

RID

Gomes

rid (May 4, 2026)

SUMMARY

The United States District Court for the District of Rhode Island addresses Brown University's motion for summary judgment in John Gomes's claims under the Family and Medical Leave Act, the Rhode Island Fair Employment Practices Act, and the Rhode Island Civil Rights Act. The court denies summary judgment on the FMLA interference claim because disputed facts concern the mailing of the medical certification, the plaintiff's good-faith efforts, and his understanding that leave had been approved. The court grants summary judgment on the FMLA retaliation claim and addresses the disability-discrimination and failure-to-accommodate claims under a framework derived from the Americans with Disabilities Act.

CASE DETAILS

COURT	rid
JURISDICTION	United States District Court for the District of Rhode Island
DECIDED	May 4, 2026