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- [Labor](#)
- [Discrimination](#)
- [Wage & Hour](#)
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Marijuana Co. Wraps Up EEOC Disability Bias Suit

By [Grace Elletson](#) · October 15, 2026, 12:50 PM EDT · [Listen to article](#)

A medical marijuana company will pay an ex-employee \$150,000 to resolve a **U.S. Equal Employment Opportunity Commission** suit claiming the business fired her less than an hour after she asked to take breaks at work to recover from seizures, according to a Florida federal court filing.



A medical marijuana company will pay \$150,000 to a former employee, court documents said Wednesday, after the EEOC asked the court to OK a deal claiming the business violated the Americans with Disabilities Act for failing to accommodate the ex-worker's seizure disorder.

Fluent Servicing LLC and the EEOC asked the court Wednesday to **approve the deal** that sets out to wrap up the suit filed on behalf of Victoria Suarez, who has since intervened in the case, claiming the business violated the Americans with Disabilities Act by failing to accommodate her seizure disorder.

"In the interest of resolving this matter and avoiding further litigation costs, and after engaging in comprehensive settlement negotiations, the parties have agreed that this action should be finally resolved by the entry of this decree," the agreement said.

In addition to the financial award, the business also agreed to create an in-depth policy barring discrimination against employees who request a disability-related accommodation, while also outlining how employees can submit accommodation requests if they need working adjustments. After the EEOC approves the new policy, the business has promised to distribute it to its employees and managers, the decree said.

Managers and human resources workers will also receive two hours of annual training about how to prevent disability discrimination and the business' responsibility to provide reasonable accommodations under the ADA, according to the settlement. All other employees will also undergo one-hour training sessions about how they can request accommodations if needed, the deal said.

The EEOC said in its **September 2025 suit** that Suarez began working for Fluent, which operates dispensaries in Florida, New York, Pennsylvania and Texas, in February 2024 as a cultivator. Suarez had a seizure at work March 14, 2024, and left her shift early to recover, the agency said.

She initially told a human resources employee that she didn't need any accommodations but didn't go into work the next day to continue recovering, the EEOC said. She worked her next few shifts as usual, but the EEOC said Suarez did not work her March 21 and 22 shifts because she continued to experience symptoms from her seizure disorder.

Fluent told Suarez that she couldn't return to work without a doctor's note, which she couldn't obtain until March 27, causing her to miss a few shifts, the EEOC said. Her doctor said Fluent should allow Suarez to take hour-long breaks when seizures occur once or twice a month, but said she was otherwise cleared to work, according to the suit.

Fluent fired Suarez less than an hour after receiving the note, the agency claimed. The business faulted her for taking time off of work to recover from her seizure as well as the days she was not allowed to return until she obtained a doctor's note, stating that she had abandoned her job, the EEOC said.

Chad A. Justice, who represents Suarez, said he is glad to have worked with the EEOC to achieve a settlement that helps his client as well as other Fluent employees defend their disability rights.

Representatives for the EEOC and Fluent Servicing did not immediately respond to requests for comment.

The EEOC is represented by in-house counsel Kristen Foslid.

Suarez is represented by Chad A. Justice and Samuel Doxsee of Justice [Litigation Associates PLLC](#).

Fluent Servicing is represented by Haley Elizabeth Hadden, Jeffrey Slanker and Savannah Demaris Hill of Sniffen & Harmon PA.

The case is U.S. Equal Employment Opportunity Commission v. Fluent Servicing LLC, case number [8:25-cv-02522](#), in U.S. District Court for the Middle District of Florida.

--Editing by Neil Cohen.

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