12, 13 and 14 July 2022



EMPLOYMENT TRIBUNALS

On:

Claimant: Respondent:	Mr R Downey Custom Glass Ltd	
Heard at:	Liverpool	Oı
Before:	Employment Judge Horne	
Members:	Mr M Gelling	

Mr J Murdie

REPRESENTATION:

Claimant:	Mr I Downey, claimant's brother
Respondent:	Mr M Cameron, consultant

JUDGMENT

This is the unanimous judgment of the tribunal:

- 1. The tribunal has jurisdiction to consider the claim. Although the claim was presented after the statutory time limit expired, it was presented within such period as is just and equitable.
- 2. The claimant was disabled with the mental impairment of anxiety and depression as well as the physical impairment of Crohn's disease.
- 3. This paragraph relates to the complaint that the respondent discriminated against the claimant arising from his disabilities by failing to respond to the claimant's request for updates. By consent, this complaint is struck out on the ground that it was not actively pursued.
- 4. In the other alleged respects, the respondent did not discriminate against the claimant arising from either of his disabilities.
- 5. The respondent did not breach the duty to make adjustments.

Employment Judge Horne

Date: 14 July 2022

SENT TO THE PARTIES ON

3 August 2022

FOR THE TRIBUNAL OFFICE

<u>Note</u> – Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties. If written reasons are provided, they will be published on the tribunal's online register, which is visible to internet searches.