



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Adams

**Respondent:** Idverde Ltd

**Heard at:** Bristol (by VHS video)      **On:** 15-17 March 2022

**Before:** Employment Judge Parkin

**Representation**

Claimant: Ms J Cox, lay representative

Respondent: Mr G Graham, Counsel

## JUDGMENT

**The Judgment of the Tribunal is that:**

- 1) The claimant's claim of failure to make reasonable adjustments (Issues 3.2.1 to 3.2.7) was presented out of time and it is not just and equitable to extend time to consider the claim; it is dismissed.
- 2) The claimant's claims of unlawful harassment in respect of alleged comments by Mr Hopkins towards him about holidays and his van (Issues 3.1.1 and 3.1.2) were presented out of time and it is not just and equitable to extend time to consider them; they are dismissed.
- 3) The claimant's claims of unlawful harassment related to his disability in respect of the leaving of letter communications to him and requiring him to undergo disciplinary procedures (wrongly identified as being in December 2019 in Issues 3.1.3 and 3.1.4, properly in March or April 2019) were presented out of time and it is not just and equitable to extend time to consider them; they are dismissed; and
- 4) The claimant's claims of unlawful harassment related to his disability in respect of the leaving of letter communications to him and requiring him to undergo disciplinary procedures in September 2020 (Issues 3.1.3 and 3.1.4) are dismissed. Those claims are in time but the respondent did not engage in unwanted conduct which related to his disability and had the purpose or effect of violating his dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for him.

Employment Judge Parkin

Date: 17 March 2022

Judgment sent to parties: 31 March 2022

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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