McDonald’s Franchise to Pay $103K to Settle HIV Discrimination Suit

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A McDonald’s restaurant in Bentonville, Arkansas, will pay $103,000 to settle an HIV-related discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, according to an EEOC press release.

The lawsuit claimed that the restaurant fired an employee a few days after learning he was HIV positive and that it required workers to report any prescription medications they were taking. Both acts are illegal. Specifically, firing employees based on their HIV status violates the Americans with Disabilities Act (ADA).

In addition to the payment, the company that operates the McDonald’s restaurant—Mathews Management Company and Peach Orchard Inc.—will conduct disability training for its managers and revise its policy regarding disclosure of prescription meds.

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