

- **EEOC v. Voss Electric Co.**

No. CIV-02-92-C (W.D. Okla. March 17, 2003)

The Dallas District Office alleged in this ADA lawsuit that defendant, a distributor of commercial lighting products, discriminated against charging party, a long-term sales employee, when it fired him because of his disability, bipolar disorder. Charging party's psychiatric disability severely impaired a number of his major life activities, including thinking, interacting and communicating with others, and the ability to take care of himself. After he asked for medical leave to receive inpatient treatment for his bipolar disorder, defendant discharged him by taping a termination letter to the front door of his home. The case was resolved through a consent decree which provides for payment of \$91,250 in compensatory damages to charging party. Defendant agrees not to discriminate on the basis of disability, perceived disability or record of disability in any employment action and further agrees not to retaliate against any person who opposes an unlawful employment practice or files a charge of discrimination.