



# Employee with Performance Problems Could Not Prove ADA Claim

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**A** district manager with cancer who also had a record of performance problems was unable to show that his disability caused his termination, the 7th U.S. Circuit Court of Appeals ruled.

It was undisputed that the district manager had a covered disability under the Americans with Disabilities Act (ADA) and that he was qualified to perform the essential functions of his job with or without reasonable accommodation. The issue at stake was whether he was fired due to his disability.

The district manager underwent treatment for various forms of cancer during his employment. In his role, he was responsible for managing stores and store managers, a job that included recruiting, training and ensuring that employee paperwork and background checks were properly completed.