

insights

TYPES NOT MAPPED YET April 30, 2025 | TTR not mapped yet | Anthony M. Whalen, Susan M. Lorenc, Emma R. Lapp

Developments of Disability and the Law In Light Of A Contemporary Workplace

Webinar

This presentation goes over the impact of recent decisions by courts and the legislative process on how employers should address disability-related issues under the Americans With Disabilities Act and related state laws. First, we discuss recent updates in ADA-related case law, including the Seventh Circuit's recent holding in *Nawara v. Cook Cty. Municipality*, which now allows for back pay recovery for unlawful medical examinations without requiring employees to prove disability, and the Second Circuit's decision in *Tudor v. Whitehall Cent. Sch. Dist.* regarding the ability to perform essential job functions. Second, we provide a review of the federal courts' most recent holdings and interpretation of working from home as an ADA accommodation, five years after the global pandemic. Finally, we discuss the most current requirements that state counterparts to the ADA place on employers for employee drug testing and required accommodations related to medical marijuana use.

May 14, 2025

12:00 PM CT

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