



Richmond City Sheriff's Office
Sheriff C. T. Woody, Jr.



PRESS RELEASE

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FEDERAL COURT DISMISSES DOJ ADA SUIT FILED IN MARCH

RICHMOND, VA— A federal court dismissed with prejudice, the lawsuit filed by the Civil Rights Division of the U.S. Attorney's Office which was filed in March of this year. In the case of United States of America v. C.T. Woody, Jr., federal government erroneously alleged that the Richmond City Sheriff's Office violated the Americans With Disabilities Act when Sheriff Woody did not unilaterally re-assign an 10 year law enforcement employee to a civilian position.

The former employee, Ms. Hall, could not perform the essential functions and duties of her position as a deputy sheriff. When Ms. Hall applied for a vacant payroll position, she scored the 4th lowest out of 4 applicants. Sheriff Woody operated within his hiring policy and hired the most qualified applicant, who was not Ms. Hall.

Judge Payne, in his 27 page opinion, sided with Sheriff Woody. The Court stated "the ADA does not require minimally qualified disabled employees to be granted special preferences in hiring over non-disabled applicants." Further "where an employer maintains a non-discriminatory policy of hiring the most qualified candidate, it would not ordinarily be reasonable . . . to require deviation from that policy in order to accommodate a minimally but lesser qualified disabled candidate."

"As I mentioned back in March, when this suit was initiated, we firmly believed that the facts of this case will show that Sheriff Woody and the Richmond City Sheriff's Office acted in compliance with the federal legal precedent as well as mandated state law." Said Tony Pham, General Counsel for the Richmond City Sheriff's Office.

Sheriff Woody stated that "I always believed I operated well within the confines of established law. It is satisfying to see a court of law look at the facts, apply them to the law and come to a conclusion which is favorable to me and my organization of hard working employees. I am truly sympathetic to Ms. Hall, but am satisfied to be vindicated by the federal courts."

The Richmond City Sheriff's Office is responsible for maintaining a secure jail and a safe court system, along with seamless inmate transport and civil process to preserve public safety. We remain committed to performing these duties with unsurpassed integrity and professionalism, with progressive training that incorporates best practices and technology. While partnering with the community, we strive to lower recidivism by providing faith-based and community-based programming that empowers ex-offenders to become productive members of society.