



EMPLOYMENT TRIBUNALS

Claimant: Miss Laura Carter

Respondent: Maritime and Coastguard Agency

Heard at: By video (Cardiff) **On:** 19 January 2023

Before: Employment Judge R Harfield

Representation

Claimant: In Person

Respondent: Ms Williams (Counsel)

JUDGMENT

1. For the purposes of the harassment related to disability complaint, the claimant was not disabled (in part or in whole) by an impairment of Borderline Personality Disorder (it not being in dispute for the claimant's other disability discrimination complaints that she was disabled by reason of impairments of anxiety and depression);
2. The complaint of harassment related to disability was presented outside the time limit in section 123 Equality Act and it is not just and equitable for the tribunal to permit that out of time complaint to proceed;
3. The complaint of harassment related to disability is therefore dismissed;
4. The complaint of failure to make reasonable adjustments is dismissed on withdrawal;
5. The claimant's remaining complaint of discrimination arising from disability in respect of her dismissal, will proceed to a final hearing.

Employment Judge R Harfield

Date 19 January 2023

JUDGMENT SENT TO THE PARTIES ON 23 January 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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.