

CASE QUESTIONS

1. What was the legal issue in this case? What did the court decide?
2. On what basis does the court decide that the fitness for duty exams were allowed under the ADA?
3. This decision focuses on the medical exams, but what about the termination? Is there any argument to be made that his termination violates the ADA?
4. How much does this decision rest on the particular context of police work? What if the facts were similar but the employee was a waiter at a restaurant? A stock clerk at a warehouse?