G4S Secure Solutions Settles EEOC Disability Discrimination Charge For $90,000

Company Violated Federal Law by Denying a Security Guard a Reasonable Accommodation, Federal Agency Charged

HONOLULU, Hawaii - G4S Secure Solutions, Inc., a security company in Hawaii, will pay $90,000 and provide other relief to settle a disability discrimination charge filed with the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today.

The charge made to the EEOC alleged that G4S violated federal law when it failed to provide a reasonable accommodation for one of its employees, a security guard who required additional leave while undergoing medical treatment. In lieu of additional leave, G4S fired the security guard. The EEOC investigated the allegations and found reasonable cause to believe that G4S Secure Solutions failed to provide a reasonable accommodation and terminated the employee while on medical leave, in violation of the Americans with Disabilities Act (ADA). During its investigation, the EEOC also identified a class member who was also discriminated against due to his disability.

Without admitting liability, G4S agreed to enter into a two-year conciliation agreement with EEOC and the alleged victims, thereby avoiding litigation. Aside from the monetary relief, the company agreed to hire an outside equal employment opportunity consultant to revise its current policies to include a comprehensive reasonable accommodation policy and to conduct effective training for all employees across the state of Hawaii on the ADA. The EEOC will monitor compliance with this agreement.

"Employees have the right to an accommodation for their disabilities under the ADA, and a leave of absence is one such accommodation," said Rosa Viramontes, district director of the EEOC's Los Angeles District, which includes Hawaii. "I commend G4S Secure Solutions for its early resolution of the EEOC charge, thereby avoiding litigation for all parties."

Glory Gervacio Saure, director of the Honolulu local office, added, "Engaging in the interactive process is vital to providing a reasonable accommodation for employees with disabilities. The EEOC is encouraged by the commitment G4S is making through training and policies to create a workplace that is inclusive to people with disabilities."

According to the company's website, www.g4s.us, G4S provides integrated security solutions including risk consulting, software and technology, systems integration and security officers. G4S's U.S. headquarters is in Jupiter, Fla.

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov. Stay connected with the latest EEOC news by subscribing to our email updates.