

McGee Civil Rights Competition 2026

Problem Overview

You are counsel arguing *Coleman v. The Paisley Academy*, before the United States Supreme Court on grant of certiorari to the United States Court of Appeals for the Fifteenth Circuit. Petitioner, The Paisley Academy, seeks reversal of the Fifteenth Circuit's decision that the district court erroneously granted the Academy's motion to dismiss Respondent Coleman's complaint under Federal Rule of Civil Procedure 12(b)(6) for failing to state a claim upon which relief may be granted under the Americans with Disabilities Act.

Issues on Appeal

1. Whether the EEOC's regulations and Interpretive Guidance in 42 U.S.C. § 1630.2 and 42 U.S.C. app. § 1630.2 respectively, interpreting the meaning of "substantially limits" under the ADA Amendments Act, are entitled to deference after *Loper Bright Enterprises v. Raimando*, and whether Respondent plausibly alleged she was an individual with a disability.
2. Whether an ADA plaintiff can meet *Muldrow v. City of St. Louis*'s "some harm" standard by alleging her employer denied her request for a reasonable accommodation or, if some additional adverse employment action is required, whether a letter of instruction meets the standard.

Each team must address both questions. Briefing and argument must be limited to the above issues, and parties should not address procedural issues or other matters not explicitly raised by the grant of certiorari.

The District of Minnetonka is within the fictional Fifteenth Circuit. Rulings of the Supreme Court are, of course, binding precedent. Decisions of other federal and state courts may be persuasive but are not binding. If the problem cites to a state law source from the hypothetical state of Minnetonka that you wish to cite, you may do so using the format provided in the problem.

Cheryl L. Anderson, Professor Emerita, Southern Illinois University Simmons Law School, developed the *Coleman v. The Paisley Academy* problem.