

# Jim Hammerschmidt Provides Commentary for Law360 Article Regarding the Fourth Circuits ADA Appeal

Employment Law Chair, Jim Hammerschmidt, provided commentary for the Law360 article, "Takeaways After 4th Circ. Says ADA Covers Gender Dysphoria," by Anne Cullen on August 17, 2022.

The article discusses the implications surrounding the Fourth Circuits' decision ruling that the ADA protects the well-being of transgender people who suffer from gender dysmorphia.

*"As for the practical application for employers, this doesn't change things dramatically," said James Hammerschmidt, co-president and employment law chair of Paley Rothman. "Any time that an employee seeks an accommodation, the smart thing to do is not get caught up in the disability issue, and just walk through the accommodation analysis."*

The full article, "Takeaways After 4th Circ. Says ADA Covers Gender Dysphoria," can be found on Law360.com (subscription required).

Jim Hammerschmidt is Co-President of the firm, Chair of the Employment Law group, and a member of its Litigation and Appellate Practice groups.