

ADA and Accessibility

Nationwide Counsel for Accessibility, Compliance, and Inclusion

LEADERSHIP



ADA AND ACCESSIBILITY

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INTRODUCTION

Businesses turn to Fennemore when they need clear, practical solutions for guidance with the Americans with Disabilities Act (ADA), the Fair Housing Act (FHA), and related accessibility laws. Our attorneys advise educational institutions, healthcare systems, developers, retailers, hospitality groups, and public agencies on how to design, build, and operate spaces and programs that meet complex legal requirements while promoting inclusion and usability.

We counsel clients on every aspect of accessibility, from facility design and construction standards to digital accessibility, policy development, and reasonable accommodations. Our attorneys provide proactive guidance to prevent compliance issues and defend clients in government investigations and accessibility litigation nationwide, from offices in Phoenix, Fresno, and the San Francisco Bay Area. With practical insight and a deep understanding of both law

and operations, we help organizations achieve meaningful access and welcoming environments.

Fennemore's attorneys are trusted advocates in even the most complex accessibility cases. Our defense practice is built on collaboration, clear communication, and deep subject-matter knowledge, qualities that have earned our team recognition from clients, peers, and courts alike. Whether defending against an ADA lawsuit, or improving digital accessibility, we deliver clear guidance, practical solutions, and responsive support.

ADA ACCESSIBILITY FOR HOUSING AND PUBLIC SPACES

Fennemore's ADA and Accessibility attorneys counsel public entities, developers, architects, property owners, and operators in meeting the standards for the 2010 ADA Standards for Accessible Design, the Fair Housing Act, state building codes, and local accessibility ordinances.

Our attorneys provide comprehensive guidance through every stage of design, construction, and facility management, and defense litigation. We conduct accessibility audits, plan reviews, and assessments for new construction, alterations, and existing buildings, helping clients identify and resolve potential barriers before they become costly disputes. From stadiums and theaters to schools, hospitals, and multifamily housing, our work covers a wide range of industries and building types. Whether advising on accessible routes, restrooms, seating, or auxiliary aids, websites and mobile applications, we bring a practical understanding of how accessibility standards intersect with design and operational needs, helping clients achieve inclusive environments that serve everyone.

POLICY AND ACCOMMODATIONS

Accessibility extends beyond physical spaces—it also shapes how organizations develop policies, deliver services, and respond to accommodation requests. Our team advises clients on federal, state, and local laws governing reasonable accommodations, effective communication, and equal access. We help employers, educators, healthcare providers, and public entities create frameworks that meet legal obligations while supporting inclusion and operational efficiency.

Our attorneys help clients develop and roll out effective policies by providing support at every stage—from establishing best practices for the interactive process and updating internal policies to training staff and managing ongoing oversight of accommodation policies. We create straightforward procedures for handling accommodation requests, assessing potential accessibility impacts, and maintaining documentation that supports well-reasoned, defensible decisions. With a practical and balanced approach, we help clients reduce risk while reinforcing their commitment to accessibility in both policy and day-to-day operations.

DIGITAL AND WEB ACCESSIBILITY

Our attorneys help clients understand and meet the rapidly evolving guidelines for digital accessibility under the ADA, Section 508 of the Rehabilitation Act, and the Web Content Accessibility Guidelines (WCAG). At Fennemore, we recognize that digital accessibility is not just about WCAG conformity; it's about connection. While the client is creating an online experience, Fennemore works with them to help ensure compliance with the laws, defend in lawsuits, and offer legal advice to help businesses understand and comply with complex regulations/requirements. By combining legal insight, technical fluency, and practical guidance, we help our clients ensure accessibility in physical and digital spaces with confidence and integrity.

We represent educational and healthcare institutions, developers, retailers, hospitality groups, and public agencies who design and maintain digital environments that are usable and inclusive for everyone. Our attorneys and consultants partner closely with web developers, IT teams, WCAG auditors, and vendors to identify potential barriers to access, evaluate conformity with the WCAG , and implement solutions that reduce legal risk while improving user experience.

We assist clients in conducting accessibility audits and remediation assessments for websites, mobile apps, and digital platforms; reviewing vendor contracts to ensure accessibility obligations are met; and developing policies and internal procedures that keep accessibility embedded in ongoing operations. We also provide training for in-house teams to recognize and address accessibility issues proactively.

ADA/FEHA/FHA LEGAL DEFENSE

Fennemore's ADA and accessibility attorneys are nationally recognized by Martindale-Hubbell and Best Lawyers of America for their defense of businesses, public entities, and property owners facing accessibility claims under the ADA, the Fair Housing Act, and related federal and state laws. We help clients respond effectively to enforcement actions, administrative complaints, and private litigation.

Our attorneys regularly defend clients in investigations and proceedings initiated by the U.S. Department of Justice, state attorneys general, and local agencies. We also represent clients in complex, multi-plaintiff, and class action cases involving allegations of barriers in the built environment, communication access, or digital accessibility. Our approach emphasizes early assessment, strategic response, and practical resolution, balancing legal, operational, and reputational considerations to achieve results that protect both compliance and business continuity.

Our experience spans a wide range of matters, reflecting the depth and versatility of our practice. We have advised a multi-campus public university system on ADA and Section 504 compliance for academic facilities, housing, and athletic venues, working in coordination with architects and state building officials. We have represented a regional hospital network in responding to Department of Justice inquiries regarding communication access for patients with hearing disabilities, resulting in the development of enterprise-wide policies and training that advanced both compliance and patient experience. In the hospitality sector, we guided a national hotel chain through ADA design compliance during a major renovation program, ensuring their guests had ADA accessible rooms, adequate parking, and their public spaces met evolving standards.

Our team also defends developers, property owners, and commercial tenants in accessibility and Fair Employment and Housing Act, and Fair Housing Act litigation across multiple jurisdictions, helping clients navigate overlapping standards with consistency and foresight. We have counseled a national real estate developer on ADA and Fair Housing Act accessibility requirements for mixed-use projects, advised performing arts organizations and entertainment venues on seating and path-of-travel compliance, and represented retailers and small businesses in resolving architectural barrier claims and developing proactive compliance programs.