

The following are brief descriptions of the some of the significant settlements reached by EEOC District Office Legal Units during March of 2003.

- **EEOC v. Browning-Ferris, Inc.**

No. MGB-98-3246 (D. Md. March 3, 2003)

In this ADA lawsuit, the Baltimore District Office alleged that defendant, a waste removal company, discriminated against charging party, a boom truck driver and trash compactor repair person, when it fired her because of her disability, Crohn's disease, an inflammatory bowel disorder. Defendant fired charging party because it believed that exposure to waste products was exacerbating her disease. Despite the insistence of both charging party and her doctors that the external environment had no relation to her Crohn's disease and that she could continue to safely and effectively work around waste as she had done throughout her 10-year career with defendant, the company refused to allow her to return to work after a medical leave of absence. The case was resolved through a consent decree which provides for payment of \$194,000 to charging party, representing \$176,716 in general damages and \$17,283 for reimbursement of out-of-pocket expenses. Defendant is enjoined from discriminating against any qualified individual with a disability with regard to hiring or discharge and specifically from unlawfully discharging and otherwise denying employment opportunities to individuals with Crohn's disease. Defendant also agrees not to retaliate against charging party.