

# South Bend Human Rights Commission

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April 2015

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## Save Edge to Pay \$30,000 to Settle EEOC Disability Discrimination Suit

INDIANAPOLIS, Ind. - Save Edge, Inc., a Xenia, Ohio-based industrial file sharpening company, will pay \$30,000 to a rejected job applicant and furnish other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced.

According to the EEOC's lawsuit, Save Edge offered applicant Anthony Hoover an operator position but rescinded it once it learned that he took a prescription drug for a seizure disorder. The EEOC said Save Edge withdrew the job offer because it regarded Hoover as a disabled individual incapable of doing the job.

Discrimination against a person because he or she is disabled or regarded as disabled violates the Americans with Disabilities Act (ADA). The EEOC filed suit (3:14-cv-0211) in U.S. District Court for the Southern District of Ohio, Dayton Division, after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to providing monetary relief to Hoover, the consent decree settling the suit prohibits Save Edge from engaging in future discrimination against disabled employees or applicants, and from retaliating against applicants or employees who exercise their rights to complain about discrimination or assist in an investigation or discrimination-related proceeding. Save Edge must also implement a written disability policy and procedures to ensure equal employment opportunities are afforded to employees and applicants with disabilities. Finally, the company must post a notice of non-discrimination at its facility and train its hiring managers involved in the hiring process.

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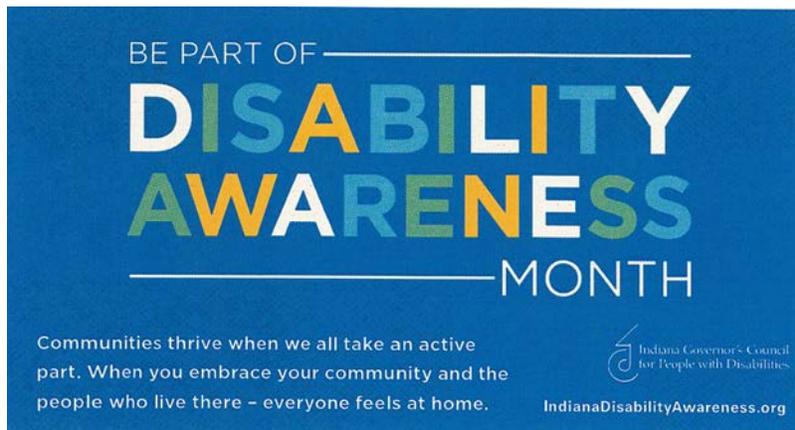
574.235.9355



## Disability Awareness Month

Each March, Disability Awareness Month is celebrated throughout Indiana. And given that adults and children with disabilities represent slightly more than 19 percent of Indiana's population, disability awareness is important for all of us. Led by the Indiana Governor's Council for People with Disabilities, the goal of Disability Awareness Month is to increase awareness and promote independence, integration and inclusion of all people with disabilities.

The 2015 Disability Awareness Month campaign theme was "Love Where You Live," which reminds us that communities thrive when we all take an active part. This year's poster featured a colorful illustration of several types of livable, vibrant and diverse communities and showed us that when you embrace your community and the people who live there – everyone feels at home.



## Human Rights Awareness Luncheon

The South Bend Human Rights Commission, along with the Cities of South Bend and Mishawaka, will host its Annual Scholarships and Awards Luncheon on Thursday, April 23<sup>rd</sup> at the Century Center. The luncheon will feature Joe Hart, President of the South Bend Cubs, as the speaker. During the luncheon, the winners of the essay contest will be announced. Prior to the luncheon there will be a Fair Housing Workshop. *For more information, please contact Fred Harris, Jr. at 235-9355.*



## Long Time Commissioner Passes Away at 95



One of our long time Commissioners recently passed away, Dr. William F. Eagan. Commissioner Eagan began his tenure on the Board of Commissioners in 1994 as a Common Council appointee. Commissioner Eagan was a Professor at Notre Dame in the areas of Statistics, Business Law, Legal Environment, and Independent Study from 1956-1990.