

Randy G. Wagoner, ADA-TAC
ADA, Accessibility and Disability Policy Expert

Welcome to weradaexperts.com!

Do you know what the ADA Amendments Act of 2008 means for you and your business? You need to be proactive and learn how these changes affect you.

Along with the new ADA Amendments Act, the US Department of Justice is currently taking public comment on changes to the ADA Accessibility Standards. These changes add new access standards for several locations, features and types of facilities and make the 2004 ADA/ABA standards enforceable. What should you do? Wait and see what happens or be proactive? I say learn now what you need to do to comply and save costly legal fees later.

In recent years there has been a trend in “Drive-By” Americans with Disabilities Act lawsuits. These are multiple lawsuits filed against large and small businesses demanding thousands of dollars in legal fees to settle. The focus of these suits seems to be more about money than access. Don’t misunderstand what I am saying. There is definitely a time and place for action through the courts to insure accessibility, after all The Americans with Disabilities Act is a Federal Law that has been around for 19 years.

By having a facility audit, staff trainings and policy reviews performed by qualified consultants, you can limit your exposure to these types of lawsuits. Note here that I said “limit”, there is no consultant, architect or attorney who can “certify” that you are 100% compliant, only the courts and the government can do that. What I can do is help you learn the risk avoidance skills you need to better protect you and your business. I know that most businesses and employers don't intentionally discriminate. I assume that everyone wants to do the right thing. But I also know that you may not understand exactly what to do or how to comply. Many advocacy groups focus on filing complaints, however I have found that, for me, an “Education Before Litigation” approach to the access issues facing business today gets the best results.

My name is Randy G. Wagoner and I am a nationally recognized ADA/Access Expert. I am a member of the National ADA Training & Implementation Network, the National Association of ADA Coordinators and the former Accessibility Services Coordinator for the State of Vermont. I am a wheelchair user and 1 of 150 people nationwide who received Federal Training as an ADA Compliance Consultant through the EEOC and US Department of Justice.

One thing to remember is that the ADA is not just about one type of disability. I may use a wheelchair and have personal experience with mobility issues but my training covers overall ADA compliance as it relates to a wide range of disabilities. I am not a medical expert or a "specialist" on any particular disability, not even my own, I am a trained, experienced and respected ADA Consultant.

www.weradaexperts.com

88 Mascoma St. #1 - Lebanon, NH 03766

info@wedoada.com (603) 443-1603

Another important reminder is that while the ADA is a wonderful law, it may not always say what people want it to say so compliance may not always equal giving someone exactly what they ask for, or even demand. I encourage clients to exceed the ADA whenever possible but sometimes, even with the best intentions and efforts, a complaint may still be received. Do your best and don't be afraid to ask for help.

I don't pay for a big office or a high tech glossy website so that keeps my overhead down and that means lower costs for my clients. Take a look around my modest website, review my client list, and read what is being said about me. If you have any questions please contact me, I would be happy to help.

Don't let a simple matter of access or an off-hand remark to a customer or employee result in your business suffering financially. Let me take the worry out of your ADA obligations so you can focus on getting your business through these tough economic times and maybe even growing your business a little by creating access for more customers.

Sincerely,

A handwritten signature in black ink that reads "Randy G. Wagoner". The signature is written in a cursive, slightly slanted style.

Randy G. Wagoner, ADA-TAC