



Employment Rights (Dispute Resolution) Act 1998

1998 CHAPTER 8

PART III

AWARDS OF COMPENSATION

14 Acts which are both unfair dismissal and disability discrimination

- (1) In section 117(6) of the Employment Rights Act 1996 (which provides for a higher additional award for an unfairly dismissed employee who is not reinstated or re-engaged as ordered in a case where the dismissal is sex or race discrimination), at the end insert “and
 - (c) a dismissal which is an act of discrimination within the meaning of the Disability Discrimination Act 1995 which is unlawful by virtue of that Act.”
- (2) Section 126 of that Act (which prohibits recovery under more than one provision in the case of an act which is both unfair dismissal and sex or race discrimination) is amended as follows.
- (3) In subsection (1) (which describes the circumstances in which the section applies), for paragraph (b) substitute—
 - “(b) any one or more of the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995.”
- (4) In subsection (2) (which prohibits recovery under more than one provision)—
 - (a) omit “two or three”, and
 - (b) for “the other, or any of the others,” substitute “any other of them”.