



## Curiouser and Curiouser: Expansion of the Duty to Reasonably Accommodate Disability

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### *Burke Employment Law Update*

For the first time, the California Court of Appeal held that the Fair Employment and Housing Act (“FEHA”) creates a duty to reasonably accommodate an applicant or employee who is associated with a disabled person. The holding of *Castro-Ramirez v. Dependable Highway Express, Inc.* is unprecedented and there is a possibility that it will be appealed to the California Supreme Court. However, based on this decision, California employers are required to engage in a good faith interactive process to consider reasonable accommodations for an employee or applicant who associates with a disabled person.

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