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**Published Cases**

*Starvou v. Mercy Hosp. and Med.Ctr.*,  
2004 U.S. Dist. Lexis 11484 (N.D. Ill. 2004)

*Helmuth v. Distance Learning Sys. Ind. Inc.*,  
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*Ross v. Ind. State Bd. of Nursing*,  
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*Sitar v. Indiana Department of Transportation*,  
344 F.3d 720 (7<sup>th</sup> Cir. 2003)

*Poyser v. Peerless*,  
775 N.E.2d 1101 (Ind. Ct. App. 2002)