

Discrimination, American with Disabilities Act, Federal Court, Summary Judgment

Defended a furniture retail chain in the first action ever brought in the United States District Court for the Eastern District of North Carolina for failure of an employer to provide reasonable accommodations to a disabled employee under the Americans with Disabilities Act. The action was brought directly by attorneys from the Equal Employment Opportunity Commission (EEOC). The court granted summary judgment in favor of the defendant on the basis that the accommodations requested by the employee were not reasonable. The determination of the District Court was upheld by the United States Court of Appeals for the Fourth Circuit.