

DOCKET NO. WWM-15-6009136 S

MELANIE PEREZ	:	SUPERIOR COURT
<i>Plaintiff</i>	:	
	:	JUDICIAL DISTRICT OF WINDHAM
v.	:	AT PUTNAM
	:	
STATE OF CONNECTICUT	:	
JUDICIAL DEPARTMENT	:	
<i>Defendant</i>	:	September 1, 2016

**MOTION FOR SUMMARY JUDGMENT**

Pursuant to Practice Book § 17-49, the defendant, the State of Connecticut Judicial Department of Children hereby respectfully move for summary judgment.

The plaintiff is a probation officer assigned to the Danielson office. She claims that the defendant, the State of Connecticut Judicial Branch, discriminated against her on the basis of disability, which is hearing loss, when she was reassigned the mental health caseload and shunned by her supervisor. She also claims that the defendant failed to reasonably accommodate her and failed to engage in the interactive process. The plaintiff's claims fail, however, because there is no genuine issue of material fact demonstrating that the reassignment of her caseload and the behavior by her supervisor are adverse employment actions. Moreover, even if the court were to find that these acts were adverse employment actions, the plaintiff cannot establish an inference of discrimination. Thus, the plaintiff cannot make out a prima facie case of disability discrimination and, as a matter of law, the defendant is entitled to judgment in its favor. Furthermore, the defendant has legitimate, nondiscriminatory reasons for reassigning the plaintiff's caseload, and the plaintiff cannot establish pretext. With regard to the reasonable accommodation claim, there is ample evidence demonstrating that the defendant engaged in the interactive process with the plaintiff and put in much effort to provide the plaintiff with a reasonable accommodation, despite

having an extremely general request for a "quiet work environment." The defendant made multiple accommodations for the plaintiff, including moving her work space at least three (3) times, purchasing equipment for her, offering her the use of interview and conference rooms and ultimately providing her with her own private office. There is no genuine issue of material fact demonstrating that the defendant acted unreasonably and the defendant is entitled to judgment in its favor on the reasonable accommodation claim.

The reasons that support this Motion are more fully set forth in the accompanying Memorandum of Law.

WHEREFORE, the defendant, the State of Connecticut Judicial Department, respectfully request that this Court enter an order granting summary judgment and dismiss the complaint with prejudice.

DEFENDANT  
JUDICIAL DEPARTMENT

BY: GEORGE JEPSEN  
ATTORNEY GENERAL

/s/ Josephine S. Graff  
Josephine S. Graff  
Assistant Attorney General  
Juris No. 428723  
55 Elm Street, P.O. Box 120  
Hartford, CT 06141-0120  
Tel.: (860) 808-5340  
Fax: (860) 808-5383  
E-mail: Josephine.Graff@ct.gov

**CERTIFICATION**

I hereby certify that on September 1, 2016, a copy of the foregoing Defendant's Motion for Summary Judgment was sent by United States mail, first class postage prepaid, to the following:

Magdalena Witkor, Esq.  
Madsen, Prestley & Parenteau, LLC  
105 Huntington Street  
New London, CT 06320  
Tel: (860) 442-2466

/s/ Josephine S. Graff  
Josephine S. Graff  
Assistant Attorney General