(Employer – Failure to make a reasonable adjustment – redundancy) **PLEASE DELETE**

Your address

**Enter Employer’s Name**

**Enter Address**

**Date**

Dear Enter name of person you are writing to\_,

**Subject: (say what your letter is about)**

I would like you to accept this letter as a formal complaint against discrimination on the basis of my disability at (enter the name of the employer).

Under the Equality Act 2010, An employer cannot make an employee redundant simply on the basis of having a disability.

An employer must also make all reasonable adjustments to ensure disabled employees are not discriminated against in a redundancy process, and must ensure the selection criteria they apply to the process does not put disabled employees at a disadvantage.

* (Describe what has happened in the selection process and how you are at a substantial disadvantage because of your disability. Give the facts of the case, being specific and clear.)

I believe you have failed to make an adjustment by not (explain what adjustment could have been made and how it would help you with your disability).

If you feel you are unable to make the reasonable adjustments, please provide your reasons in writing as to why you are unable to make them.

I look forward to receiving your response in writing within 28 days from the receipt of this letter.

Yours sincerely

(Your name)