



U.S. Equal Employment Opportunity Commission

Press Release

06-28-2024

Pearl Interactive Network to Pay Over \$23,000 for EEOC Disability Discrimination Charge

Company to Implement Enhanced ADA Training and Policies Following Federal Conciliation

COLUMBUS, Ohio – Pearl Interactive Network, Inc., a Columbus-based company, resolved a charge of disability discrimination filed with the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency's Cleveland Field Office announced today.

During the EEOC's investigation, the agency found that Pearl Interactive Network discriminated against an employee when it denied her a reasonable accommodation, unlawfully placed her on unpaid leave due to her disability, and improperly disclosed her medical information. Such alleged conduct violates the Americans with Disabilities Act (ADA).

Following a reasonable-cause finding after the investigation, the EEOC, Pearl Interactive Network and the employee engaged in pre-litigation conciliation, which resulted in a conciliation agreement. Under the terms of the agreement, the company will pay the employee \$3,212 in back pay and interest, as well as \$20,000

in compensatory damages. The company also agreed to provide a neutral job reference for the employee.

The agreement also includes substantial injunctive relief measures. Pearl Interactive Network will conduct comprehensive ADA training for managerial and human resources employees, focusing on the interactive process for accommodation requests. Additionally, the company will review and redistribute its anti-discrimination policy to all employees, emphasizing the confidentiality of medical information, its accommodation processes, and its procedure for reporting complaints of alleged discrimination. Furthermore, the company will post a notice informing employees of their rights in prominent and accessible places on all bulletin boards where notices to employees are customarily maintained.

“This conciliation agreement underscores the importance of employers adhering to the ADA's requirements, particularly concerning reasonable accommodations and the confidentiality of medical information,” said Dilip Gokhale, director of the EEOC's Cleveland Field Office. “We commend Pearl Interactive Network for its commitment to rectifying the issues and taking significant steps to improve its ADA compliance. The EEOC is committed to enforcing the ADA's provisions to ensure that all employees have equal access to employment opportunities without facing discrimination due to disabilities.”

For more information on disability discrimination, please visit <https://www.eeoc.gov/disability-discrimination> (<https://www.eeoc.gov/disability-discrimination>).

The EEOC's Cleveland Field Office is one of four offices in the Philadelphia District, which has jurisdiction over Pennsylvania, Maryland, Delaware, West Virginia, and parts of New Jersey and Ohio. Attorneys in the Philadelphia District Office also prosecute discrimination cases from Washington, D.C. and parts of Virginia.

The EEOC prevents and remedies unlawful employment discrimination and advances equal opportunity for all. More information is available at www.eeoc.gov (<http://www.eeoc.gov>). Stay connected with the latest EEOC news by subscribing to our [email updates \(https://public.govdelivery.com/accounts/USEEOC/subscriber/new\)](https://public.govdelivery.com/accounts/USEEOC/subscriber/new).

Recent Press Releases from the Cleveland Field

Office

Wheeler Trucking to Pay \$65,000 to Resolve EEOC Discrimination and Retaliation Lawsuit (<https://www.eeoc.gov/newsroom/wheeler-trucking-pay-65000-resolve-eeoc-discrimination-and-retaliation-lawsuit>)

TA Dedicated to Pay \$460,000 in EEOC Sexual Orientation and Retaliation Suit (<https://www.eeoc.gov/newsroom/ta-dedicated-pay-460000-eeoc-sexual-orientation-and-retaliation-suit>)

Ohio Amusement Park to Pay \$50,000 in EEOC Age Discrimination Suit (<https://www.eeoc.gov/newsroom/ohio-amusement-park-pay-50000-eeoc-age-discrimination-suit>)

Recent Press Releases on the Subject of Disability

GardaWorld to Pay \$37,500 in EEOC Disability Discrimination Suit (<https://www.eeoc.gov/newsroom/gardaworld-pay-37500-eeoc-disability-discrimination-suit>)

Didlake, Inc. Pays More Than \$1 Million in EEOC Disability Discrimination and Retaliation Lawsuit (<https://www.eeoc.gov/newsroom/didlake-inc-pays-more-1-million-eeoc-disability-discrimination-and-retaliation-lawsuit>)

Opportunities & Resources, Inc. to Pay \$325,000 in EEOC Disability Discrimination Lawsuit (<https://www.eeoc.gov/newsroom/opportunities-resources-inc-pay-325000-eeoc-disability-discrimination-lawsuit>)