



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Charlton

**Respondent:** Crystal Clear International Limited

**Heard at:** Liverpool

**On:** 3-6 February 2025

**Before:** Employment Judge Buzzard  
Mr D Williamson  
Mrs JE Williams

## REPRESENTATION:

**Claimant:** Mr T Green (Claimant's Father)

**Respondent:** Miss K Barry (Counsel)

## JUDGMENT

1. The claimant's claims of direct disability discrimination and discrimination by failure to make reasonable adjustments not presented within the applicable time limits. It is not just and equitable to extend the time limits. The claims are therefore dismissed.
2. The claimant's claim that she was subjected to harassment related to disability is not well founded and is dismissed.

**Employment Judge Buzzard  
6 February 2025**

Judgment sent to the parties on:  
14 February 2025

For the Tribunal:

### **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](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>