

**Chevron v. Echazabal**

122 S.Ct. 2045 (June 10, 2002)

In its decision, the Supreme Court upheld a regulation of the Equal Employment Opportunity Commission that permits an employer to refuse to hire an individual because his performance on the job would endanger his own health, owing to a disability.

Since 1972, Echazabal worked for independent contractors at an oil refinery owned by Chevron. Twice he applied for a job directly with Chevron, which offered to hire him if he could pass the company's physical examination. Each time, the exam showed liver abnormality or damage, the cause eventually being identified as Hepatitis C. Chevron's doctors said this condition would be aggravated by continued exposure to toxins at Chevron's refinery. In both instances, Chevron withdrew its job offer, and the second time it asked Echazabal's contractor to reassign him to a job without exposure to harmful chemicals or to remove him from the refinery altogether. The contractor laid him off in early 1996.

The Court held that EEOC's threat-to-self regulation reasonably falls within the general "job related" and "business necessity" standard for employment qualification.