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A COMPARATIVE ANALYSIS OF THE EMPLOYMENT DISCRIMINATION  
EXPERIENCES OF AMERICANS WITH MULTIPLE CHEMICAL SENSITIVITY  
AND OTHER DISABLING CONDITIONS (115 pp.)

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Information from the Integrated Mission System of the United States Equal Employment Opportunity Commission (EEOC) was used to investigate the employment discrimination experiences of Americans with multiple chemical sensitivity (MCS; n = 1,183) in comparison to Americans in a general disability group (GENDIS; n = 17,689) with allergies, asthma, HIV, gastrointestinal impairment, cumulative trauma disorder and tuberculosis. Specifically, the researcher examined demographic characteristics of the charging parties; the industry designation, location, and size of employers against whom allegations were filed; the nature of discrimination (i.e., type of adverse action) alleged to occur; and the legal outcomes or resolutions of these allegations.

Findings indicate that persons with MCS were, on average, older than the comparison group and comparatively overrepresented by Caucasians and women. People with MCS were proportionally more likely than the comparison group to allege discrimination related to reasonable accommodations and less likely to allege discrimination related to suspension, discharge, and discipline. People with MCS were proportionally more likely than the comparison group to file allegations against

employers in the manufacturing and public administration industries, employers with 201-500 workers, and employers in the Western Census region and less likely to allege discrimination on the part of employers in the transportation, retail, and financial/insurance real estate industries, employers with 15-100 workers, and employers in the Midwest Census region. People with MCS were proportionally more likely than the comparison group to receive non-merit resolutions as a result of the EEOC's Americans with Disabilities Act Title I investigatory process. Investigation of these allegations clearly indicates the need to proactively identify and rectify the factors that precipitate allegations of employment discrimination. Implications for research, practice, and advocacy are addressed.