



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr F Islam

**Respondent:** Dept For Work and Pensions

**Heard at:** Watford

**On:** 14,15,16,17 August 2023

**Before:** Employment Judge Bansal  
Mr D Sagar  
Ms A Telfer

## Representation

**Claimant:** In Person

**Respondent:** Mr J Duffy (Counsel)

# JUDGMENT

1. The claimant's claim of discrimination arising from disability, contrary to section 15 of the Equality Act 2010 was not presented within the time limit set out in section 123 of the Equality Act 2010. It was not just and equitable to extend the time limit. The claim is struck out as the Tribunal does not have jurisdiction to hear it.
2. The claimant's claim of discrimination for failing to make reasonable adjustments contrary to section 20 & section 21 Equality Act 2010 was not presented within the time limit set out in section 123 of the Equality Act 2010. It was not just and equitable to extend the time limit. The claim is struck out as the Tribunal does not have jurisdiction to hear it.
3. The claimant's claim of victimisation contrary to section 27 Equality Act 2010, fails and is dismissed.

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**Employment Judge Bansal**  
**Date 17 August 2023**

JUDGMENT SENT TO THE PARTIES ON: 25/9/2023

N Gotecha  
FOR THE TRIBUNAL OFFICE

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.

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