


MAY 21, 2021 | DISCRIMINATION, HARASSMENT & RETALIATION

ADA Website Compliance Issues – Best Strategies for Employers [Webinar Recording]

On Tuesday, May 18, 2021, [Jordan B. Schwartz](#) and [Megan S. Shaked](#) presented a webinar regarding [ADA Website Compliance Issues – Best Strategies for Employers](#).

The pandemic has not decreased the number of lawsuits filed against businesses, hotels, and other places of public accommodation alleging violations of the Americans with Disabilities Act (“ADA”). Indeed, dozens of lawsuits continue to be filed daily against hotels for their failure to identify and describe accessible features at their properties in sufficient detail on their websites. In a relatively new twist, many of these lawsuits now also allege that hotels are fully liable for the failure of Online Travel Agencies such as Orbitz or Expedia to provide information on their website about the accessible amenities of the hotel, including its guestrooms, or to allow an individual with a disability to book an accessible guestroom. 

While many ADA lawsuits also continue to be filed alleging that hotel websites cannot be used by individuals with visual or hearing impairments, there is positive news in that regard, as a recent business-friendly ruling out of the Eleventh Circuit Court of Appeals may make it more difficult for plaintiffs to bring claims against companies for inaccessible websites. That being said, this ruling conflicts with rulings from other circuits that reach the opposite conclusion and thus, a supreme court review of this issue may be brewing. Regardless, it remains important that businesses ensure the accessibility of their websites while also providing an appropriate “accessibility statement” explaining to users the steps you have taken to improve your website’s accessibility.


Unfortunately, there is no sign that ADA lawsuits are slowing down. On the contrary, serial plaintiffs continue to file dozens of these lawsuits each and every day. This presentation will present practical tips and cost-effective strategies for managing the risk of ADA-related litigation in this ever-evolving area of the law.

Participants in this webinar learned:


- How to draft an appropriate website accessibility statement
- What accessible features to list on your website to reduce your legal exposure
- What questions to ask OTAs to ensure that they are not creating liability for your property
- The practical impact of the Eleventh Circuit’s ruling in *Gil v. Winn Dixie*
- Best practices for ensuring that your website is accessible

We are pleased to share this link to [a copy of the slides](#). If you missed the live webinar, [click here to subscribe to](#)

[our YouTube channel](#) and access the recording.

This will be the 5th regularly scheduled webinar event in Conn Maciel Carey's [2021 Labor and Employment Webinar Series](#). [Click here](#) to view our full schedule, detailed program descriptions, and individual registration pages for all of the webinars in the 2021 Labor and Employment Webinar Series. To register for all of Conn Maciel Carey's Labor and Employment webinars, click [here](#) to send us an email request, and we will register you. If you missed any of our past webinars in our annual Labor and Employment Webinar Series, [click here to subscribe to our YouTube channel](#) and view our webinar archive. 

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 For resources on issues related to COVID-19, please visit Conn Maciel Carey's [COVID-19 Resource Page](#) for an [extensive index of frequently asked questions](#) with our answers about HR, employment law, and OSHA regulatory developments and guidance, as well as COVID-19 recordkeeping and reporting flow charts. Likewise, subscribe to our [Employer Defense Report](#) blog and [OSHA Defense Report](#) blog for regular updates about the Labor and Employment Law or OSHA implications of COVID-19 in the workplace. Conn Maciel Carey's COVID-19 Task Force is monitoring federal, state, and local developments closely and is continuously updating these blogs and the FAQ page with the latest news and resources for employers.