

Employment

# Previous Employment

Inaccessible premises



**RIGHT TO  
PARTICIPATE**

## Useful knowledge

Under the Equality Act 2010, an employer must make reasonable adjustments to any feature of a workplace premises that disadvantages a disabled worker. This applies to the whole premises, and includes internal features such as steps, lifts, toilets and washrooms, lighting and ventilation, doorways and door operation, flooring, as well as external features such as car parks and paving.

## Useful skills

- Effective communication
- Problem solving
- Teamwork

## Ways to assert your legal rights

We encourage people to raise the issue of any barriers they're facing in the workplace before employer becomes too concerned about their performance.

Ideally, all new employees will visit their new place of work as soon as possible following their appointment into a new role. If this is not the case, then any issues with the premises should be addressed as soon as possible after starting the new position, to minimise impact upon you and your work.

It can help your employer and make it easier for you if suggestions or solutions are provided in writing. Ultimately however the duty lies with the employer to find and implement a solution.

It's possible to take action against a former employer who you believe discriminated against you by failing to make adjustments to workplace premises.

However, there are timescales within which the issue should be raised. In general, the time limit within which a claim of disability discrimination must be raised is three months less one day from the date of the discrimination taking place.

### [Click here for template complaint letter](#)

If you still don't get a satisfactory resolution, you can take a claim for disability discrimination to an employment tribunal (ET). There are timescales within which a claim should be made. In general, the time limit within which a claim of disability discrimination must be raised is three months less one day from the date of the discrimination taking place, or from the end of your employment with regard to a former employer.

Before taking a former employer to an employment tribunal, you must first attempt what is termed 'early conciliation'. Early conciliation is a service delivered by the Advisory, Conciliation and Arbitration Service (ACAS), a publicly funded but independent organisation. Engaging early conciliation can reduce the stress and anxiety caused by taking a claim to an ET. If engaged within its own time limit, also three months less one day, early conciliation extends the time period for taking action via an employment tribunal (if conciliation doesn't work).

If you are a member of a trade union, it is worth engaging their support as early as possible, but at any stage of the process. [Find out more about joining a trade union here.](#)

## You can have confidence in the process because

Disabled employees are protected from discrimination, harassment and victimisation by The Equality Act 2010.

## You can get more help from

The [Equality Advisory & Support Service \(EASS\)](#) runs a free helpline assisting individuals with equality and human rights issues across England, Scotland and Wales.

- Telephone** • 0808 800 0082
- Text phone** • 0808 800 0084
- Email** • [through websites form](#)

ACAS runs the [Early Conciliation service](#) for when you can't sort out things directly with an employer.

**Helpline** • 0300 123 1100

**Website** • [www.acas.org.uk](http://www.acas.org.uk)