

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF COLORADO

Amira Faris v. Neighbor to Neighbor, Inc.

Faris · No. 24-cv-01884-SKC-KAS · Decided November 26, 2025

SUMMARY

The court partially grants and partially denies the defendant’s motion to restrict access to exhibits containing medical and mental-health information. It orders most exhibits to be unrestricted because the plaintiff placed her medical condition and emotional distress at issue, while maintaining restricted status for an adverse childhood experiences questionnaire containing information implicating nonparty privacy interests.

CASE DETAILS

COURT	United States District Court for the District of Colorado
WRITING FOR THE COURT	Kathryn A. Starnella, Magistrate Judge
JURISDICTION	United States District Court for the District of Colorado
DECIDED	November 26, 2025
DOCKET	24-cv-01884-SKC-KAS
DISPOSITION	other
PROCEDURAL POSTURE	Defendant moved to restrict access to ten exhibits submitted for a motion hearing because the exhibits contained confidential medical information. After the motion was publicly posted and no timely objections were filed, the court ruled on the requested restriction.
STANDARD OF REVIEW	The court applied the presumption of public access to judicial records and balanced that presumption against asserted privacy interests, including privacy interests in medical information and the privacy interests of nonparties.
PRECEDENTIAL VALUE	Unknown; district-court minute order

TOPICS

- medical records privacy
- evidence
- civil procedure

PRACTICE AREAS

- civil procedure
- evidence
- medical records privacy
- employment law

QUESTIONS PRESENTED

1. Whether access to exhibits containing Plaintiff's medical records and mental-health information should be restricted when Plaintiff placed her medical condition and emotional distress directly at issue in the lawsuit.
2. Whether an exhibit containing information not central to Plaintiff's claims and implicating the privacy interests of nonparties should remain restricted.

HOLDINGS

1. When a plaintiff places her medical condition and emotional distress directly at issue, medical records and related testimony that are central to the claims generally should not be restricted solely because they contain confidential medical information.
2. An exhibit may remain restricted when it is not central to the plaintiff's claims and contains information implicating the privacy interests of nonparties, including family members.

KEY QUOTATIONS

"the privacy interest inherent in personal medical information can overcome the presumption of public access." (at 2)

"Where, as here, a plaintiff's medical condition is directly at issue, courts are reluctant to restrict related medical records." (at 2)

FACTUAL BACKGROUND

The exhibits included the deposition of Plaintiff's former mental-health care provider and Plaintiff's counseling and treatment records. Plaintiff alleged emotional pain and suffering, mental anguish, emotional distress, and loss of enjoyment of life resulting from Defendant's actions, and claimed anxiety-related physical and psychological symptoms after her termination. She sought more than \$500,000 in emotional-distress damages and more than \$500,000 in punitive damages.

PROCEDURAL HISTORY

In this employment-discrimination action, Plaintiff placed her alleged emotional and mental-health injuries at issue and sought substantial emotional-distress and punitive damages. Defendant moved to restrict access to ten hearing exhibits, including a former mental-health provider's deposition and Plaintiff's treatment records. The court denied the motion as to nine exhibits and granted it as to one exhibit, directing the Clerk to unrestrict Exhibits 1-2 and 4-10 while maintaining Level 1 restricted status for Exhibit 3.

DISPOSITION

other

CASES CITED

- United States v. Dillard, 795 F.3d 1191, 1205-06 (10th Cir. 2015)

- Ryan v. Corr. Health Partners, No. 18-cv-00956-MSK-MEH, 2020 WL 6134912, at *13 (D. Colo. Oct. 19, 2020)
- Hill v. Corr. Corp. of Am., No. 14-cv-02960-MSK-MJW, 2016 WL 8925432, at *8 (D. Colo. June 20, 2016)

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