

## Disability: Hospital Provided Nurse With Reasonable Accommodation.

A nurse had an on-the-job back injury which caused a chronic lower-back condition.

She began to have difficulty with her own personal activities of daily living such as bathing, cooking for herself and cleaning her own house.

Her supervisors decided a staff registered nurse position was too physically demanding for her and allowed her to train as a clinical case manager.

Even sitting at a desk for prolonged periods proved problematic. Her physician wrote notes to human resources that she needed to stand and walk around for a few minutes at least every hour or two, which her supervisors did not stop her from doing. She was also allowed to work an eight rather than twelve-hour day.

Nevertheless, she began calling in sick more than half the days she was scheduled to work and had to resign.

The US Court of Appeals for the Seventh Circuit believed the nurse's difficulties managing her own activities of daily living gave her legal rights as a disabled person, but ruled against her on the issue of reasonable accommodation. The hospital did all that the Americans With Disabilities Act required by way of reasonable accommodation. **Boston v. Memorial Med. Ctr.**, 2010 WL 1490365 (7th Cir., March 17, 2010).