

## ADA

### Defending Companies Facing Claims under the Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) was signed into law in 1990 with the purpose of ensuring that individuals with disabilities have the same rights, benefits and opportunities as everyone else. In recent years, ADA lawsuits have been on the rise and businesses and other organizations are facing increased pressure to ensure compliance with the ADA's employment, education, and access to public accommodations requirements. Suits alleging violations of the Americans with Disabilities Act and related state law claims to be highly complex and can expose a company to significant legal liability.

Whether a suit is brought by an individual or a group of disabled employees or consumers, the attorneys at Kaufman Dolowich are well-equipped to handle the matter. We have a full understanding of what the ADA and related state laws require of businesses owners and operators. When ADA claims surface, our attorneys work with clients to develop strategies aimed at resolving the matter as quickly and cost-effectively as possible. Cognizant that more of these cases are being brought as nationwide class action lawsuits, our attorneys' help clients work towards bringing these high impact claims to a swift and successful conclusion.

### Managing and Litigating ADA Class Action Lawsuits

Whatever the nature of the claim under the ADA, our legal team is ready to manage and litigate the matter. Our lawyers are capable of representing clients nationwide in all types of ADA class action litigation, from cases alleging that a company neglected to make its facilities accessible to disabled individuals to allegations that an employer failed to provide reasonable accommodations for qualified individuals with disabilities. We understand the significant risks and challenges associated with class action suits and are prepared to develop and implement litigation strategies that best protect our clients' business interests. While our focus is to secure a dismissal or negotiate a fair settlement at an early stage, our class action attorneys are well-positioned to litigate ADA class action suits at all levels of the federal and state court systems.

### Helping Businesses Adopt a Proactive Approach to ADA Lawsuits

In addition to providing a vigorous defense against ADA claims, our legal team also assists businesses in identifying and addressing potential ADA issues before they turn into costly and destructive lawsuits and class action litigation. We monitor legal developments at the federal, state and local levels to make certain that our clients understand and comply with all relevant laws. Our attorneys also work closely with business clients to ensure that their corporate policies, procedures and properties are in full compliance with ADA standards and regulations. We believe that taking a strong and proactive approach to ADA compliance is the best way to protect a company from the possibility of future lawsuits under the Americans with Disabilities Act.