

Case Study Example 1

Representation of a company at Tribunal facing claims of unfair dismissal and disability discrimination.

The Company, a frozen food retailer, faced a claim from a former employee, dismissed following allegations of threatening and abusive behaviour by her partner towards other members of staff.

She alleged that she was the victim of harassment on grounds of disability and that in dismissing her for long-term absence, the Company had failed to take into account her disability arising from a history of mental illness.

The case was notable in that the Tribunal was dealing with issues concerning the alleged behaviour of an associate of the Claimant rather than the Claimant herself.

The matter was listed for a 4 day trial at Manchester Employment Tribunal but all claims were withdrawn at the 11th hour.