

# New York Civil Rights Violation Lawyer Applauds Settlement of Disability Discrimination Lawsuit by Starbucks

**Starbucks reached a settlement with the U.S. Equal Employment Opportunity Commission regarding an employee with dwarfism.**

NEW YORK, NEW YORK – In New York, [civil rights violation lawyers](#) understand every employee has the right to be free of [discrimination in the workplace](#).

According to the *New York Daily News*, Starbucks is settling a [disability discrimination lawsuit](#) for \$75,000 with an employee who was fired due to her dwarfism. In the discrimination lawsuit, the woman claimed that the company wrongfully terminated her because of her short stature.

As [New York civil rights violation lawyers](#) also understand, the U.S. Equal Employment Opportunity Commission (EEOC) also claimed that the employee was discriminated against because she is a dwarf.

In 2009, Elsa Sallard was training to work as a barista at a Starbucks located in El Paso, Texas. She asked to use a stool or a small stepladder in order to perform her job. However, Starbucks management "ignored" Sallard and refused to give her the stepladder. The manager then fired her on the same day she requested the accommodation. Starbucks claimed that she "could pose a danger to customers and employees," reported the *New York Daily News*

In a news release on the [discrimination lawsuit](#), officials from the EEOC said: "Starbucks flatly refused to discuss Ms. Sallard's reasonable request. Instead, they assumed the worst and fired her."

According to EEOC, Starbucks violated federal law by denying a reasonable accommodation to the employee. Because Starbucks failed to grant Sallard's reasonable request, they had deprived her of the opportunity to successfully perform her job.

"Under the Americans with Disabilities Act, employers are required to make 'reasonable accommodations' to qualified individuals with disabilities as long as this does not pose an undue hardship," said [New York civil rights violation lawyer](#) David Perecman, a civil rights violation lawyer in New York for over 30 years and founder of The Perecman Firm, one of [New York's civil rights violation law firms](#).

In addition to the settlement, Starbucks will provide training on disability issues to managers and supervisors at stores in El Paso.

Individuals who believe they have been victims of [workplace discrimination in New York](#) because of age, race, sex, religion, national origin or disability may be eligible to receive compensation for lost wages or any damages resulting from the discrimination, including emotional distress.

[New York civil rights violation lawyers](#) at The Perceman Firm have years of experience in the investigation, negotiation and litigation of [discrimination claims in the workplace](#) and elsewhere. An experienced New York workplace discrimination lawyer understands how to present a winning case.

About David Perceman and The Perceman Firm, PLLC:

For the past 30 years, the New York civil rights violation, medical malpractice, auto accident, and construction accident lawyers at The Perceman Firm, PLLC have handled all types of cases including age and disability discrimination. David Perceman, founder of the Firm, is a Board Director and the past Secretary and Treasurer of the New York State Trial Lawyers Association (NYSTLA) and a chair of its Labor Law Committee. Mr. Perceman's achievements have brought him recognition as an Honoree in the National Law Journal's Hall of Fame, in New York Magazine's "The Best Lawyers in America" and The New York Times Magazine "New York Super Lawyers, Metro Edition" for the years 2007-2010.

The Firm has recovered millions of dollars for its clients. Among the more recent victories, Mr. Perceman won a \$15 million verdict\*\* for a construction accident, a \$5.35 million dollar verdict\*\*\* for an automobile accident, and a \$40 million dollar structured settlement for medical malpractice\*\*\*\*.

\*\*later settled while on appeal for \$7.940 million

\*\*\* later settled for \$3.5 million

\*\*\*\* total potential payout

"Lawyer Advertising"

"Prior results do not guarantee a similar outcome."