

## DISABILITY DISCRIMINATION CASES

Nature of Case	Results	Jurisdiction
Genetic Information and Disability Discrimination	Obtained a settlement for a Software Consultant discharged over the telephone seven days after he informed his manager by e-mail that he just had a cancerous tumor removed from his bladder and would need additional outpatient treatments before work for six weeks.	United States District Court For the <b>District of Minnesota</b>
Breach of the Covenant of Good Faith and Fair Dealing; Family and Medical Leave Act Retaliation; Perceived Disability Discrimination	Obtained a settlement for the Director of a Billing and Collection company who was owed a large commission on a multi-million dollar contract and was discharged five days after informing his boss he would need time off for shoulder surgery.	Out-of-Court Settlement
Disability and Age Discrimination	Procured a settlement for a 53 year old department store manager who was fired by her younger district manager four months after she informed her that she had severe arthritis in her hip.	United States <b>Equal Employment Opportunity Commission</b>
Perceived Disability and Age Discrimination; Delaware Worker's Compensation Improvement Act	Procured a settlement for an EMT/Firefighter who was forced to undergo a fitness for duty test, suspended just nine months after filing a workers' compensation claim for a knee injury, and encouraged to resign by the president of the fire company who said, "Let's face it. You are 45."	United States <b>Equal Employment Opportunity Commission</b>
Due Process and Government Discrimination under the Fourteenth Amendment and 42 U.S.C. § 1983; the Delaware Handicapped Persons Employment Protections Act	Obtained a settlement for a municipal office employee with a prescription for medical marijuana for her Lyme Disease who was refused a reasonable accommodation; administered a drug test; denied in violation of the Town's drug and alcohol policy a retest which was provided to her non-disabled, male co-worker; and ultimately discharged.	Delaware <b>Department Of Labor Division of Industrial Affairs</b>
Pregnancy and Disability Discrimination; Reduction in Pay and Forced Resignation	Obtained a settlement for a Senior Registered Client Service Associate of a Fortune 100 company who was forced to resign after a reduction in her pay and a transfer from a desk to a cubicle shortly after she returned from disability and maternity leaves after a difficult pregnancy.	United States <b>Equal Employment Opportunity Commission</b>

Retaliation; Perceived Disability Discrimination in Employment; Termination of Employment	Procured a settlement for a Purchasing Agent who was fired two days after she complained to human resources that her manager's bullying caused her to have panic attacks.	United States Equal Employment Opportunity Commission
Involuntary Layoff; Perceived Disability Discrimination in Employment	Procured a settlement for a Sales Assistant for a global financial services firm who was laid off less than a month after she disclosed the fact that she might be bipolar.	United States Equal Employment Opportunity Commission
Disability Discrimination; History of Impairment; Involuntary Leave of Absence	Procured a monetary settlement plus medical and dental benefits for one year for a CDL licensed Truck Driver employed by a liquor distributor for over 34 years who was not allowed to return to work after suffering a single, unprovoked seizure despite obtaining clearance from his doctor and waivers from the State and the Federal Departments of Transportation.	Delaware Department Of Labor Division of Industrial Affairs
Disability discrimination in employment; Termination	Procured a settlement on behalf of a 68 year old receptionist wrongfully suspended and eventually terminated one day after disclosing to her general manager that she was a Leukemia survivor.	United States Equal Employment Opportunity Commission