

Employment Blog-Discrimination

Hospital Cannot Refuse to Hire "Latex Glove Allergic" Employees

In a somewhat mind boggling case, John Muir Health, a health care system with hospitals and other medical facilities throughout Contra Costa County, California agreed to pay \$340,000 to eight health care workers and to implement preventative measures to settle a federal disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC). The discrimination charges centered around the company's refusal to hire seven nurse's and one lab technician who were severely allergic to latex. In addition to the monetary settlement John Muir Health agreed to develop new policies, procedures and training regarding applicants and employees with latex allergies. While the settlement is not binding on anyone but the parties, healthcare providers should carefully evaluate their response to hiring "latex allergic" applicants.