



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Smith  
**Respondent:** The Rationalist Association  
**Heard at:** East London Hearing Centre  
**On:** 6 January 2020  
**Before:** Employment Judge Gardiner

## JUDGMENT

**The judgment of the Tribunal is that:-**

1. The Claimant's claim is dismissed. The Tribunal does not have the jurisdiction to consider the claim as the Claimant has not complied with the Early Conciliation requirements imposed by Section 18A Employment Tribunals Act 1996.

Employment Judge Gardiner

6 January 2020