Case #0471

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COMPLIANCE CASE FILES

The Case of the Wrongful Termination

CLASSIFIED

CONFIDENTIAL HR CASE FILE

Case #0471 – "The Case of the Wrongful Termination"

Classification: Manager Misconduct / ADA Violation Risk
Status: OPEN – Active Litigation
Prepared by: HR Compliance Officer

Victim

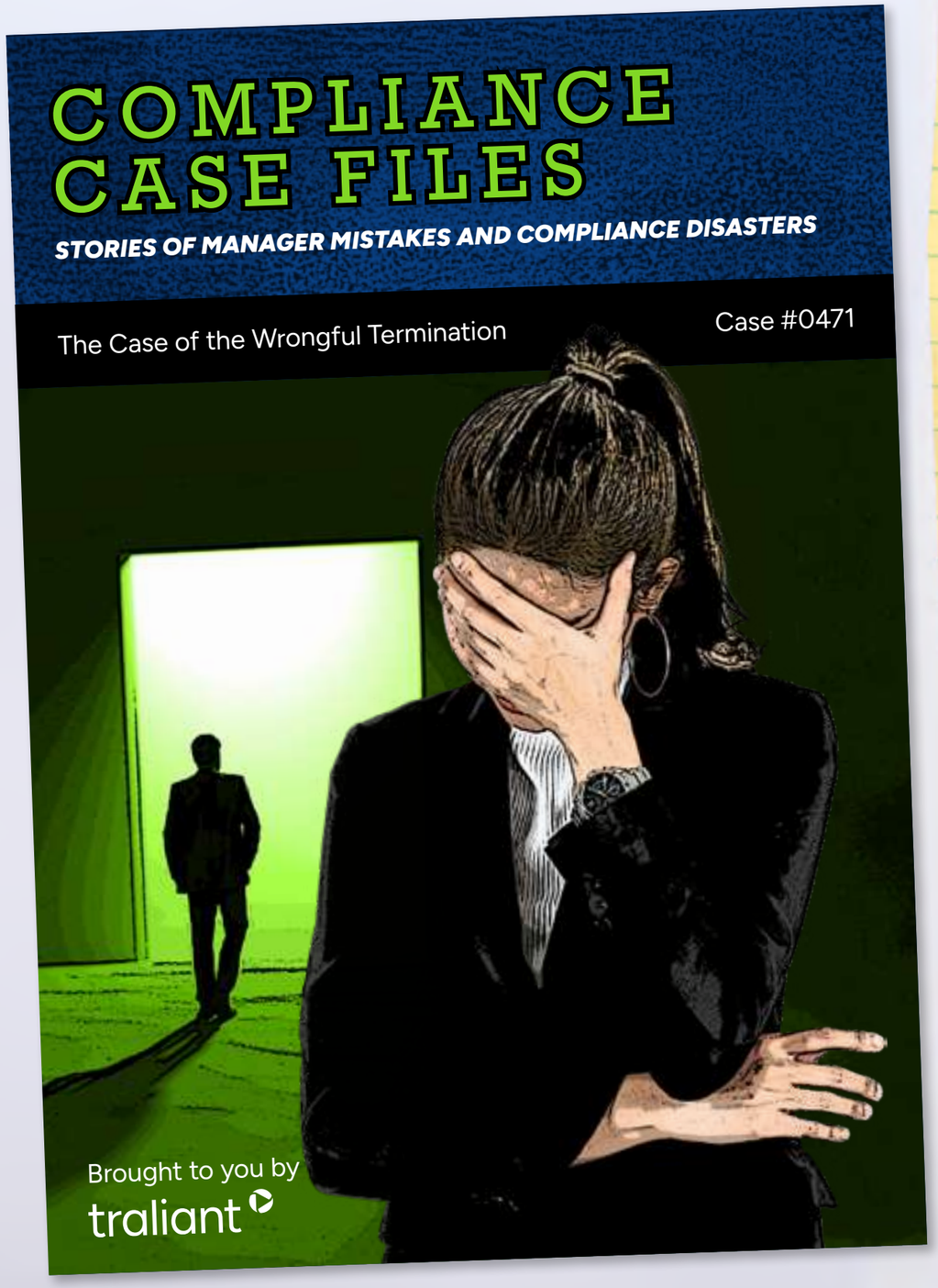
- **Name:** [Redacted] – Former Customer Service Specialist
- **Status:** Terminated without HR consultation
- **Notable Details:** Recently requested a medical accommodation

Primary Suspect

- **Manager:** Department Supervisor (5 yrs tenure)
- **Alleged Misconduct:**
  - Unilateral termination without following HR protocol
  - Failure to document performance issues or accommodation request
  - No notification to HR prior to termination

Circumstances

- **Incident Date:** March 4, 20XX
- **Location:** Conference Room B, Corporate Office
- **Event Summary:**
  - Manager terminated employee for "performance issues" in under 5 minutes. Employee had an active, undocumented accommodation request made in passing conversation 2 weeks prior.
- **Impact:** Triggered an EEOC complaint within 72 hours of termination.



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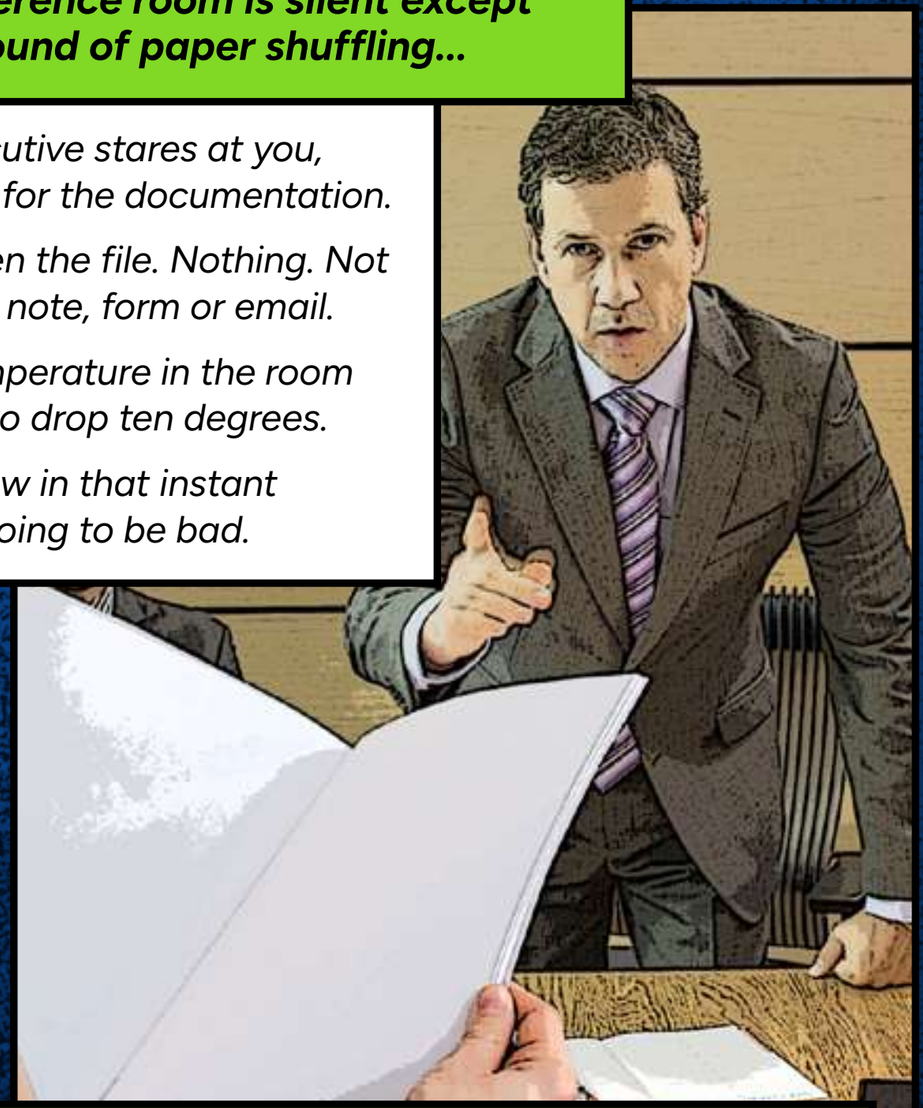
The conference room is silent except for the sound of paper shuffling...

An executive stares at you, waiting for the documentation.

You open the file. Nothing. Not a single note, form or email.

The temperature in the room seems to drop ten degrees.

You know in that instant this is going to be bad.



All because of a single manager's decision.

A few days earlier...

You can still recall the manager saying, "The individual was a problem, so I solved it" — smiling back at you like he did you a favor.

No consultation with HR. No documentation. Just a swift, clean termination for "performance issues."



He didn't know what was lurking beneath the surface.



The manager never saw the consequences of his illegal actions coming.

When you mention the word "accommodation" in the conversation, suddenly, his demeanor changes.

The employee he dismissed had recently requested a medical accommodation.



A passing conversation in the hallway the manager failed to document or grant.

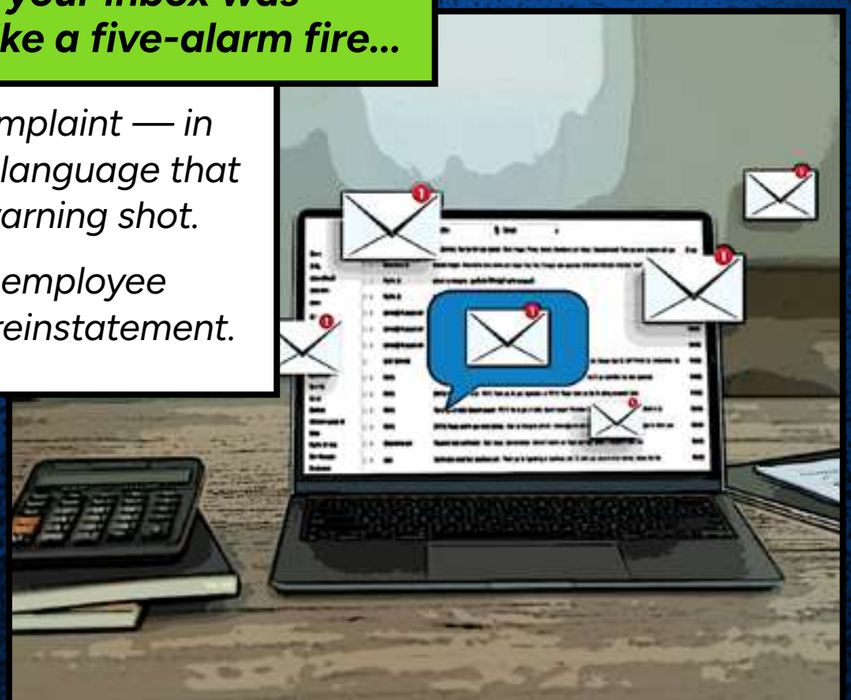
No follow-up. No escalation. No paper trail.

It was the kind of oversight that, once uncovered, would turn a simple termination into a slow-motion disaster — but too late to stop.

Within days, your inbox was blowing up like a five-alarm fire...

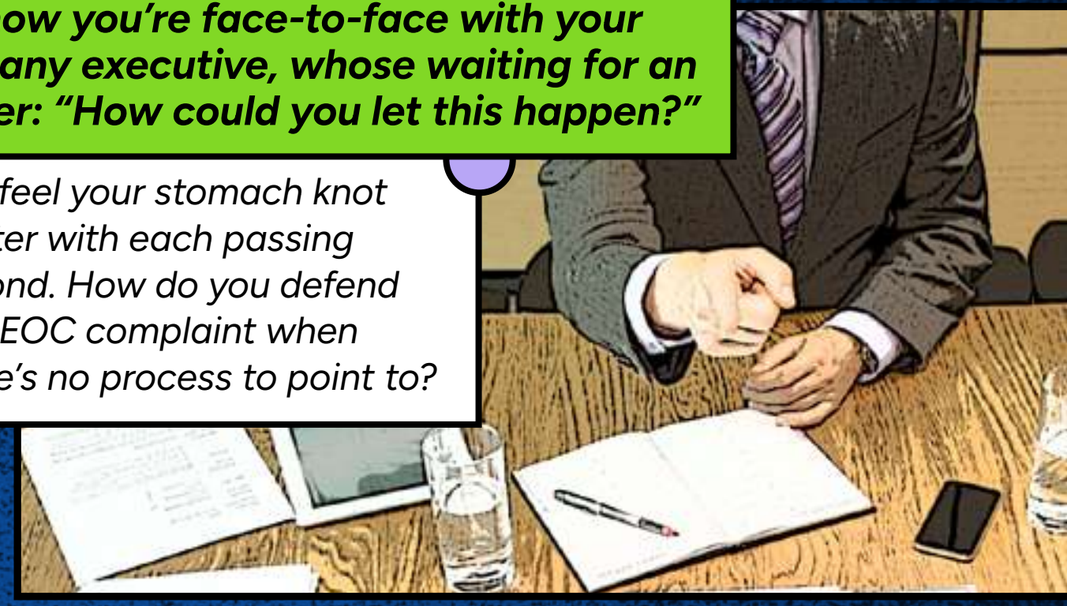
An EEOC complaint — in bold, formal language that read like a warning shot.

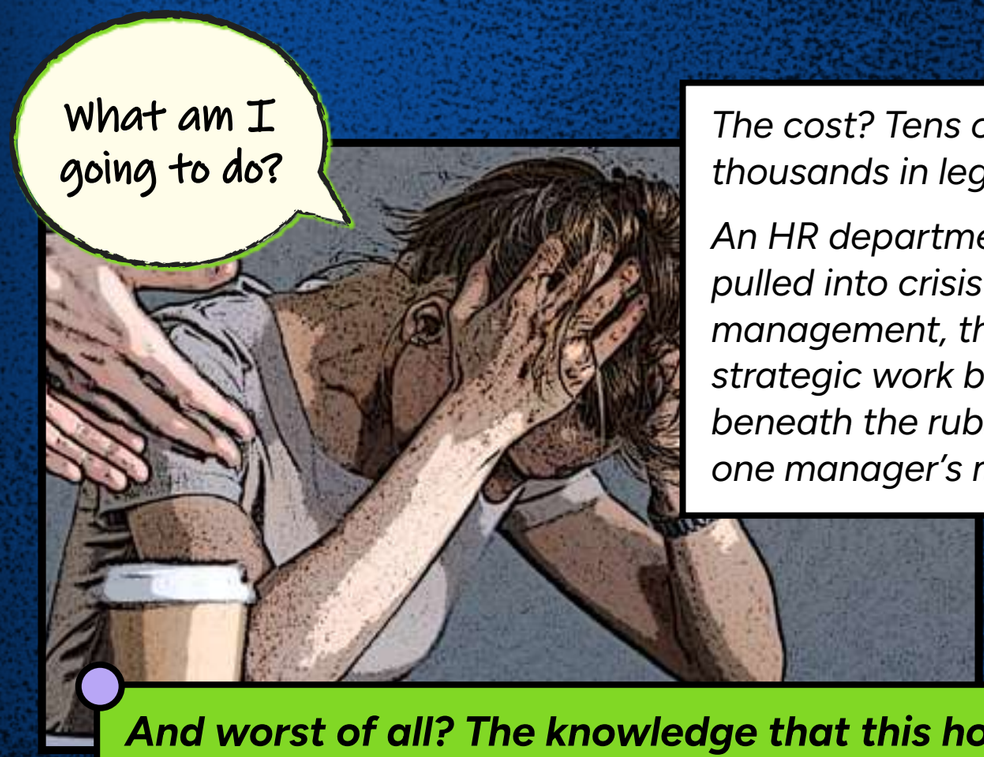
A furious ex-employee demanding reinstatement.



And now you're face-to-face with your company executive, whose waiting for an answer: "How could you let this happen?"

You feel your stomach knot tighter with each passing second. How do you defend an EEOC complaint when there's no process to point to?

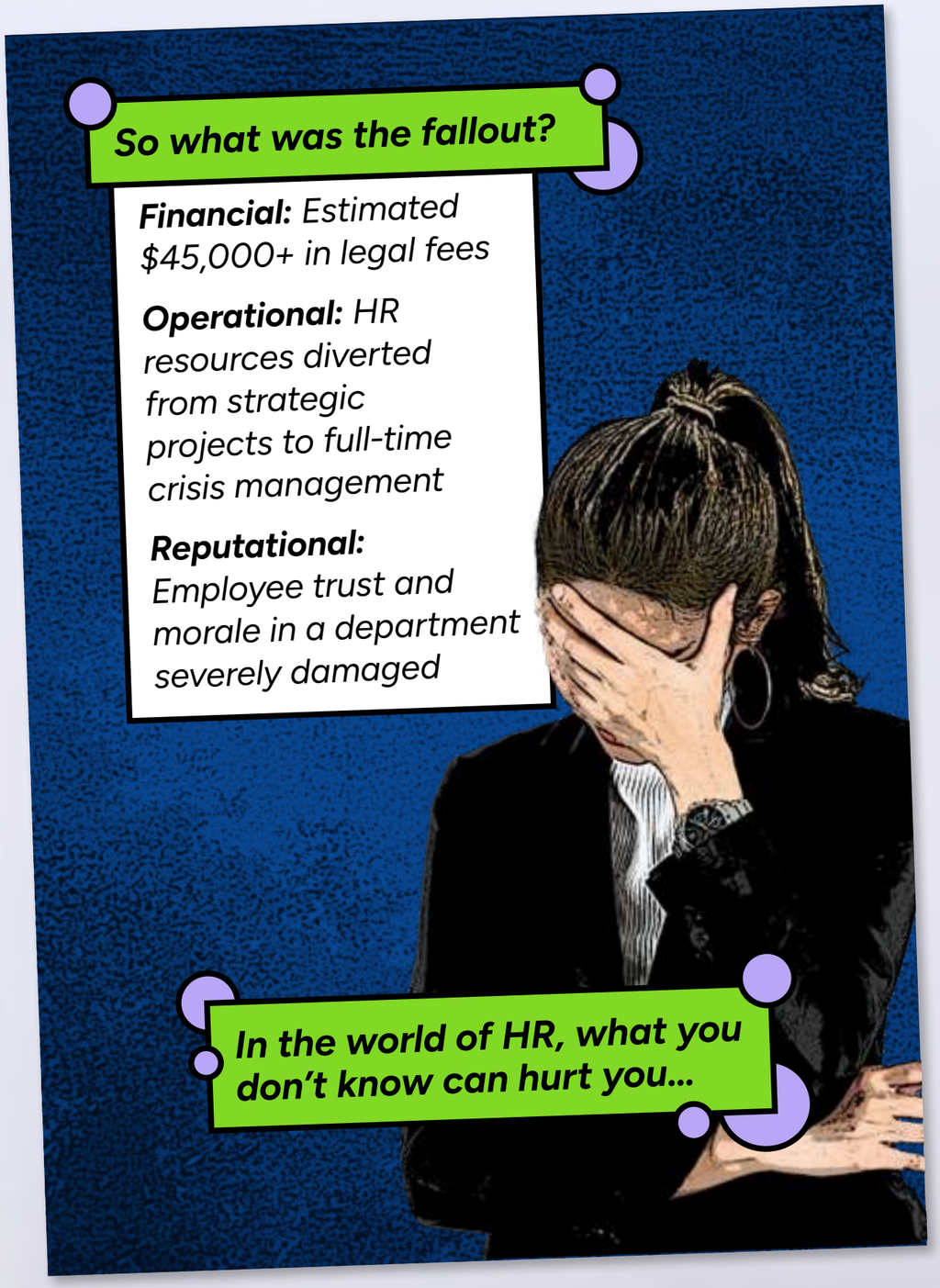




The cost? Tens of thousands in legal fees.

An HR department pulled into crisis management, their strategic work buried beneath the rubble of one manager's mistake.

And worst of all? The knowledge that this horror was not only predictable...but preventable.



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Conclusion

Case illustrates **high-risk exposure** when managers bypass HR protocols.

With proper training, the manager would have been familiar with HR protocols when accommodations are requested and the legal requirements under the Americans with Disabilities Act (ADA).

Recommendation:

Disability, Pregnancy and Religious Accommodations online training for all people managers within 30 days.

CASE CLOSED

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Disability, Pregnancy, and Religious Accommodations



Understanding the different needs of your employees is essential to creating a welcoming and accommodating workplace.

Course description

Traliant's **Disability, Pregnancy and Religious Accommodations** training is a 40-minute course that covers the Americans with Disabilities Act (ADA), Pregnant Workers Fairness Act (PWFA) and similar state and local laws that require employers to provide reasonable accommodations to employees and applicants.

Course topics include:

- Steps managers should take when they learn of a request for a disability, pregnancy, or religious accommodation
- How must an employee request accommodation?
- Privacy considerations involved with accommodation requests
- "Undue hardship" under the ADA and for religious accommodations
- Common types of disability, pregnancy and religious accommodations
- Lactation accommodations that employers are required to provide

Employment Law Fundamentals Certificate Program

This course is part of the Employment Law Fundamentals Certificate Program which gives managers the practical information they need to comply with the complex web of employment laws. This program consists of the following self-paced online courses:

- Disability, Pregnancy, and Religious Accommodations (40 minutes)
- Wage and Hour Fundamentals (30 minutes)
- Interviewing and Hiring Lawfully (40 minutes)
- Family, Medical, and Other Protected Leave (FMLA) (35 minutes)

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