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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 102 pages. Original publisher: Washington : U. S. G. P. O. , 2009. LC Number: KF26 . L27 2007z OCLC Number: (OCOLOC)318793772 Subject: People with disabilities -- Legal status, laws, etc. -- United States. Excerpt: . . . 11 under the ADA - the question of whether the employers action was improperly re-lated to the individuals disability. That inquiry is circumvented - it ends before it begins - with the narrow construction of disability, and a finding that individuals who are clearly disabled, who are entitled to the protections of the ADA, and whom the ADA was intended to protect - are not sufficiently disabled to warrant its protec-tions. And there are many more stories: Stephen Orr was fired from his job as a pharmacist after his employer refused to allow him to take a lunch break so that he could regulate his blood sugar and control his diabetes by eating. But because Stephen managed his diabetes through regimented food intake and medication, the court ruled that he was not substantially limited in any major life activity, and 6 therefore was not protected from discrimination under the ADA. Vanessa Turpin was an auto packaging machine operator with epilepsy, who resigned after her employer required that she work a shift that would have worsened her seizures. The court held that although Vanessa experienced nighttime seizures characterized by shaking, kicking, salivating, and, on at least one occasion, bedwetting and that caused her to wake with bruises on her arms and legs, Vanessa was not disabled because many individuals fail to receive a full night of sleep. The court also found that Vanessa's daytime seizures, which caused her to become unaware and unresponsive to her surroundings and to suffer memory...



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