

ADDRESS OF EMPLOYER April 21, 1997

Re: NAME OF EMPLOYEE  
ADA Violations

Dear

Please be advised that this firm has been retained to represent interests in the above-mentioned matter.

has been an employed by your company as a JOB TITLE  
for years. is also deaf and  
communicates primarily through American Sign Language.

is unable to participate in any way in the training sessions, films or any other employee meetings, provided for employees by your company, without the use of an interpreter. Further although he is given a brief one or two word synopsis, or a short written transcript, at the end of a meeting or training session, these efforts are essentially meaningless since he does not and cannot be made to understand everything involved without the use of an interpreter. American Sign Language is a different language which is not the same as oral or written English, therefore has had great difficulty comprehending and obtaining full benefit from these meetings, the way all of the rest of your hearing employees do.

It is my understanding that has spoken to both management and the union in an attempt to obtain proper accommodation for his disability and that his efforts have proven futile. Further he has been informed that the 'company nurse' h-S determined that he does not require an interpreter as he wears a hearing aid. Not only is this presumptive of the nurse, it is entirely incorrect, as does not understand anything that goes on. in a meeting with more than one individual and at best understands about half of what goes on in one to one meetings. Any individual, with knowledge of deafness would recognize the preposterousness of the nurse's position. Even the **most** expert lip reader can only read accurately twenty five percent of most speech and comprehension is largely dependent upon context. Further although wears a hearing aid, he is profoundly deaf and as with most deaf individuals cannot distinguish speech with his aid, can only hear loud sounds or noises with his aid.

This letter is to advise you, and your company~ that you are in violation of Title I of the Americans with Disabilities Act, signed into law by President Bush in 1990, as well as the NJLAD. As an employer you may not discriminate against individual employees with disabilities and must make your place of employment fully accessible to all individuals regardless of the disability. **Thus** your company is responsible to obtain and pay for a certified interpreter for all meetings and training sessions, as well as to provide any other accommodation necessary so that , a qualified individual may perform his job.

Please be advised the agency in , has an Interpreter Referral Service, where qualified interpreters may be obtained. Please review this matter and notify my office accordingly of plan of action. Failure to comply within thirty days will require further legal action.

Thank you in advance for your attention to this matter.

Very Truly Yours,

cc: