The ADA- Americans with Disability Act has made provisions that are in tended to give persons with disabilities equal rights as other regular citizens but the Act does not fail to recognize the fact that this could interrupt a business so it gives exceptional circumstances in which the rights of disabled persons might not be enforced. Jenny falls into one of these exceptional circumstances. The job Jenny requires cannot be effectively carried out if she is employed. This would cause or result in undue hardship on the business which is an exception to when disabled persons may not be employed or hired. Jenny does not have a case because hiring her would cause hardship on the business who would not get the job done right and would have to make drastic changes to the infrastructure available amounting to costs incurred.