

EEOC calls, gaming company folds and pays big for ADA violations

Nevada Restaurant Services, a large Las Vegas gaming company that operates slot machines, casinos and bars in Nevada and Montana, will pay \$3.5 million to settle a disability discrimination lawsuit filed by the EEOC.

According to the EEOC's suit, since at least 2012, the company has violated federal law with a well-established, companywide policy requiring employees with disabilities or medical conditions to be 100% healed before returning to work.

The problem with that: Such a policy does not allow for the interactive process mandated by the ADA to identify reasonable accommodations that might allow disabled employees to do their jobs.

The EEOC also charged Nevada Restaurant Services with regarding employees as disabled or had to care for a disabled relative, both of which violate the ADA.

In addition to paying the money, the company must also hire an ADA compliance consultant and institute procedures to combat disability discrimination.