



Discrimination and Whistle Blowing

Discrimination in the workplace can occur on a number of grounds:

- Sex/gender
- Race
- Disability
- Age
- Sexual orientation
- Pregnancy
- Religious beliefs

Being discriminated against for one of the above reasons can result in a successful employment tribunal claim against the employer. These types of claims can be emotional and complex. Early dialogue can help resolve issues and potential claims.

Whistle Blowing

Employers should have an interest in uncovering wrong doing or dangerous practices within the business. They must balance this with the effect releasing details about the practices to people outside the business. Employees who make disclosures to people outside the business about practices they are concerned about, can be referred to as whistle blowers.

If an employee is dismissed because he has made a “protected disclosure”, it can be held as automatically unfair. “A protective disclosure” has a technical meaning and what the employee has actually done needs to be considered carefully against the legislation.

The dismissal of an employee in a whistle blowing situation must be considered carefully before action is taken. Having a whistle blowing policy in place can help avoid problems about disclosures happening in the first place.

If you are employer and consider you may have a redundancy situation or wish to investigate potential ways to restructure, please get in touch.

Likewise if you are an employee involved in a redundancy situation and consider you are being treated unfairly, please get in touch. Please note however we are not able to provide free advice over the phone.

Employment Services

- Employment contracts, handbooks and policies
- Disciplinary issues and grievances
- Compromise agreements
- Unfair dismissal
- Redundancy
- Discrimination and whistle-blowing
- TUPE and business transfers

For further information on our Employment Services please contact:

Paul Hatton
Partner

E: empls@dootsons.co.uk
T: 01942 673431
www.dootsons.co.uk