

Challenging the employer's decision

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If you already work for the employer who rejected your application, you should [raise the issue with your employer](#).

Otherwise you can:

- [call the Acas helpline](#) to discuss your options
- get legal advice – some local [Citizens Advice](#) offer this for free

If you've tried all options without success and believe the employer broke the law, you can [make a claim to an employment tribunal](#).

In very rare circumstances you might be able to claim '[constructive dismissal](#)', if you believe your employer's decision was so unreasonable that you had to leave your job.