



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Pick

**Respondent:** Iceland Foods Limited

**Heard at:** Cardiff (hybrid hearing)

**On:** 9 September 2021

**Before:**

**Representation**

Claimant: In person

Respondent: Mr Symons (Solicitor)

## JUDGMENT

The alleged last discriminatory event, being the Claimant's suspension, was in time, and therefore the claims of direct disability discrimination, discrimination arising from disability, disability related harassment and a failure to make reasonable adjustments will all continue to a final hearing.

I have not made any determination on whether the alleged discriminatory events form part of a continuing act that brings them all (or some) in time and consideration of whether the allegations form part of a continuing act, or omission, or whether they are a succession of unconnected or isolated specific acts for which time would begin to run from the date when each specific act was committed will need to be considered at the final hearing after hearing all the evidence, together with any just and equitable extension.

Employment Judge G Cawthray

10 September 2021

Sent to the parties on 15 September 2021

For the Tribunal Office Mr N Roche