

Attorneys say Employers Should Focus on Policies that Limit Liability for Obesity Discrimination

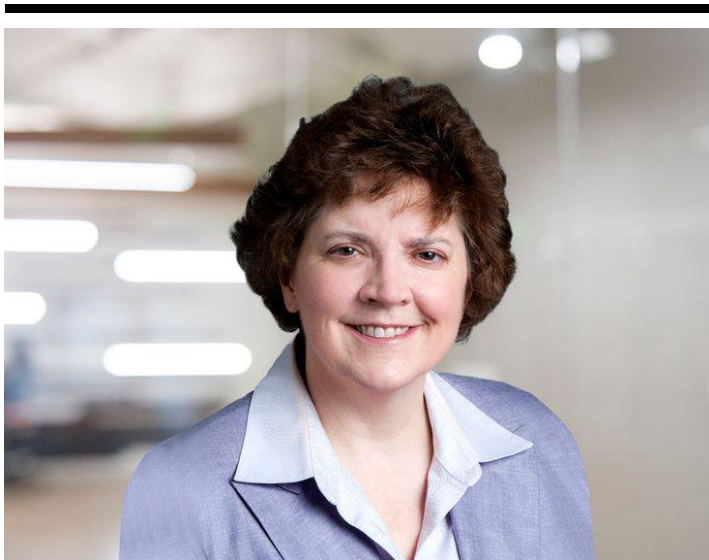
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The Washington State Supreme Court recently ruled that it is illegal to refuse to hire an obese individual if they are otherwise qualified for the job. While there are few laws that directly address obesity discrimination, states are taking different approaches to protecting a new class of Americans. *HRDive* covered this spreading shift in policy and spoke with Myra Creighton and Margaret Burnham on what employers should do to minimize the risk of litigation. They said employers in Washington and elsewhere should have "a really good notion of what the job description is and if it's safety-sensitive, why could this person being at this particular weight preclude them from safely performing this job."

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