



EMPLOYMENT TRIBUNALS

Claimant
A

v

Respondent
Warwick University Enterprises
Limited

PRELIMINARY HEARING

Heard at: Birmingham

On: 30 November 2017

Before: Employment Judge Benson

Appearances

For the Claimant: in person

For the Respondent: Mr D Browne - solicitor

JUDGMENT

1. The correct Respondent in these proceedings is Warwick University Enterprises Limited. The claim against the first Respondent Unitemps is dismissed.
2. The claim of unfair dismissal was not presented in time despite it being reasonably practicable to do so and is dismissed.
3. The complaint of discrimination on the grounds of disability for the period to 31 December 2014 was not presented in time and it is not just equitable to extend time and is dismissed.
4. The complaint of discrimination on the grounds of race for the period to 31 December 2014 was not presented in time and it is not just equitable to extend time and is dismissed.

5. The complaint of discrimination on the grounds of religion for the period to 31 December 2014 was not presented in time and it is not just equitable to extend time and is dismissed.
6. The claim of race discrimination from the period 1 January 2016 to 7 April 2016 was not presented within the relevant time limit. It is just and equitable to extend time and the Tribunal has jurisdiction to consider that complaint.
7. The claim of disability discrimination from the period 1 January 2016 to 7 April 2016 was not presented within the relevant time limit. It is just and equitable to extend time and the Tribunal has jurisdiction to consider that complaint.
8. The claim of religious discrimination from the period 1 January 2016 to 7 April 2016 was not presented within the relevant time limit. It is just and equitable to extend time and the Tribunal has jurisdiction to consider that complaint.

Employment Judge Benson
Dated 10 January 2018 Sent
to the parties on:

18 January 2018

For the Tribunal: