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you can find graphic design t-shirts, sweatshirts, hats, shoes, bags, jackets, and many more. On the surface, it looks like a typical online store for an artist that specializes in graphic design. However, Kris is not your typical artist.

Kris grew up in the Seattle area and had a passion for art from a very early age. He had a knack for drawing, and a high school art teacher that helped push him to be the best he could be. Following high school, he studied graphic design at Everett Community College, but is largely self-taught, as he learned the Adobe CS software on his own.

Snappyclothing: Kris Napper's Bold Designs and Big Dreams

By Ilinca Slabu, Legal Intern

Snappyclothing.com is what Kris Napper calls his "little corner of the internet." Here,

For years, Kris designed shirts for other people and companies, but he always wanted to bring his own ideas to life and make his own designs. However, this was a challenge for him. Kris was born with a



physical disability called Spinal Muscular Atrophy, which weakens his muscles and requires him to use a wheelchair. Due to these limitations, he was unable to print the shirts himself or package and ship them to potential customers.

He found a solution with a service that offered automatic printing and shipping upon purchase. He immediately began

working on new designs and building his online store in 2014. When he started out, his business was a side gig, because he had other jobs and priorities. He had a lot of doubts about running a company on his own. He faced many challenges, such as learning to build a website, but after watching many YouTube videos and tutorials, he learned on his own and overcame the learning curve. Local news outlets highlighted his business, which helped get his business off the ground!

Today, Kris enjoys being able to provide quality design apparel for reasonable prices. He enjoys working with various organizations and nonprofits, like summer camps. His passion for [Snappyclothing.com](https://www.snappyclothing.com) is clear from one look at his website. With over 400 designs, Kris has something for everyone!

Supreme Court Update: Stanley v. Sanford

By Ilinca Slabu, Legal Intern

Stanley v. City of Sanford is a case that examines if, under the ADA, a former employee who was qualified to perform her job and who earned post-employment benefits while employed lost her right to sue over discrimination with respect to those benefits solely because she no longer holds her job.

Karyn Stanley retired due to Parkinson's disease in 2018 after serving for 19 years as a firefighter. When she originally joined, the City's policy provided free health insurance until the age of 65 for employees retiring due to a disability. However, in 2003 the City changed their plan, limiting the health insurance subsidy for disability retirees to 24 months post-retirement. Stanley filed suit in 2020 alleging violations of the American with Disabilities Act. Her former employer claims that they cannot discriminate against her, and she cannot sue them for discrimination, because she is no longer an employee.



Seattle Adaptive Sports: Inclusion for All

Seattle is a big sports town. The Sounders, Reign, Mariners, Kraken, and Huskies may be all the rage right now. But lost in the sea of popularity is a community of adaptive sports teams that promote growth among athletes for disabilities, including Seattle Adaptive Sports (SAS).

Most athletes do not use any assistive devices during sporting events. By contrast, adaptive sports integrate them. These include wheelchairs for basketball and soccer, sleds for hockey, and a ringing ball for goalball, a sport for athletes who are blind or have low vision.

According to SAS's website, SAS strives for values such as community, integrity, excellence, & sustainability. At the same

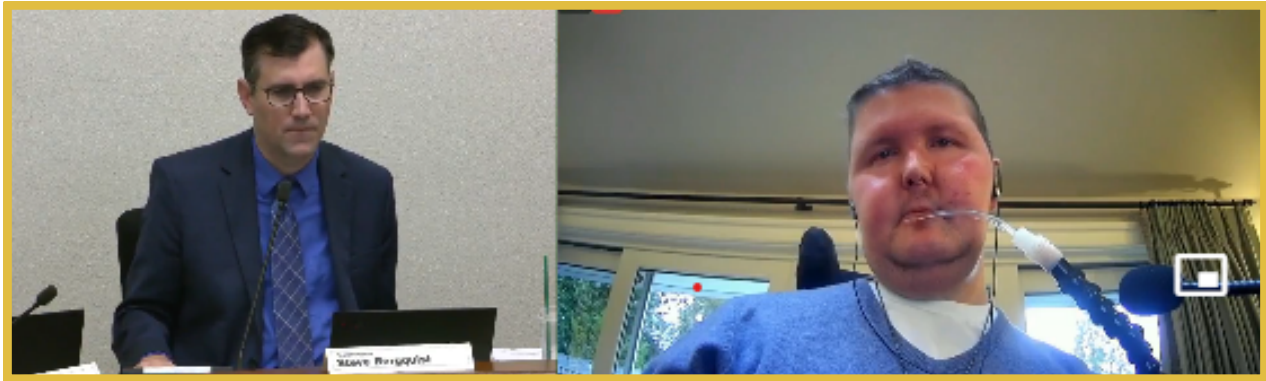
time, SAS has accomplished a lot in just the last year. The Seattle Kraken Sled Hockey Team earned 4th place in an international sled hockey tournament, The King Cobras - SAS's goalball team - won Nationals, and players from the University of Washington Huskies men's basketball team visited a wheelchair basketball practice, among many notable accomplishments and events according to [SAS's blog](#).

SAS events run throughout the year. According to their calendar online, some of these events include adult and youth wheelchair basketball at the Highland Community Center on Sundays and sled hockey at the Kraken Community Iceplex on Sundays as well. To any of our sports fans reading this, consider checking them out!

WACDA Legislative Advocacy: HB 1876

This February, WACDA successfully lobbied against HB 1876 in the Washington State House. The bill was sponsored by Representatives Peterson (D) and Rude (R) and proposed altering the criteria for accessing Washington's Death with Dignity Act. WACDA played a pivotal role in halting the bill's progress in committee through collaborating with a diverse coalition of advocacy groups.

Washington voters initially passed the Death with Dignity Act through a 2008 initiative which garnered 48% of the vote statewide. The law was enacted the following year and legalized physician assisted suicide in Washington. The law included several key safeguards. Among these were a 15-day waiting period between the initial request and the prescription of lethal medication, as well as a requirement for both an attending and a consulting physician to authorize assisted death. Over the past five years, there have been multiple efforts to amend these



Conrad Reynoldson testifying against HB 1876 in a House Committee meeting.

safeguards. While a 2021 attempt failed, Senate Bill 5179 passed in 2023, reducing the waiting period to just one week. HB 1876 aimed to further weaken these safeguards. If enacted, the bill would have allowed attending physicians to waive the 7-day waiting period under certain conditions: if the patient was not expected to survive seven days, would be unable to self-administer lethal medication within seven days, or had “irremediable pain or suffering.”

The issue of physician assisted suicide is an emotionally charged issue and significant impacts to the disability community. Advocacy groups have raised concerns that bills like HB 1876, which seek to ease access to physician assisted suicide, could put individuals with disabilities at greater risk of coercion or undue societal and family pressure to end their lives. Disability advocates commonly highlight two main concerns. First, medical providers who lack experience and expertise with disabilities may misjudge the life expectancy of individuals with disabilities. This can potentially lead to premature deaths. Second, some providers may undervalue the quality of life for people with disabilities, increasing the likelihood that assisted suicide would be recommended to them over otherwise healthy individuals.

Activists argue that by offering assisted suicide to some while providing suicide prevention to others is discrimination and creates a troubling “better dead than disabled” narrative.

HB 1876 was introduced relatively late in the legislative session, leaving limited time for lobbying efforts. The bill was assigned to the Early Learning and Human Services Committee, and with the hearing scheduled for February 14, WACDA swiftly mobilized its advocacy efforts. In the week leading up to the hearing, WACDA reached out to every legislator on the committee, engaging in thorough discussions to express concerns regarding the bill’s potential impact.

When the bill was heard on February 14, a broad coalition of opponents testified before the committee, including physicians, activists, and community members. Among those testifying was WACDA’s own Conrad Reynoldson, who highlighted the significant risks posed by the proposed amendments. Perhaps stemming from the strong opposition from the community, the bill was pulled from the committee the following week without further comment or action. This effectively ensured that HB 1876 would not progress further during the current legislative session.

ADA Title III: Understanding the Limits of Public Accommodation Requirements

By Dustine Bowker, Associate Attorney

The ADA seeks to prevent discrimination against individuals based on disability. Generally, under ADA Title III, places of public accommodation must ensure “full and equal enjoyment” of goods, services, and other benefits to individuals with disabilities. However, this rule does not apply every time. There are four circumstances where the ADA no longer applies.

1. When the individual requests an accommodation or modification that “fundamentally alters” the nature of the goods or services provided.

“Fundamental alterations” are changes so significant that they impact the essential nature of the goods, services, or other benefits provided.

- An example of a “fundamental alteration” would be a request by an audience member who is deaf to change lighting angles during a planetarium show to see their interpreter during the show. **The planetarium does not have to accommodate this request, because it fundamentally alters the nature of the benefit provided: the lighting during the planetarium show.**
- However, the planetarium must still reasonably accommodate that audience member’s request to see their interpreter. For example, the planetarium may offer space for that audience member to sit off to the side with a dim light right in front of the interpreter, enabling the audience member to still see the interpreter without altering the lights during the show.

2. When the individual requests an accommodation or modification that impacts the safe operation of services, goods, or other benefits provided.

This means that a place of public accommodation does not have to accommodate or modify policies for people with disabilities if doing so poses an actual safety risk to others. Places of public accommodations cannot use assumptions about people with disabilities to justify preventing a person with a disability from equally accessing the good, service, or other benefit.

- An example of justifiable exclusion would be a policy that requires passing a swimming test before rafting in a group. This policy may impact, for example, some who use wheelchairs. However, a rafting company may continue to follow this policy, provided that they do so because of an actual safety risk to others if the raft capsizes.
- However, the rafting company cannot justify this policy by using incorrect assumptions or stereotypes about people with disabilities. For example, the rafting company cannot rationalize this policy by claiming (incorrectly) that people with disabilities generally cannot swim.

3. When the individual requests an accommodation or modification while posing a direct threat to another person's health or safety that cannot be eliminated to others through reasonable accommodation or modification.

For something to be a “direct threat,” it must be based on an individual assessment concerning the individual’s activity in the place of public accommodation. Factors include nature, duration, and severity of the risk of the individual seeking the accommodation or modification; the probability that injury will actually occur; and whether reasonable accommodations or modifications to policies, practices, or procedures will mitigate the individual’s risk.

- Allowed under “direct threat”: denying entry into a bar against an individual with a disability who tested positive for COVID-19, because the individual may spread it easily by talking and breathing within 6 feet of anyone.
- Not allowed: denying entry into a sports bar against an individual diagnosed with HIV, because HIV does not spread through customary interactions in sports bars among customers and staff.

4. When the individual requests an accommodation or modification that unduly burdens the operator, owner, or lessor to the place of public accommodation.

Generally, an accommodation or modification poses an undue burden if it creates a “significant difficulty or expense” against the owner, operator, or lessor to the place of public accommodation. Courts generally also consider the nature, cost, and resources needed to implement the accommodation or modification; the geographic separateness and any administrative relationships between any applicable parent entities and the location of the accommodation or modification; and the type of operation(s) of those entities, including the composition, structure and functions of the workforce.

- What may be permissible denial under “undue burden” would be denying a blind individual's request for a small, nonprofit museum with only one staff member to hold onto that staff member’s shoulder while navigating the museum during a busy afternoon.
 - What may not count: denying a blind individual’s request for a small, nonprofit museum to print out a copy of the museum map with braille or in large font to enable the individual to navigate the museum.
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WACDA Quarterly Case Update

By Isabelle Spence, Legal Assistant

WACDA is having a strong start to 2025! Please see below for of the highlights:

Case Progress

Parking Accessibility Cases: Since the start of the new year, WACDA has opened nearly forty new parking compliance cases. This is a record for the firm! Through this type of case, WACDA is able to ensure all types of public accommodation remain accessible to the disability community.

Accessibility in Ticketing: WACDA is currently working with a national secondary market ticket resale platform to ensure that their website people searching for accessible seating to filter results by accessible seating.

PCA Admission Cases: WACDA has successfully represented three individuals with disabilities who use personal care assistants (PCAs). The firm was able to work with three organizations, including two local music venues and one national movie theatre chain, to provide free admission for PCAs.

Picciano vs. Clark County: WACDA is representing Gaven Picciano, an individual with celiac who became

profoundly ill due to lack of safe food during a 22-day stay in jail. In this case, which began in 2020, WACDA and co-counsel recently reached a favorable settlement with one of the defendants. We now await trial in October against the remaining defendants.

Inside the Firm:

Successful Legislative Advocacy: This winter, WACDA worked as part of a coalition against the expansion of assisted suicide in Washington. Our lobbying effort were successful, as the bill was pulled from committee.

Welcome Ilinca: This January, we were excited to welcome a new legal intern, Ilinca Slabu! She is a current 2L student at the University of Washington School of Law, where she is also a member of the Washington Law Review, the Technology and Public Policy Clinic, and the Tech Policy Lab. Ilinca contributes greatly to the firm, especially with her mastery of legal memos and impressive Canva skills.

Associate Attorney Update: This quarter, Dustine Bowker was officially admitted to practice in Washington state. He is now an associate attorney at WACDA. He is especially empathetic with his clients and is impressively detail-oriented.

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