented out of time and it was not just and equitable to extend time.
4. The Tribunal struck out the allegation referred to in the list of issues and referred to as paragraph 5, issue 4 (workshop) under Rule 37 (1) (c) and (e) for non-compliance with the Tribunal's Order of 30 September 2019, alternatively because a fair trial was not possible.

The only remaining allegation of disability discrimination is in relation to being interrupted from typing to answer telephone calls because of the large font size on her screen.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

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All 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.

Employment Judge Khalil

20 August 2020