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STATUTORY INSTRUMENTS

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**2003 No. 1660**

The Employment Equality (Religion  
or Belief) Regulations 2003

PART V

ENFORCEMENT

**Burden of proof: employment tribunals**

**29.**—(1) This regulation applies to any complaint presented under regulation 28 to an employment tribunal.

(2) Where, on the hearing of the complaint, the complainant proves facts from which the tribunal could, apart from this regulation, conclude in the absence of an adequate explanation that the respondent—

- (a) has committed against the complainant an act to which regulation 28 applies; or
- (b) is by virtue of regulation 22 (liability of employers and principals) or 23 (aiding unlawful acts) to be treated as having committed against the complainant such an act,

the tribunal shall uphold the complaint unless the respondent proves that he did not commit, or as the case may be, is not to be treated as having committed, that act.