

The inappropriate administration of medical examinations also screens out qualified individuals with disabilities. In EEOC v. Jack of All Trades Pers. Servs., Inc. (W.D. Tex. Feb. 9, 2005), a temporary employment agency based in Waco, Texas subjected applicants to medical examinations before making job offers and then refused to place them based on their examination results or because of their disabilities. For example, the agency rejected an applicant for a clerical position because the agency's doctor said she was overweight and had a 10-pound lifting restriction. Under a consent decree, the rejected applicant and 17 other individuals will receive a total of approximately \$154,000. The agency agrees not to make disability-related inquiries of applicants or require applicants to submit to medical examinations prior to assigning them to a particular client with a specific starting date.