



EEOC Wins \$92,500 for Victim of Disability Discrimination

The Equal Employment Opportunity Commission (EEOC) recently settled a disability discrimination lawsuit against the company University of Maryland Faculty Physicians, Inc. for \$92,500 on behalf of Doneen King. King had been a secretary whose duties involved making appointments and answering phones. She suffers from Crohn’s disease and was unable to come to work for two weeks while receiving medical care. When she asked for an additional day of unpaid leave, she was terminated. The company stated that her termination was due to her failure to follow company attendance policies.

Unfair Treatment

The EEOC contends that King was treated unfairly due to her disability. The Americans with Disabilities Act (ADA) clearly indicates that disabled individuals should be excepted from some attendance policies as [reasonable accommodation](#). There were no exceptions for disabled individuals in the University of Maryland Faculty Physicians, Inc. attendance policy at all.

“It is not only good business practice to provide reasonable accommodations for employees with disabilities,” said EEOC District Director Spencer H. Lewis Jr, “it is required by federal law.” A discrimination lawyer can give a more detailed explanation of the protections a disabled individual has under the ADA, especially in circumstances like King’s.

New Forms in Spanish

Residential Rental Application
Message To Applicants (Spanish)

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ALSO AVAILABLE

Residential Rental Application
Message to Applicants (English)

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www.orcainformation.com//helpful-forms-and-links.cfm
(Tenant Screening Section)

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Sunday, May 26th
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Screening Tenants

STEP #1: begins with your initial contact with the prospective tenant. You've posted your vacancy, ran your ads and now receiving responses. It's important you develop a series of qualifying questions, coupled with important information provided prior to taking that first call.

1. Make it a point to advise them of your monthly rent and deposit required to move in.
2. Inform them of date the vacancy will be available.
3. Gather name(s) and reasons for moving.
4. Determine the number of people who intend to live in the unit.
5. Ask them to gauge their credit, and rental history from very good, good, average, challenging or poor. Remember that this is only an initial qualifying question. Screening reports will be mandatory for all adult tenants 18 yrs. and older.
6. Ask them if they have pets, (how many etc. if you are allowing pets).
7. The manner in which these questions are answered, provided you ask them politely, will be your first impression of potential *tenant*.

STEP #2: is the showing of the property. It's usually a good idea to show the property to a few prospects at the same time. This will give the impression that the available unit, or home, has received many inquiries. This may result in receiving a higher rental payment than you advertised.

At this point you begin to qualify your prospective tenant.

1. Did they show up on time?
2. Did they dress for the occasion? They should be trying to, at the very least, impress upon you their worthiness. If they show up looking sloppy, chances are that's the way they live.
3. Were they polite? Their behavior will indicate, usually, just what type of tenant they will prove to be.
4. Finally take a quick look at their vehicle. How a person keeps a vehicle is often indicative of how they will take care of the property.
5. Walk thru the unit with the prospect and answer questions they may have. Determine whether or not they are trying to negotiate rent by nit picking. (Make certain your property is ready for showing. The quality of rental unit or home will greatly enhance the quality of your tenant)

More steps will be available on next month's newsletter. Stay tuned....

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