



Community  
Law & Mediation

# Discrimination in Accessing Goods and Services:

## Guide to taking an Equal Status Case



Coimisiún na hÉireann  
um Chosaint an Duine  
agus Comhionannas  
Irish Human Rights and  
Equality Commission

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## **About the Guide**

This guide is for advocates and members of the public who are taking a case to the Workplace Relations Commission (WRC) or to the Circuit Court under the Employment Equality Acts. At the back of the guide you will find some sample documents and website addresses of organisations which might be able to assist you further.

## **About the Authors**

Community Law & Mediation (CLM) is a community based, independent law centre and charity operating in two locations: Dublin and Limerick. It was founded in 1975 and assists more than 3,000 people annually through its services, which include free legal advice and representation; information and education; and mediation and conflict coaching. CLM also campaigns for law reform, and for the safeguarding of rights already enshrined in law.

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## **Legal Aid**

The civil legal aid scheme does not currently cover cases taken to the WRC. However, it is open to you to make an application. The Legal Aid Board considers applications for legal aid on a case-by-case basis. You are allowed to represent yourself if you do not have an advocate to represent you. It is preferable to instruct a solicitor to represent you, if you are in a position to pay legal costs.

## **Disclaimer**

The information in this document is not intended to provide, and does not constitute, legal or any other advice on any particular matter, and is provided for general information purposes only. The authors give no guarantees or warranties concerning the accuracy, completeness or up-to-date nature of the information provided in this guide and do not accept any liability arising from any errors or omissions. The information is correct as of March 2021.



# THE EQUAL STATUS ACTS

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The Equal Status Acts 2000-2018 (the ESA) prohibit discrimination, harassment and sexual harassment in the provision of goods or services on the basis of ten different grounds (the protected grounds).

An updated version of the ESA is available at [www.lawreform.ie](http://www.lawreform.ie).

The Equal Status Acts do not cover discrimination in the workplace – this is covered by the Employment Equality Acts and a separate information booklet covering discrimination in employment is available at [www.communitylawandmediation.ie](http://www.communitylawandmediation.ie).

This booklet only gives information – it is not a legal document and is not a substitute for legal advice.



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## WHEN DO THE EQUAL STATUS ACTS APPLY?

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The Acts apply to anyone who:

- Buys or sells goods that are available to the public or a section of the public,
- Uses or provides services that are available to the public or a section of the public,
- Provides or uses accommodation (landlords, tenants, hotels, local authorities etc.),
- Attends or manages a school, college or other educational establishment.



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## WHAT ARE THE TEN DISCRIMINATORY GROUNDS?

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There are ten grounds for discrimination under the ESA:

- **Gender** (this ground includes a transgender person),
- **Civil status** (marital status or civil partnership),
- **Family status** (parental and caring responsibilities),
- **Sexual orientation**,
- **Religion** (including absence of belief),
- **Age** (applies to those over 18 – except holders of driving licences who are over 18 and accessing car insurance),
- **Disability** (includes mental and intellectual disability. A supplier of goods or services must take reasonable measures to provide reasonable accommodation to persons with disabilities),
- **Race** (includes race, colour, nationality or ethnic or national origins),

- **Membership of Traveller community,**
- **Housing assistance** (this ground applies only to the provision of accommodation and protects anyone who has applied for and is eligible to receive rent supplement, housing assistance payments and other social welfare payments. It applies both to existing tenants and to those who are looking for accommodation).

The ESA also prohibit discrimination against any person associated with any of the above ten protected groups. For example,

if a person is refused a product or service or is harassed under the religion ground because they are married to a person of a different religion, they are being discriminated against because they are being associated with their partner's religion.

The ESA also prohibit discrimination against a person imputed to be (incorrectly assumed to be) a member of one of the ten protected groups.

→ **EXAMPLE**

**If you are refused a product or service because it is assumed that you are of a different race or nationality, even though you are not, this would be discrimination by imputation on the race ground.**



## DISCRIMINATION

The ESA prohibit discrimination on any of the ten grounds. Discrimination occurs where a person is treated less favourably than another person based on one of the ten protected grounds.

### **Direct discrimination**

This is when someone is treated less favourably compared to another person in the same situation under any of the ten grounds covered by the Acts. This occurs when, for example, a person is refused access to goods or services simply because they are a member of one of the groups protected by the ten grounds for discrimination.

### **Indirect discrimination**

This is when an apparently neutral rule makes it harder for someone to access goods or services because of their status as a member of one of the ten protected groups. Unlike direct discrimination, indirect discrimination can be objectively justified where it can be shown that it occurred in pursuit of a legitimate aim which was pursued in an appropriate and proportionate manner.

#### **→ EXAMPLE**

**A requirement for a permanent address might seem neutral, but it is likely to have a more negative impact on members of the Traveller community than on others. This could be indirect discrimination unless it can be proved that this requirement is justified, appropriate and necessary.**



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## HARASSMENT AND SEXUAL HARASSMENT

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The ESA prohibit harassment and sexual harassment in the sale or provision of goods and services.

Harassment is any form of unwanted conduct related to any of the ten discriminatory grounds.

→ **EXAMPLE**

**Racist, sexist or homophobic comments may constitute harassment.**

Sexual harassment is a form of verbal, non-verbal or physical conduct, which is unwanted and is of a sexual nature. In both cases, the unwanted conduct can take the form of actions, gestures, spoken words, written words, emails, text messages, pictures etc.



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## VICTIMISATION

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The ESA prohibits victimisation. Victimisation occurs where a person is treated badly because they have made a complaint about discrimination or have been involved in some way in a complaint.



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## VICARIOUS LIABILITY

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A supplier of goods or services is responsible for the actions of their employees. This is known as vicarious liability. A supplier can defend against this liability by demonstrating that they took reasonable steps to ensure that the discrimination, harassment or sexual harassment did not take place (for example by providing diversity training to staff).

→ **EXAMPLE**

**If you are discriminated against in a shop by an employee, your claim would be against the shop owner. They must take responsibility for the behaviour of their employees unless they can prove they did everything they could to prevent the behaviour.**



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## ADVERTISEMENTS

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The ESA prohibits the display of advertisements which indicate that any of the ten protected groups will be treated less favourably.

→ **EXAMPLE**

**Landlords who place advertisements stating that HAP or rent supplement are not accepted are in breach of the Equal Status Acts.**



## EXEMPTIONS

Some of the more common exceptions to the general rule against discrimination set out in the ESA are:

### **Legal Requirement**

Where there is a legal requirement on the supplier of goods and service, they must observe that requirement.

#### **→ EXAMPLE**

**Supermarkets and other shops can only sell alcohol at certain times. If the supermarket refuses to sell someone alcohol outside of those times, that person cannot claim discrimination under any of the grounds because the supermarket would be breaking the law by selling them the alcohol when it is not allowed to.**

### **Nationals of other countries**

Public authorities may treat nationals of other countries differently based on their residency status.

### **Risk of Criminal or Disorderly Conduct**

Where the supplier of goods or services has a reasonable belief that a customer will engage in criminal or disorderly conduct.

## **Gender**

Certain procedures such as cosmetic procedures are subject to an exemption from the equal treatment requirements of the ESA. A similar exception arises on the grounds of privacy in certain circumstances.

### **→ EXAMPLE**

**A clothes shop might have separate dressing rooms for people of different genders.**

## **Sporting Events**

A limited exception is provided in respect of sporting events, where such exception is warranted and legitimate.

### **→ EXAMPLE**

**It is acceptable under the Acts to run an event like the Special Olympics exclusively for people with certain disabilities.**



## EDUCATION

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The general rule is that an educational establishment may not discriminate in relation to:

- The admission of students or the terms or conditions of admission,
- The access of any student to any course, facility or benefit,
- Any other term or condition of participation,
- The expulsion of a student or other penalty.

### ▶ Exemptions for Educational Establishments

#### **Gender**

Single sex schools are allowed.

#### **Religion**

Institutions providing religious training in relation to a particular religion may admit students of only one religious belief.

#### **Religious tradition or ethos of the school**

The Acts allow primary and secondary schools which follow the values of a particular religion to give preference to applicants of that religion. Primary and post-primary schools may refuse to admit a student who is not of that religion. However, they must prove that the refusal is essential to maintain the ethos of the school. It is not a refusal under the Acts if the school is fully subscribed and an applicant is put on a waiting list.

#### **Mature students**

The ESA allow universities or other third-level or adult education institutions to treat mature students differently in the allocation of places.

## **Grants, fees, allocation of places**

The ESA allow universities and other third-level or adult education institutions to treat non-EEA nationals differently in relation to fees, educational grants and the allocation of places.

### **→ EXAMPLE**

**Mature students may not need to apply for a university place through the Central Applications Office (CAO) points system.**

## **Sporting facilities and events**

The Equal Status Acts allow educational establishments to treat people differently on the basis of gender, age or disability but only to the extent that the differences are necessary having regard to the nature of the facilities or events.

### **→ EXAMPLE**

**A school organising a sports day could categorise certain competitions according to age and gender.**

## **Disability**

A school has an obligation to provide reasonable accommodation to disabled students. However, a school may avail of an exemption for the school can show that this would make it impossible or extremely difficult to teach other students.



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## POSITIVE ACTION

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The Equal Status Acts, provide a limited exception to their general rules against unequal treatment for the suppliers of goods and services to adopt rules which promote equality of opportunity for disadvantaged groups.



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## ACCOMMODATION

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### ▶ Accommodation exemptions

#### **Gender**

In relation to shared accommodation, the Acts allow people to be treated differently on the grounds of gender where lack of privacy might cause embarrassment.

#### **Mixed grounds**

The Acts allow local authorities to treat people differently in relation to particular types of housing based on:

- Family size,
- Family status,
- Civil status,
- Disability,
- Age,
- Membership of the Traveller community.

The ESA also allow for different treatment for housing accommodation provided by or on behalf of the Minister for Justice and Equality on these

grounds and also on the grounds of gender and nationality. For example, it is permissible to operate separate prisons for women and men.

### **Owner Occupier**

An exemption to the provisions of the ESA is provided to those who provide accommodation in their own home.

### **Use of the accommodation by people in a particular category**

This covers accommodation reserved for a particular category of people, for example, retirement homes for older people.

### **Wills and gifts**

The person making the will or gift can choose who they wish to benefit without regard to the requirements of the ESA.



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## **CLUBS**

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Clubs such as sports clubs, golf clubs etc. are treated slightly differently. The ESA deal with clubs that are licensed to sell alcohol to members and certain visitors and that are registered under the Registration of Clubs Act.

In general, a club will be discriminating if:

- It has rules or practices which discriminate against a member or applicant for membership,
- A person involved in the club's management discriminates against a member or applicant in relation to any aspect of how the club does business.

### → **EXAMPLE**

**If a staff member or a committee member of a golf club gives preference to an Irish person applying for membership over an applicant from a different country, this would constitute discrimination.**

#### *It is not discrimination if a club:*

- Is for a particular group of people – for example, a club for people with disabilities, a club for members of the Traveller community etc.
- Sometimes only admits certain club members. In this case, the club must offer the same or a similar benefit or privilege to all members. For example, a tennis club can run a men-only tournament but it must at some stage offer a similar event to its women members.
- Makes a genuine effort to include people of a particular gender who may have been excluded in the past.
- A sports club can organise different competitions for different age groups etc.

### **Other clubs**

Clubs that do not have a licence to sell alcohol are only subject to the Equal Status Acts when they provide goods and services to the public or to a section of the public, and not just to members.

### **Who decides claims against clubs that discriminate?**

These decisions are made by the District Court and on appeal by the Circuit Court. Further information on this can be found at **[www.courts.ie](http://www.courts.ie)**.

# MAKING A CLAIM

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Most claims are brought to the Workplace Relations Commission (WRC) which is similar to a court but less formal. The WRC will examine the claim and make a ruling on it. Most claims of discrimination in relation to clubs and licensed premises are dealt with in the District Court. All appeals under the Acts from the WRC and the District Court are dealt with by the Circuit Court. Explanatory notes for filling in the form to make a complaint of discrimination under the Equal Status Acts are available on [www.workplacerelations.ie](http://www.workplacerelations.ie).

If you believe your rights have been infringed under the ESA, you can make a complaint to the Workplace Relations Commission (WRC). In order to make a complaint, you will have to submit a complaint form to the WRC in writing. This can be done online by using the online Complaint Form available on the 'Refer a Dispute/Make a Complaint' page of the WRC's website ([www.workplacerelations.ie](http://www.workplacerelations.ie)).

It is important when submitting your complaint form that you insert the correct legal name of the company/service provider. You can find this on the Companies Registration Office website ([www.cro.ie](http://www.cro.ie)). All information provided in the complaint form should be accurate to the best of your knowledge.

When submitting a complaint under the ESA, you must set out a clear statement giving details of the complaint. It is important to be as precise as possible about dates. If the incidents of discrimination are continuing, you can refer to these as ongoing discrimination. In this statement, you are required to set out the facts, the links between the discriminatory grounds and the alleged discrimination and any other relevant information. If you do not provide this statement, your claim may be struck out by the Director General of the WRC.

The WRC can strike out your claim without any prior notice to you if it isn't pursued.

Your claim can be dismissed if the WRC considers it frivolous or vexatious. Any information received by the WRC from either party will be copied to the other.

If you have questions about the process, you can phone the WRC. Staff at the WRC will not however provide legal advice.

## ► Pre-Hearing Steps

Before the hearing of your claim you can seek information and data to support of your claim in the following ways:

### **ES1/ES2 form**

A Respondent can provide relevant information in its ES2 form. See below.

### **Data Access Request**

Under the Data Protection Act, you have the right, subject to certain restrictions, to data held about you by an organisation or person. In order to seek this information, you must write to the person or organisation (sample letter can be found at Appendix 1). For more information on this and what to do if your data access request is not complied with, see **[www.dataprotection.ie](http://www.dataprotection.ie)**.

### **Freedom of Information Request**

The Freedom of Information Act grants an individual the right, subject to certain restrictions, to access information held by Government departments, agencies or other designated bodies in receipt of state funding. In order to access such information, you can write a letter seeking access or complete a 'request for access to records' form.

For further information on this and what to do if your request is not complied with, see **[www.foi.gov.ie](http://www.foi.gov.ie)**

### **Documentation**

You should collect documentation which is relevant to your claim and submit it to the WRC in advance of the hearing.

## ► Process of bringing a claim



### Step 1: Written notification

First of all, you must write to service provider, be they a company or a person, you're complaining about within two months of the last incident of discrimination and tell them that you intend to make a complaint under the Equal Status Acts. You can do this by filling out Form ES1, which is available on **www.workplacerelations.ie**. You must send this by registered post and keep the receipt. The ES1 form should be sent directly to the service provider you are complaining about, and not to the WRC. For guidance on how to fill in the ES1 form, see **www.workplacerelations.ie**.

You should send Form ES2 to the service provider with Form ES1. Form ES2 is filled out by the service provider you are complaining about and gives them a chance to outline what happened from their point of view.

You should keep a copy of the completed Form ES1 and also make sure you keep your registered post slip as proof of posting. **You cannot bring a claim to the WRC unless you have completed this step.**

The Respondent (the service provider you are taking the case against) is not obliged to respond to this notification, but may use Form ES2 to do so, if they wish. If the Respondent does not reply, or if they provide false or misleading information, an Adjudication Officer in the WRC may, if appropriate, take account of this when they are deciding your case.



## Step 2: Advancing a claim

If you do not get a reply to your complaint about within one month or if the reply is not to your satisfaction, you may **send your complaint to the WRC**. You must do this within 6 months of the discrimination. You do this by using the online Complaint Form available on the 'Refer a Dispute/Make a Complaint' page of the WRC website. A copy of the ES1 notification (with proof of posting) and any response from the service provider should be sent with the complaint form to the WRC. It is important to be as precise as you can about the dates.



## Step 3: At the Work Place Relations Commission (WRC)

Once your complaint has been submitted, the WRC may refer your matter to **mediation** if both parties agree. The mediation officer is a neutral person whose job it is to work with both parties to reach an agreement and settle the claim. If a settlement is reached through mediation, the terms of the settlement are confidential and legally binding. Settlement agreements can be enforced through the Courts.

If your case is not resolved or referred to mediation, the matter will be referred for **investigation** to an Adjudication Officer who will deal with your case.

When the matter has been listed for hearing before the Adjudication Officer, you will receive a letter telling you the time and location of the hearing. It is important to attend on the date for the hearing. If you do not attend, the matter may be struck out in your absence. If you are

unable to attend on the hearing date, you should contact the Adjudication Officer assigned to your case to request that the matter be adjourned. In certain cases the hearing date can be adjourned (e.g. medical treatment) but it can be very difficult to get an adjournment. You should forward any supporting documentation which will support your application for an adjournment. If the matter is adjourned, both sides will be informed of the new date.

If you and the respondent negotiate a settlement before the hearing, the terms of the settlement should be written down and signed by both parties.

The hearing before the Adjudication Officer is in private and therefore members of the public or press cannot attend.



## Step 4:

The Adjudication Officer will control the hearing and will decide how it proceeds. You should refer to the Adjudication Officer as “Chair”. Once the hearing is concluded, the Adjudication Officer’s written decision will be issued in a number of weeks.

The WRC may decide that a particular case is suitable for decision without an oral hearing. Where this is proposed, the WRC will write to both parties and if either party objects to this within the time period allowed, the case will proceed to an oral hearing. If no objection is received, the case will be decided without an oral hearing.

## ► Burden of proof

In cases under the ESA, the claimant has to establish facts from which discrimination can be inferred. Once this is done, the respondent must prove that no unlawful discrimination took place.

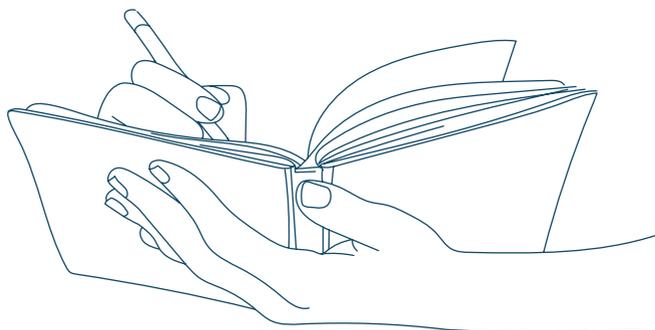
## ► Time limits

As set out above, an ES1 form must be sent within 2 months of the alleged discrimination. You can apply to the WRC to extend this period to 4 months, or in exceptional circumstances, to dispense with this requirement.

A complaint must be filed with the WRC within six months of the date of the breach of the ESA. This six-month time limit can run from either:

1. The most recent date of the offending conduct;
2. The ending of a discriminatory regime or practice; or
3. In the case of an isolated incident, simply six months from the date of the incident.

If your complaint has not been made within the six-month time period, it is possible for the WRC to extend the period of time to a maximum of twelve months, where you can show reasonable cause for such an extension.



### ▶ Redress

An Adjudication Officer can award up to €15,000 compensation and/or specify a course of action to be taken by a party. For example, if you were discriminated against in a shop and your claim is successful, the Adjudication Officer might order the shop manager to provide discrimination training to staff.

### ▶ Appeal

You can appeal the decision of the Adjudicator to the Circuit Court.

### ▶ Legal Costs

You will not be awarded your costs of legal representation in the WRC. You will not be liable for the costs of the respondent's legal representation.

### ▶ Enforcement of WRC decision

If a service provider fails to comply with the decision, you can enforce a decision of an Adjudication Officer by making an application to the District Court. The application for enforcement is made by notice of application to the District Court (see sample notice at Appendix 3). The application must be made to the District Court in which the service provider is based (i.e. the registered address) or carries on any profession, business or occupation. However, before making such an application, a period of **56 days** must have passed since the date that the decision was issued to the parties. You can seek an order for the costs of the enforcement application as well as interest.

## ► Refusal of entry to a licensed premises

Special requirements apply under the ESA for a claim for discrimination regarding entry to a pub or other licensed premises. These claims have to be brought to the District Court. The relevant forms are available on **[www.courts.ie](http://www.courts.ie)**

Before making such a claim, you should write to the licensed premises (the respondent) setting out your complaint and seeking an explanation and their proposals to remedy the problem. You should seek records and documentation regarding the incident, including CCTV (see section on data protection request above). You should also seek a copy of the respondent's equality policy.

If you are not satisfied with the response of the respondent, you can commence proceedings in the District Court. This can be done in the District Court Office and is an application under Intoxicating Liquor Act 2003. A sample form is attached at Appendix 2.

You will have to serve the proceedings on the respondent. You will be entitled to seek access to relevant documents in advance of the hearing, either through voluntary discovery or, if necessary, a discovery application.

District Court proceedings will have to be commenced within 6 months of the alleged discrimination. The losing party is generally responsible for the costs of each party to proceedings in the District Court.

# APPENDICES



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## APPENDIX 1

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### Data Protection Acts - Subject Access Request

[INSERT YOUR ADDRESS]

[INSERT EMPLOYERS ADDRESS]

[INSERT DATE]

Re: Subject Access Request

To Whom It May Concern,

I wish to make an access request under Section 91 of the Data Protection Act 2018 for a copy of any information you keep about me, on computer or in manual form in relation to .....

Details which may be of assistance:

- My PPS number is [INSERT];
- My Staff number is [INSERT];
- I was employed during the period of XX to XX [INSERT];

I look forward to hearing from you.

Kind Regards,

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[INSERT NAME]

Email: [INSERT]



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## APPENDIX 2

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### **District Court Notice of Application for discrimination at the point of entry to a licensed premises**

S.I. No. 259 of 2005

No. 80.5

INTOXICATING LIQUOR ACT 2003

Section 19

[Section 23]

#### NOTICE OF APPLICATION

District Court Area of

District No.:

Applicant:

Respondent:

TAKE NOTICE that the above-named applicant of ..... intends to apply to the District Court sitting at ..... on the \_\_ day of \_\_ 20\_\_ at ... a.m/p.m pursuant to \*section 19(2)/section 19(6) of the above-mentioned Act of 2003 for redress in respect of prohibited conduct (within the meaning of section 19(1) of the said Act against the respondent whose premises are situated at ..... in the court area and district aforesaid, on the following grounds:

.....

Dated this \_\_ day of \_\_ 20\_\_.

Signed: \_\_\_\_\_

Applicant/solicitor for applicant

To the District Court Clerk

District Court Office

At .....

To \*the Respondent/Secretary of the above-named Club

At .....



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## APPENDIX 3

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### **Sample Enforcement Application for the District Court in relation to a decision of an Adjudication Officer**

#### **40C.01**

Notice of Statutory Application

AN CHÚIRT DÚICHE

THE DISTRICT COURT

District Court Area of Dublin

District No 1

Record number:

IN THE MATTER OF SECTION 43 OF THE WORKPLACE RELATIONS ACT 2015  
ON THE APPLICATION OF [INSERT CLAIMANT'S NAME]

Between:

[INSERT EMPLOYEES NAME]

Claimant

-and-

[INSERT EMPLOYERS NAME]

Respondent

#### NOTICE OF APPLICATION

TAKE NOTICE that the above-named claimant will apply to the District Court sitting at ..... on the \_\_ day of \_\_ 20\_\_ at ..... a.m./p.m. (the “return date”) for:

1. An order directing the Respondent to carry out the decision of the adjudication officer made in favour of the Claimant dated the [INSERT DATE] and bearing Adjudication Reference number [INSERT] in the sum of €[INSERT AMOUNT];
2. An Order directing the Respondent to discharge to the Claimant interest on the compensation at the rate referred to in section 22 of the Act of 1981, in respect

of the whole award of the period beginning 56 after the date on which the decision of the adjudication officer was communicated to the parties being the \_\_\_ day of \_\_\_201\_ [INSERT ADDRESS] and ending on the date of the order.

3. Such further or other relief and or consequential direction as this Court deem fit and meet;

4. An Order providing for the costs of and ancillary to these proceedings.

B. The grounds for the application are as follows:

The Claimant brings this application for relief in circumstances where the Claimant has received a decision of the adjudication officer dated the [INSERT DATE] and bearing Adjudication Reference [INSERT] in which he/she [DELETE INAPPLICABLE] was awarded the sum of €[INSERT AMOUNT]. The award provided by the decision of the adjudication officer remains outstanding. The Claimant will rely on the proceedings herein, the decision of the adjudication officer dated the [INSERT DATE] bearing Adjudication Reference [INSERT] and the nature of the case and the reasons offered. Submissions will be made to the Court to the effect that the Respondent has failed to comply with the decision of the adjudication officer and will seek orders from this Honourable Court pursuant to section 43 of the Workplace Relations Act 2015.

C. The Applicant herein will rely on the jurisdiction conferred on the District Court by the Workplace Relations Act 2015.

LIST OF DOCUMENTS ON WHICH THE CLAIMANT WILL RELY AND COPIES  
OF WHICH ARE ATTACHED

Document:

Date:

Description:

1. Adjudication Officer decision [DELETE THE INAPPLICABLE]  
\_\_ day of \_\_ 20\_\_ bearing Adjudication Reference [INSERT]
2. Insert any other relevant document  
Etc

Signed: \_\_\_\_\_

Claimant or Solicitor for the claimant:

To: District Court Clerk at [INSERT ADDRESS]

And To: [Respondent or Solicitor for the Respondent]

This notice of the application has been filed with the District Court Clerk at  
..... and issued to the above return date on the \_\_ day of \_\_ 20\_\_.



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## USEFUL WEBSITES

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### **Community Law & Mediation**

[www.communitylawandmediation.ie](http://www.communitylawandmediation.ie)

### **Northside Centre for the Unemployed**

[www.ncutraining.ie](http://www.ncutraining.ie)

### **Workplace Relations Commission**

[www.workplacerelations.ie](http://www.workplacerelations.ie)

### **Courts Service of Ireland**

[www.courts.ie](http://www.courts.ie)

### **Irish Human Rights and Equality Commission**

[www.ihrec.ie](http://www.ihrec.ie)

### **Citizens Information**

[www.citizensinformation.ie](http://www.citizensinformation.ie)

### **Irish Statute Book**

[www.irishstatutebook.ie](http://www.irishstatutebook.ie)

### **Law Reform Commission**

[www.lawreform.ie](http://www.lawreform.ie)

### **Data Protection Commissioner**

[www.dataprotection.ie](http://www.dataprotection.ie)

### **Freedom of Information**

[www.foi.gov.ie](http://www.foi.gov.ie)



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