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## DISABILITY DISCRIMINATION QUESTION REFERRED TO THE ECJ

On the 20<sup>th</sup> December 2006, the Employment Appeal Tribunal heard the case of Attridge Law v Coleman.

It upheld the Employment Tribunal's decision to refer a question under the Disability Discrimination Act 1995 ("DDA 1995") to the European Court of Justice ("ECJ"). The issue referred to the ECJ is whether the DDA 1995 covers discrimination on grounds of somebody else's disability.

In this case, Miss Coleman's four year old son is disabled. She resigned after her employer allegedly failed to grant her flexible working opportunities in contrast to mothers of non-disabled children working for the same employer. She claims she was unlawfully discriminated against by her employer due to her son's disability.

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