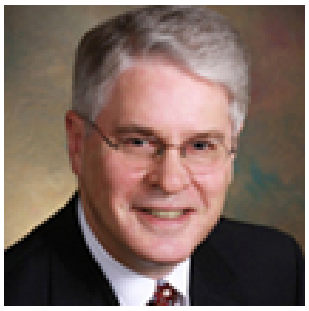
McCONNAUGHHAY · COONROD
WEAVER · STERN P.A.

For additional information on our practice,



, Esquire

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Phone:

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CIVIL RIGHTS

Civil Rights litigation represents disputes both within and outside of the employment relationship. Federal and state laws relating to the fair and equal treatment of individuals address topics as diverse as free speech to access to governmental services to proper construction of facilities to ensure compliance for access for people with disabilities. As these important issues have developed in our society, the courts have also interpreted the statutory and regulatory requirements to develop an extensive body of case law seeking to guide public and private entities in how best to comply with the law and avoid exposure for non-compliance.

Our attorneys have defended public entities and private organizations against claims of civil rights violations. We have also provided guidance on those topics to aid in compliance with the different levels of new and frequently modified requirements. Similar to other fee shifting actions, we are cognizant of the strong public policy behind the applicable laws and work with our clients to avoid or limit exposure related to the liability for damages under the statute and for attorneys' fees and costs related to such actions.

McConnaughhay Coonrod can provide guidance and

defense of entities involving the following civil rights matters:

- **Disability Discrimination**
- **Employment**
- **First Amendment**
- **Gender Identity Discrimination**
- **LGBT Discrimination**
- **Race/national Origin/Language Discrimination**
- **Second Amendment**
- **Section 1981**
- **Section 1983**

In addressing the matters above, we work to protect and advise our clients in the most effective and efficient manner possible.