

ADA Access for All

Federally-credentialed disability rights and accessibility compliance. A DBA of Guillaume & Co. LLC.

Stony Brook, New York · info@adaaccessforall.com · adaaccessforall.com

VENDOR IDENTIFIERS

SAM.gov: Registered, UEI E2Q7D9LYPM54. CAGE Code pending DLA assignment

NYC Vendor: VS00099772, PASSPort

NYC Minority Business Enterprise: MWCERT2025-1083, valid through December 31, 2030

Legal entity: Guillaume & Co. LLC, New York domestic LLC, DOS ID 7265133

NAICS: 541511 primary. 541512, 541519, 541611, 541990 secondary

Business classifications: Small Business and Small Disadvantaged Business, self-certified. NYC MBE. Black American owned

POSITIONING

One credentialed signature across the whole disability rights obligation: the technical standard, the program documentation that sits behind it, the physical environment the program operates in, the employment side, and the staff who have to run all of it.

Most vendors in this market hold either the technical standard or the program obligation and subcontract the other. Scanner vendors hold neither. The practice performs manual conformance testing under the U.S. Department of Homeland Security Trusted Tester process, the federal Section 508 testing standard, and holds the ADA Coordinator Certification that governs program administration. Both credentials are held by the practitioner who signs the work.

TECHNICAL CONFORMANCE IS NOT LEGAL COMPLIANCE

A rigorous technical evaluation, EN 301 549 evaluation and WCAG 2.2 AA validation with automated testing, manual assessment, assistive technology testing and functional workflow verification, provides strong evidence that accessibility was intentionally designed, tested and governed. It does not by itself establish statutory compliance.

The ADA, Section 504, Section 508, the European Accessibility Act and FCC requirements each impose obligations that extend past the product: accommodation for employees and members of the public, organizational process and designated ownership, customer service and support channels, documentation, employment practice, and procedural timelines. An organization can pass every check on its public site and remain exposed because nobody owns the function, the grievance procedure was never published, or staff cannot handle a request when one arrives.

The practice is scoped accordingly. Product accessibility and organizational accessibility responsibility are delivered together, because the obligation does not separate them.

PRACTICE AREAS

Digital conformance testing. Manual testing to WCAG 2.1 Level AA using the DHS Trusted Tester process. Websites, portals, native iOS and Android applications, PDFs and office documents, with assistive technology evaluation rather than automated scanning alone.

ADA Title II program administration. Self-evaluations, transition plans, grievance procedures, Coordinator designation and public notice. New York City agencies additionally: five-year accessibility plans and annual progress reports under Local Law 12 of 2023, and the Disability Service Facilitator function under Local Law 27 of 2016.

Section 504 for recipients of HHS assistance. WCAG 2.1 AA audit, gap analysis against 45 CFR Part 84, written compliance plan suitable for Office for Civil Rights response, and a credentialed methodology attestation. Four-week fixed scope.

Section 508 and federal procurement. Evaluator-completed and signed VPAT 2.5 and Accessibility Conformance Reports for vendors and primes selling into federal agencies. Solicitation and contract language that places conformance obligation on the supplying vendor.

Built environment and facility accessibility. Barrier identification surveys against the 2010 ADA Standards, and building accessibility profiles across a portfolio, each rated on defined criteria and maintained as buildings are altered. Produces the barrier inventory and priority order a transition plan depends on. Design certification and sealed drawings are architectural practice and are referred out.

Title I employment and accommodation casework. Full interactive process administration: intake, essential functions analysis, medical documentation handling, undue hardship analysis, written outcomes, and the record that survives an EEOC charge. Coordination where the ADA intersects FMLA, workers compensation and state leave law. The practice administers and documents the process; it does not render legal determinations.

International and multi-jurisdiction conformance. EN 301 549 evaluation, the European Accessibility Act, and the Web Accessibility Directive for public sector bodies. INT edition conformance reports covering Section 508, EN 301 549 and WCAG in a single document, for organizations selling into both markets.

Program-side accommodation and modification. Reasonable modification of policies, practices and procedures for members of the public under Title II and Section 504, with the intake path, documentation and tracking that makes the decision reviewable.

Organizational maturity and training. Assessment against the seven dimensions of the W3C Accessibility Maturity Model, producing a level per dimension with a corrective action plan. Role-specific staff training in accessible content creation, disability awareness, and effective communication.

DELIVERY MODELS

Fixed-scope engagement. A defined deliverable, a fixed scope and a stated timeline. Assessment, documentation set, remediation plan, conformance report or attestation.

Retained role. The ADA Coordinator, Disability Service Facilitator, ADA Program Manager, Digital Inclusion Officer or accessibility director function held under a credentialed signature, for organizations that cannot approve the headcount or cannot wait for a hire.

Monitoring and documentation retainer. A dated, continuous record of conformance work as sites, vendors and staff change. The good-faith evidence trail an inquiry asks for two years later.

STATUTES AND STANDARDS

Americans with Disabilities Act: Title I employment (29 CFR 1630), Title II state and local government (28 CFR 35), Title III public accommodations (28 CFR 36), Title IV telecommunications relay, Title V, and the 2010 ADA Standards for Accessible Design

Rehabilitation Act of 1973: Section 501 federal employment, Section 503 federal contractor obligations (41 CFR 60-741), Section 504 across funding agencies including HHS (45 CFR 84) and Education (34 CFR 104), and Section 508 federal information and communication technology (36 CFR 1194)

Other federal: Affordable Care Act Section 1557, WIOA Section 188, Fair Housing Act design and construction, Architectural Barriers Act and UFAS, Air Carrier Access Act, Telecommunications Act Section 255, the CVAA, IDEA, and HAVA accessible voting

International: EN 301 549, the European Accessibility Act, and the Web Accessibility Directive for public sector bodies

Technical standards: WCAG 2.1 and 2.2 Level AA, PDF/UA (ISO 14289-1), and the W3C Accessibility Maturity Model

New York State and City: NYC Local Laws 12, 26 and 27, the New York State Human Rights Law, and New York State ITS accessibility policy

DIFFERENTIATORS

- DHS Trusted Tester certification held directly by the practitioner performing the engagement, meeting the federal testing standard cited in Section 508.gov procurement guidance. Testing is not subcontracted to a scanning vendor.
- A credential stack that spans technical conformance testing and ADA Coordinator program administration, so one firm delivers both the audit and the regulatory documentation a public entity is required to produce, without a second procurement.
- Coverage of the physical environment alongside the digital one. Facility access surveys and building accessibility profiles produce the barrier inventory a transition plan requires, which digital-only vendors cannot supply.
- The practitioner named in the attestation performs the work. Findings are validated by hand, and every report carries one accountable signature.
- Coverage spanning the ADA, the Rehabilitation Act, the other federal disability statutes and the European standard, so a single firm handles a domestic public entity and a vendor selling into the EU without a second procurement.
- Formal participation in the rulemaking the practice advises on, evidenced below.

CERTIFICATIONS

DHS Trusted Tester for Web: Certificate TT-2604-08987. U.S. Department of Homeland Security, Office of Accessible Systems and Technology. Issued April 22, 2026

ADA Coordinator Certification (ADACC): Certificate 55147918-4622, current through May 2027. Earned through the ADA Coordinator Training Certification Program (ACTCP), University of Missouri, College of Arts and Sciences, School of Architectural Studies, with the Great Plains ADA Center. Approved designation ADAC

Both certifications are held by the individual practitioner and are independently verifiable by identifier in the issuing registry. Neither constitutes an endorsement of this firm by any agency or institution.

REGULATORY ENGAGEMENT

Department of Justice: Formal public comment filed on the ADA Title II web and mobile accessibility interim final rule

Department of Health and Human Services: Formal public comment filed on the Section 504 web and mobile accessibility interim final rule

Both submissions argued that additional time defers rather than resolves private right of action exposure, and recommended a good-faith remediation safe harbor. Full text available on request.

WHO WE SERVE

Municipalities, counties, towns and villages. School districts, colleges and universities. Public authorities and special district governments. New York City agencies. Federally qualified health centers, behavioral health organizations and public health departments. Libraries and cultural institutions. Any recipient of federal financial assistance. Federal prime contractors and vendors requiring conformance reporting. Businesses and nonprofits with Title III exposure.

CONTACT

Practice contact: Marc Guillaume, Principal

Email: info@adaaccessforall.com

Web: adaaccessforall.com

Location: Stony Brook, New York