




sufferingextremely

Member

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Your boss is working her way towards creating a legal liability for your employer. I think this would fall under the territory of the EEOC. Thus far, you have simply been insulted, and I'm not sure if that rises to any bar. If your boss has multiple layers of management above her, you should find it easy to get the situation handled. Either they give her corrective feedback or they give her the axe. If it's a small family owned business, your boss may be the owner or the owner's daughter, and it might be harder. You will know this aspect of the job.


The specific wrong you are being done is you are being treated differently due to a disability. If this rises to the level of discrimination, you have a cause for legal action against your employer, with some qualifications. The first qualification is that it is a little bit iffy if you have a disability, from the perspective of a third party. It would seem that attempts at self-harm would be indicative of a disability on its face, but I can see someone arguing with this, just maybe. For sure, if you tell your employer that you have a disability that contributed to your attempt at self-harm, that will create a situation where the various laws pertaining to disabilities apply. once you've done that, you should be able to nip this situation.

If you work in a setting where you deal with the public, your employer may be able to argue that you have to wear long sleeves due to a certain appearance being an essential requirement of the job. Employers are allowed to discriminate in a limited number of ways when dealing with essential requirements. Id say that most likely, an attempt to argue this would fail, however. You also want to note that your employer can claim a legal right to see your medical records, or get a note from your doctor, or have you examined by a 3rd party clinician, based on your self-harm scars, because this raises an issue about your ability to do your job safely. They can argue things like that this job is stressful, and they need to know if excessive stress will put you at risk for self-harm, because if it does, that means that you can't do this job without risking injury to yourself.

Discriminatory treatment in the form of getting fired, being paid less, and things like this fall under the EEOC. Failure to provide reasonable accommodations is a form of discrimination that falls under the ADA, which is administered by the United States Department of Justice. I would work with your employer and make your employer aware of your legal rights and how you are being treated. I would do this while emphasizing that you dont want to cause anyone any trouble, and that you just want a mutually respectful work environment. It sounds like this is overall a good job and a good thing in your life. Might be worth it to try to make it work.

 gardenofaphrodite

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