



EMPLOYMENT TRIBUNALS

Claimant: Mr D Masih

Respondent: Mitie Limited

Heard at: Employment Tribunal, Birmingham **On:** 21 December 2022

Before: Employment Judge Webb

Representation

Claimant: Representing himself

Respondent: Mr C Ilangaratne

JUDGMENT

1. The claims for disability discrimination relating to events in 2016 and the grievance in 2020 were presented out of time. It is not just and equitable to extend time. The Tribunal does not have jurisdiction to deal with those claims. Those claims are dismissed.
2. The whistleblowing detriment claims relating to events in 2016 and the grievance in 2020 were presented out of time. It was reasonably practicable for them to be presented in time. The Tribunal does not have jurisdiction to deal with those claims. Those claims are dismissed.

Employment Judge Webb

21 December 2022