

The importance of considering adjustments for job applicants with Aspergers syndrome

The EAT has upheld the decision of an ET which held that an employer discriminated against a person with Asperger's syndrome. The employer did not make sufficient adjustments to an exam that all applicants had to take and thus put the candidate at a disadvantage.

A recent Channel 4 documentary highlighted the difficulties of those with mental health issues, including autism. And mental health has become an issue in the election. As the issue becomes more prominent and the problems more well known, it is likely that legal protections for such disabled people under the Equality Act will also become more prominent. This makes it even more important for employers to take proper advice in relation to these difficult issues.

The full Judgment can be found here: -

http://www.bailii.org/uk/cases/UK/EAT/2017/0302_16_2803.html

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22 Recruiters will have to be more careful about adjustments to the format of recruitment assessments for disabled job applicants, following an Employment Appeal Tribunal (EAT) decision that an applicant with Asperger's syndrome was unfairly disadvantaged by an online multiple-choice psychometric test.

PT <http://www.personneltoday.com/hr/recruitment-multiple-choice-psychometric-test-discriminatory-holds-eat/>

