



Which Employers Are Sued Most for Disability Discrimination? ADA Lawsuits, FY2021–FY2025

Original analysis of 13,767 records from the Federal Judicial Center, FY2006–FY2025 (federal fiscal years, October–September); employer ranking FY2021–FY2025. Published October 21, 2026.

<https://settlementinsight.com/research/most-sued-employers-ada-disability-discrimination>

Walmart entities were the first-listed defendant in 216 new federal ADA employment lawsuits filed from fiscal 2021 through fiscal 2025, more than any other employer and 1.6× as many as second-ranked Amazon (138). Union Pacific Railroad (86), the U.S. Postal Service (72), UPS and the Department of Veterans Affairs (67 each) and FedEx (50) followed. The counts are not adjusted for the size of each employer's workforce.

216

New ADA employment suits naming Walmart first, FY2021–FY2025

138

Suits naming Amazon first, the second-highest count

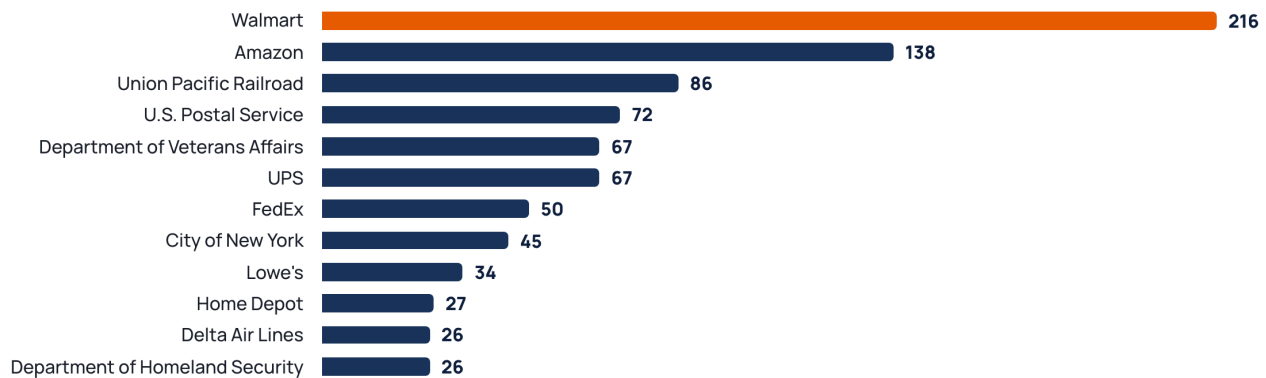
86

Suits naming Union Pacific Railroad first



New federal ADA employment suits by first-listed employer, FY2021–FY2025

Suits · Top 12 of 51



Source: Settlement Insight analysis of data from the Federal Judicial Center

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What the federal court records show

- 1. Walmart leads the five-year ranking.** Walmart entities were named first in 216 new ADA employment suits, 1.6% of all 13,201 new suits in fiscal 2021–2025, filed in 64 federal districts.

2. **Amazon caught up in fiscal 2025.** New suits naming Amazon first rose from 19 in fiscal 2021 to 39 in fiscal 2025, the same number as Walmart that year (39).
3. **A railroad in third place.** Union Pacific Railroad was named first in 86 suits. Of these, 37 were filed in fiscal 2023 alone, 43% of its five-year total.
4. **Delivery companies rising.** Suits naming UPS first rose from 9 in fiscal 2021 to 23 in fiscal 2025; FedEx, in seventh place overall with 50 suits, went from 8 to 15.
5. **Two federal agencies in the top five.** The U.S. Postal Service (72) and the Department of Veterans Affairs (67) are the public employers named most often. Suits against them usually name the agency head.
6. **No employer dominates.** The ten most-named employers together account for 802 suits, 6.1% of all new ADA employment suits in the five years.

How we measured

Case data come from the Federal Judicial Center's Integrated Database (IDB) of federal civil cases, in the release our database imported on October 10, 2026 and queried on October 21, 2026. The IDB is built from the case data that district courts report to the Administrative Office of the U.S. Courts.

We selected cases with nature-of-suit code 445 (Americans with Disabilities Act – Employment) by IDB filing date, using federal fiscal years (October 1 to September 30). Counting every case commenced, as the judiciary does, gives 3,427 cases for fiscal 2025 and 3,023 for fiscal 2024, within 0.15% and 0.17% of the totals in the judiciary's Judicial Business Table C-2.

For the employer ranking we kept only new suits filed from October 1, 2020 to September 30, 2025: original proceedings and cases removed from state court. Remanded, reopened and transferred cases were dropped so that a dispute is not counted twice, and where the same docket number appears more than once in the same district and office we kept the earliest filing (10 duplicates). In total 566 of 13,767 records were set aside, leaving 13,201 new suits, the denominator of every share.

The IDB records only the first-listed defendant, shortened to about thirty characters. We converted names to upper case, removed apostrophes, punctuation, "et al." and legal-form words (Inc., LLC, L.P., P.C., PLLC, Corp., Corporation, Co., Company, Ltd., N.A., The), and assigned a name to an employer when it begins with that employer's distinctive name or a recorded alias. Most aliases are spelling variants (Wal-Mart or Walmart, FedEx or Federal Express, including FedEx Ground). Aliases that do not start with the brand: Dolgencorp for Dollar General, Universal Protection Service for Allied Universal, Cellco Partnership for Verizon, National Railroad Passenger for Amtrak, Burlington Northern for BNSF. City of New York includes suits naming a New York City department. Lowes Foods, Spectrum entities other than Spectrum/Charter, and Miami-Dade school board suits were kept apart.

Suits by federal employees usually name the head of the agency, and the IDB then holds only a surname. We assigned DeJoy and Steiner to the U.S. Postal Service, McDonough, Wilkie and Collins to the Department of Veterans Affairs, Mayorkas, Noem and Wolf to Homeland Security, Wormuth and Driscoll to the Army, Austin and Hegseth to Defense, Garland, Barr and Bondi to Justice, Kendall to the Air Force, and Yellen, Bessent and Mnuchin to the Treasury, along with suits naming the agency itself. Surnames shared with many private persons (Steiner, Collins, Wolf, Driscoll, Austin, Garland, Barr, Kendall) count only when the court coded the United States as defendant.

The ranking lists every employer named first in at least 10 new suits; the ranking CSV has the full list. We checked that no unassigned name, after normalization, reaches that threshold.

Checked against published figures

- Federal civil cases commenced under nature of suit ADA–Employment (445), fiscal year 2025 (12 months ending September 30, 2025): published 3,422, our count 3,427 (0.15% apart). [Table C-2. U.S. District Courts, Civil Cases Commenced, by Basis of Jurisdiction and Nature of Suit, During the 12-Month Periods Ending September 30, 2024 and 2025 \(Judicial Business 2025\)](#).
- Federal civil cases commenced under nature of suit ADA–Employment (445), fiscal year 2024 (12 months ending September 30, 2024): published 3,018, our count 3,023 (0.17% apart). [Table C-2. U.S. District Courts, Civil Cases Commenced, by Basis of Jurisdiction and Nature of Suit, During the 12-Month Periods Ending September 30, 2024 and 2025 \(Judicial Business 2025\)](#).

Limitations

- Only the first-listed defendant is recorded. A suit that names a manager or a staffing agency first and the employer second is not counted for the employer, and the defendant is not always the plaintiff's employer.
- Employers are grouped by name, not by corporate ownership. Subsidiaries with a different name, such as Sam's Club or Family Dollar, are not added to their parent.
- The ADA's definition of employer excludes the United States; disability discrimination in federal jobs falls under Section 501 of the Rehabilitation Act. Suits against federal agencies are counted only where the court coded them as ADA employment cases, so the federal counts are not complete.
- Counts are not adjusted for the number of employees or locations. A lawsuit is an allegation, not a finding that the employer violated the law.
- The IDB does not show which ADA claim a suit raised (for example failure to accommodate or discharge), or which other claims were joined.
- Courts report cases to the federal judiciary with a delay, and later IDB releases can add or correct records for recent years. Fiscal 2025 counts may change slightly.

Data files

- [ADA employment lawsuits by named employer defendant, FY2021–FY2025](#) (CSV, 51 rows)
- [Federal ADA employment lawsuits filed per fiscal year, FY2006–FY2025](#) (CSV, 20 rows)
- [ADA employment lawsuits against the ten most-named employers, by fiscal year](#) (CSV, 10 rows)

How to cite

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