



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART X

#### UNFAIR DISMISSAL

#### CHAPTER II

##### REMEDIES FOR UNFAIR DISMISSAL

##### *Compensation*

#### **126 Acts which are both unfair dismissal and discrimination**

- (1) This section applies where compensation falls to be awarded in respect of any act both under—
  - (a) the provisions of this Act relating to unfair dismissal, and
  - (b) either or both of the Sex Discrimination Act 1975 and the Race Relations Act 1976.
- (2) An industrial tribunal shall not award compensation under any one of those two or three Acts in respect of any loss or other matter which is or has been taken into account under the other, or any of the others, by the tribunal (or another industrial tribunal) in awarding compensation on the same or another complaint in respect of that act.