

## EEOC Claim Against Ford Over Worker with Irritable Bowel Syndrome Heading to Trial

News

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Pavneet Uppal was quoted in the *Phoenix Business Journal* article “EEOC Claim Against Ford Over Worker with Irritable Bowel Syndrome Heading to Trial,” featured on April 24, 2014.

Pavneet was quoted on how the Ford case illustrates ways technology can be used to change the workplace and employment laws.

“Under the ADA regular and predictable attendance is usually considered to be an essential job function. In prior years, attendance meant physically showing up for work in person,” said Pavneet. “However, as this case shows, employers must respond to technological advances. For some types of positions it may be possible for an employee to remotely perform the essential functions of the job away from the employer’s work site.”

Pavneet said telecommuting may be doable for some positions.

“It cannot be summarily rejected and must be considered as one possible type of reasonable accommodation for a disabled employee,” he said.

To read the full article, please visit [Phoenix Business Journal](#).

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**Pavneet Singh Uppal**  
Regional Managing Partner  
602.281.3400  
Email