



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Khan

**Respondent:** Department of Work and Pensions

**Heard at:** Leeds by video                      **On:** 16, 17, 18, 19 and 20 October 2023

**Before:** Employment Judge Miller  
Mr D Eales  
Mr P Kent

**Representation**

Claimant: In person

Respondent: Ms A Serr – counsel

## JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed.
2. The complaint of harassment related to disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments in relation to the taking of leave in November and December 2021 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
4. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Employment Judge **Miller**

20 October 2023

JUDGMENT SENT TO THE PARTIES ON

.....

.....

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.