



**THE COUNCIL OF THE CITY OF NEW YORK
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****FOR IMMEDIATE RELEASE****

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**COUNCIL MEMBER PALMA AND MFY LEGAL SERVICES, ADVOCATE FOR PROTECTIONS
FOR EMPLOYEES WITH DISABILITY**

(Bronx, NY) Council Member Annabel Palma, Assembly Member Luis Sepulveda, and MFY Legal Services advocate on behalf of Ronald Savage, against the unjust treatment he experienced at Summit Security Services. According to the Equal Employment Opportunity Commission (EEOC) complaint filed, Mr. Savage requested a reasonable accommodation for his Tourette's and epilepsy conditions. He was transferred to another site location, which only exacerbated his conditions. Mr. Savage made several requests to be transferred to his original job site, but his requests were all denied. After suffering an epilepsy attack at the new site location, Mr. Savage was suspended without pay on July 25, 2015, from a job he has held for approximately three years.

"Individuals with disabilities are entitled to reasonable accommodations based on their disabilities in the workplace. Failure to provide such an accommodation is unacceptable and against the law," said **Council Member Palma**. "Mr. Savage's request for an accommodation was handled unprofessionally by his immediate supervisor, who even ridiculed him for having a disability. I am committed to advocating for Mr. Savage, and the rights of individuals with disabilities, no one should have to experience such retaliation for requesting an accommodation. It is my hope that employers receive training on how to properly process accommodation requests, which may prevent this from happening to someone else."

"I felt like an animal trapped in a cage on the 5th floor at the New York State Office of Temporary Disability Assistance (OTDA), when I discussed my medical conditions and how I was treated at my job," said **Ronald Savage**. "Only when I suffered big attack did the supervisor at Summit Security for OTDA move me back after a month of suffering, to the floor that didn't trigger my condition. Summit Security then attempted to cover up the whole ordeal two days later, by saying I was 'off post' when the supervisors are the ones who sent me to recover from my attack. They removed me from my original site using a fake excuse. I felt the truth must come out to save other people with disabilities from being attacked like I was at OTDA. Here we are 25 years later and employers are still discriminating against the Americans with Disabilities Act."

"The law requires employers to make reasonable accommodations because people with disabilities, like Mr. Savage, have the right to earn their living at work, said **Maia Goodell at MFY Legal Services**. He has filed a Charge of Discrimination with the federal Equal Employment Opportunity Commission (EEOC) alleging that Summit Security and OTDA not only did not do that, they actually backed a supervisor who made fun of his disability and drove him out because of the accommodation request. He has worked in professional security since 1996 and deserves to keep working in his profession."

"It is simply unconscionable for any organization or entity to discriminate against an employee who lives with a disability. Disabled citizens should be treated with the same respect as any other member of society, said **Assembly member Luis Sepulveda**. Unfortunately, Mr. Savage, a hard-working father and active community member, has not been afforded that equal treatment. Summit Security Services' apathetic and neglectful conduct is not representative to the values of this city. Going forward, I support Mr. Savage wholeheartedly in this endeavor and I believe once the facts have been reviewed, justice will prevail."

“32BJ stands with Ronald Savage in his fight for justice, said **Erin T. Reilly**. The union has filed a grievance against Summit over Mr. Savage’s removal and we are also following closely the EEOC investigation into his firing. We support Ronald Savage and all workers with disabilities who fight against discrimination. All workers must be treated fairly and given reasonable accommodation to ensure they can do their jobs while maintaining their own health and safety.”

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