



The Vita Viewpoint Important Information for Decision Makers

Supreme Court to Review ADA Case

- In *Cleveland v. Policy Management Systems Corp.*, the court will determine whether an employer can be sued for ADA violations if the claimant also received Social Security benefits.
- Plaintiff Carolyn Cleveland received Social Security benefits while recovering from a stroke. She cancelled the benefits upon her return to work; however, she was unable to perform her duties and was fired.
- Prior to receiving Social Security benefits again, she sued her former employer for ADA violations. The 5th Circuit Court of Appeals ruled against her in 1997 and she appealed.
- The Supreme Court must resolve whether a person who claims total disability for the purpose of Social Security can also be a “*qualified individual with a disability*” and thus able to perform work, as stipulated by the ADA.

For questions or additional information, please contact Vita Benefits Group at (650) 968-8811.