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Thus, the case turned on whether Chrysler could do the job when factoring in a reasonable accommodation. The EEOC argued strategies like written notes, gestures, and other non-oral communication could take the place of oral speech. The Court disagreed, holding that TPP was

not to require TPP to re-write its core job functions was fatal to the EEOC case.

The EEOC also brought a handful of related claims, including hostile work environment, unlawful discharge and retaliation. Although the EEOC was able to provide certain anecdotal

other claims survived summary judgment either.

In the end, the Court dismissed the EEOC's entire case, entering summary judgment on behalf of the employer.

After the recent ADA amendments, most battles in litigation brought by the EEOC will not be waged over