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Press Release by Snider & Fischer, LLC in Society

Over 20 Baltimore City Police Officers File Charges of Discrimination Alleging Failure to Accommodate Their Disabilities

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2005-03-18, Snider & Fischer, LLC - A Baltimore area employment law firm, Snider & Fischer recently been retained to represent a class of Baltimore City Police Department officers who will shortly be forced into resignation or retirement due to the Department's decision to end its light duty program for injured police officers. Baltimore, MD (PRWEB) March 18, 2005 -- A Baltimore area employment law firm, Snider & Fischer (www.sniderlaw.com), has recently been retained to represent a class of Baltimore City Police officers who will shortly be forced into resignation or retirement due to the Department's decision to end its light duty program for injured police officers.

Michael J. Snider and Morris E. Fischer, partners in the firm, stated that unless the Department can remove an underlying undue burden that would result from retaining these roughly 150 police officers in their current duty positions, or that the disabled officers cannot perform the "essential functions" of their current duty positions, this move violates the Americans with Disabilities Act and the Rehabilitation Act of 1973, which prohibits discrimination within any program receiving federal funds, such as the BCPD. The proposed action for most officers who do not retire involuntarily is expected to take place on or about April 1, 2005. Many of the disabled officers are decorated officers, injured in the line of duty and have devoted their lives to public service and personal sacrifice. Their disabilities include an officer with a torn rotator cuff post-surgery, hypertension, extremely high blood pressure and coronary disease and another officer with a tendon in his left foot, six pinched nerves and a fused neck.

One of the Firm's clients, Officer Bruce McKittrick, suffers from a missing colon (large intestines), and was injured in a police car due to his need to take frequent bathroom breaks. He stated facetiously that: "I can't find a more degrading way to publicly thank myself and these other officers for their years of service than terminating our positions. Even worse, is the BCPD's offer of the same eliminated positions back to us on a contractual basis with no benefits and at half the pay."

These officers' contentions that they served in the light duty department for a good number of years performing critical duties such as internal investigations and staffing the highly acclaimed "311" non-emergency program. The BCPD made a decision years ago to create a permanent light duty program, and to reclassify police officers as part of an active and necessary component of the department. By taking no accommodation for these disabled officers, says Snider & Fischer, the Department effectively slams

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persons with disabilities by treating them in a discriminatory and disgraceful manner. Yesterday, the law firm filed Charges of Discrimination on behalf of roughly two dozen disabled offi Equal Employment Opportunity Commission and states that it will commence an action shortly on class of BCPD officers in the United States District Court for the District of Maryland.

This is an important battle not only for these officers, but for the City of Baltimore itself because represents the manner in which this city views its disabled employees and values their contributions.

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