



U.S. Equal Employment Opportunity Commission

Press Release

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EEOC and HonorHealth Resolve Disability Discrimination Lawsuit

HonorHealth Will pay \$1.75 Million, Change Policies and Provide Training

PHOENIX, Ariz. – Scottsdale Healthcare Hospitals, doing business as HonorHealth, which provides medical care at multiple hospitals and medical facilities in the Phoenix area, and the U.S. Equal Employment Opportunity Commission (EEOC) have resolved a disability discrimination lawsuit filed in 2020 by the EEOC, the federal agency announced today. The **EEOC sued HonorHealth** (**<https://www.eeoc.gov/newsroom/eeoc-sues-scottsdale-healthcare-hospitals-honorhealth-disability-discrimination>**) alleging that HonorHealth failed to provide reasonable accommodations to employees with disabilities, including failing to provide reassignment. (EEOC v. Scottsdale Healthcare Hospitals d/b/a HonorHealth, Civil Action No. 2:20-cv-01899-MTL).

As part of the resolution, HonorHealth will pay \$1.75 million to former employees who sought reasonable accommodations from HonorHealth in the past. In addition, HonorHealth agreed to review and update as necessary their EEO and reasonable accommodation policies to ensure they comply with the Americans with Disabilities Act (ADA) and EEOC guidance. HonorHealth has also agreed to provide training on the ADA and its revised reasonable accommodation policies to its employees.

“Individuals with disabilities are a vital part of the workforce,” said Mary Jo O’Neill, regional attorney of the EEOC’s Phoenix District Office. “We are very pleased that HonorHealth has resolved this matter and that they have reaffirmed their commitment to comply with the Americans with Disabilities Act and EEOC guidance on the ADA. We encourage all employers to develop policies and practices that ensure their workplaces are free from disability discrimination.”

Nancy Sienko, acting district director of the EEOC’s Phoenix District Office, said, “When employees request reasonable accommodations that would allow them to perform their jobs, the ADA requires employers to engage in an interactive process with those employees and provide a reasonable accommodation unless there is an undue hardship. If current employees become unable to do their job with or without a reasonable accommodation due to their medical conditions, employers are required to provide reassignment to another job if there are open positions they are qualified for.”

For more information about disability discrimination, visit: <https://www.eeoc.gov/eeoc-disability-related-resources> (<https://www.eeoc.gov/eeoc-disability-related-resources>).

EEOC’s Phoenix District Office has jurisdiction for Arizona, Colorado, Utah, Wyoming, and part of New Mexico, including Albuquerque.

EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. 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>).