

**EXAMPLE AGREED LIST OF ISSUES**

**IN THE [LOCATION] EMPLOYMENT TRIBUNAL**

**CASE NO: [NUMBER]/[DATE]**

**Between**

**[NAME & TITLE]**

**Claimant**

**and**

**COMPANY**

**Respondent**

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**AGREED LIST OF ISSUES**

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**1. DIRECT RACE DISCRIMINATION S13(1) Equality Act 2010**

- a. The Claimant is [ETHNICITY/NATIONALITY].
- b. Was the Claimant treated less favourably by the Respondent than [HIS/HER/THEIR] comparator would have been treated?
- c. Was the less favourable treatment because or related to the Claimants race?

The acts of less favourable treatment alleged by the Claimant are:

What, when and by whom was the Claimant treated less favourably?

- i. Ignoring the complaints [DETAIL OF COMPLAINT] raised by the Claimant to [NAME] on [DATE]
- ii. Ignoring the grievance raised by the Claimant to [NAME] on [DATE]
- iii. Suspending the Claimant on [DATE]
- iv. Being left on suspension from [DATE RANGE]
- v. Issuing the Claimant with a final written warning on [DATE]

**2. HARRASSMENT RELATED TO RACE-Section 26(1) of the EA**

- a. Did the Respondent engage in any unwanted conduct in relation to the Claimant, as listed below?
  - i. On or before [DATE], the Claimant was [DESCRIPTION OF CONDUCT AGAINST CLAIMANT].
- b. If so, did such conduct have the purpose of violating the Claimant's dignity and/or creating an intimidating, hostile, degrading, humiliating or offensive environment for the Claimant?

- c. Was it reasonable for that conduct to have that effect?

### 3. JURISDICTION

- a. Are any of the claims (above) out of time, or do they form a series of a continuing state of affairs?
- b. Does the tribunal have jurisdiction? If not, should an application (providing it is made) concerning an extension of time, be dealt with in advance of the hearing?

### 4. REMEDIES

- a. Is the Claimant entitled to compensation including financial loss, injury to feelings and/or personal injury?