HansonBridgett



Paul A. Gordon

Partner

PGordon@hansonbridgett.com
(415) 995-5014

Hanson Bridgett LLP
425 Market Street, 26th Floor
San Francisco, CA 94105

Firm Leadership
Senior Housing and Care Practice Leader

Areas of Focus

- Senior Housing and Care
- Health Care
- Health Care Litigation
- Real Estate

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Paul has been working with seniors housing and care providers since 1975. He is the author of the book *Seniors' Housing and Care Facilities: Development, Business and Operations* (Urban Land Institute, 1998) and has been called "godfather of senior housing" by the Chambers USA legal directory.

Paul's entire practice is devoted to representation of seniors housing, long-term care providers, and related organizations. This includes business transactions, regulatory compliance, risk management and dispute resolution, fair housing and ADA compliance and operations counseling. He litigates in federal and state courts, including court and jury trials and appellate work. He has been instrumental in drafting state and model national continuing care and assisted living facility legislation and the U.S. General Accountability Office consulted with him in preparation of its report to the Senate on Continuing Care Retirement Communities.

Given Paul's tenure and experience in the industry, he also serves as an expert witness on senior living communities in federal and state courts. (Download Paul's expert witness brochure here.)

Paul is a highly sought-after speaker with an international reputation. He has addressed audiences at conferences sponsored by the Urban Land Institute, Harvard University, Boston University, China Real Estate Chamber of Commerce, Sun-Yat Sen University in Guangzhou, China, the American Bar Association, The Canada Forum, the World Research Group, the

American Seniors Housing Association, LeadingAge, the National Investment Center, the American Society on Aging, the American Health Care Association, the National Real Estate Development Center, AIC Conferences, Ernst & Young, Coopers & Lybrand, Laventhol & Horwath, the Practicing Law Institute, the National Academy of Elder Law Attorneys, and the American Health Law Association.

Paul has written or consulted on articles on retirement community development and operations published in *The New York Times, The Wall Street Journal, Consumer Reports, Urban Land Magazine, Seniors Housing Business, the National Real Estate Investor, Provider Magazine, Contemporary Long-Term Care, Multi Housing News, The Practical Real Estate Lawyer, and Retirement Housing Report.*

Representative Work

Americans Senior Housing Association (ASHA). Paul serves as General Counsel to the American Seniors Housing Association and is on their Executive Board.

Acquisitions, mergers and business reorganizations for numerous clients.

Defense of federal and state fair housing claims for numerous clients.

Expert witness testimony in business and injury litigation brought against senior living clients.

Counseling regarding risk management and dispute resolution activities arising from daily operations.

Publications

"AB 1983 Signed: New Sequential Repayment Option for CCRCs," co-author, Hanson Bridgett Health & Senior Care Legal Alert (October 2026)

"Does the US Tax Court Victory for CCRC Entrance Fees Apply to Senior Living Community Fees," author, Special Issue Brief, American Seniors Housing Association (April 2025)

"ASL Testers and Fair Housing Compliance," author, Special Issue Brief (January 2025)

"Class Action Staffing Claims Against Senior Living Communities: Matching Capabilities with Needs," co-author, Special Issue Brief (December 2024)

"Assisted Living Resident Agreements: What You Should Know," author, *Where You Live Matters* (March 2024)

"Class Action Staffing Claims Against Senior Living Communities: Matching Capabilities With Needs," co-author, *American Seniors Housing Association* (December 2023)

"The Trouble with Private Duty Aides," *American Seniors Housing Association* (January 2023)

"PREP Act Decision in Favor of Senior Living Communities Vacated by 9th Circuit Court of Appeals; Prep Act Case Favoring Plaintiffs Denied Review by U.S. Supreme Court," *American Seniors Housing Association* (December 2022)

"Senior Living Liability: What Standards Apply to Different Property Types," *American Seniors Housing Association* (September 2022)

"Seniors Housing Guide to Fair Housing and ADA Compliance (6th Edition)," *American Seniors Housing Association* (January 2022)

"Complete Immunity for Senior Living COVID Responses", *American Seniors Housing Association* (February 2021)

"Senior Living Communities Eligible for PREP Act Protection," *Senior Housing and Care Law Alert* (August 2020)

"Business Realities in the Age of COVID-19," co-author, *Seniors Housing Business* (June 2020)

"Employer's Notification Requirements of Possible COVID-19 Exposure," co-author, *Labor & Employment Law Alert* (March 2020)

"Coronavirus Preparedness and Response for Senior Living Communities," co-author, *Senior Housing and Care Alert* (February 2020)

"Tech Advances in the Senior Space: Adoption, Implementation and Risk Management," co-author, *ASHA Special Issues Brief* (Winter 2019)

"When Disaster Strikes: Disaster Preparedness in Seniors Housing," *ASHA Special Issues Brief* (Fall 2017)

"Home Care Aides in Senior Living: Risks and Responses," *American Seniors Housing Association Special Issue Brief* (Winter 2017)

"Disruptive Residents And The Law," *American Seniors Housing Association* (July 2016)

"Fair Housing Act Implications of 'Minority' Senior Communities," co-author, *Senior Housing Forum* (April 2016)

"Seniors Housing Guide to Fair Housing and ADA Compliance: Balancing Rights and Risks," *American Seniors Housing Association* (January 2016)

"U.S. Department of Justice: Separation of Residents by Levels of Care Can Violate the Fair Housing Act," *LeadingAge California* (July 2015)

"Fair Housing Update: Recent HUD Conciliation Agreement," *American Seniors Housing Association* (November 2014)

"California Supreme Court Limits Business Proprietor's Duty to Provide an AED, but Leaves Open the Possibility of such a Duty in High Risk Settings," co-author, *LeadingAge California Engage Magazine* (Summer 2014)

"Non-Profit, For-Profit Collaboration," co-author, *Rockwood Pacific* – Topic #4 (July 2014)

"California Supreme Court Limits Business Proprietor's Duty to Provide an Automated External Defibrillator, but Leaves Open the Possibility of Such a Duty in High Risk Settings," co-author, *American Seniors Housing Association Legal Notes* (July 2014)

"California Federal Court Invalidates Skilled Nursing Arbitration Restrictions in Patients' Bill of Rights Act," co-author, *Senior Housing and Care Law Alert* (February 2014)

"CPR in Independent Living and Assisted Living Communities," *American Seniors Housing Association Special Issue Brief* (Spring 2013)

"The Importance of Managing Rising Acuity Levels," *Seniors Housing Business* (November 2012)

"Medical Expense Tax Deductions: A Guide for Senior Living Providers and Residents," *American Seniors Housing Association Special Issue Brief* (Summer 2012)

"Inspector General Rules CCRC Referral Fees Do Not Violate Anti-Kickback Laws," *American Seniors Housing Association Legislative Update* (June 2010)

"Fair Housing Compliance Guide: Charting the Way, 4th ed.," *American Seniors Housing Association* (2009)

"The Development, Operation, and Regulation of Continuing Care Retirement Communities," *American Health Lawyers Association* (2009)

"Medical Expense Deductions for Assisted Living Fees," *California Assisted Living Association Bulletin* (February 2009)

"Key Tax Benefits for Seniors Housing Residents," *American Seniors Housing Association Special Issue Brief* (Summer 2008)

"The Impact of Landlord Tenant Laws on Community Fees," *American Seniors Housing Association Special Issue Brief* (Spring 2007)

"Condominiums With Services: A Growing Trend," *American Seniors Housing Association – Seniors Housing Legal Notes* (Fall 2005)

"Defibrillator Use in Seniors Housing," *American Seniors Housing Association – Seniors Housing Legal Notes* (June 2005)

"Seniors Housing and Care Facilities: Development, Business and Operations," 3rd ed., *Urban Land Institute* (1998)

Presentations

"The $100m exposure: Rethinking risk in senior living and private equity," Healthcare Risk Management Foundations Webinar (July 2026)

"Navigating Office of Health Care Affordability," LeadingAGE BOLD Conference (May 2026)

"American Sign Language Obligations in Senior Living," CALA Fall Conference & Trade Show (November 2025)

"Emergency Operations Tabletop Preparedness Exercise When Disaster Strikes," Willis Towers Watkins 2025 Healthcare Risk Conference (July 2025)

"Sharing Stories from the Trenches: How to help your Defense Counsel mount the best defense for you," Willis Towers Watkins 2025 Healthcare Risk Conference (July 2025)

"Understanding Website Accessibility Claims," The LeadingAge California BOLD Annual Conference & Expo (May 2024)

"Increase Move-ins with Trust-Building Content AND Balance Legal Risks," CALA's 2024 Fall Conference & Trade Show (November 2024)

"Shifting Standards of Care for Senior Living," AHLA's Long Term and Post-Acute Care Law and Compliance (February 2024)

"Fair Housing Training for Active Adult and Independent Living Communities," American Seniors Housing Association Webinar (June 2023)

“Senior Living After the Pandemic,” 8th Annual InterFace Seniors Housing West (February 2023)

“Tax Considerations When Moving to a Retirement Community,” Carmel Valley Manor Webinar (May 2022)

“Strategies for Resolving Resident Concerns,” co-presenter, LeadingAge Annual Conference (May 2022)

“Ethics and Operations ” CALA Spring Conference and Trade Show (June 2022)

“Sexual Rights and Cognitive Impairment” CALA Spring Conference and Trade Show (June 2022)

“Liability and Immunity in the Age of COVID-19,” LeadingAge California (May 2021)

“Retirement Communities and Leasing: FHA Compliance, Age Verification, Reasonable Accommodations,” co-presenter, Strafford Webinar (October 2020)

“CCRC Legal Update,” co-presenter, LeadingAge California Public Policy Conference (February 2020)

“Provider Obstacles & Challenges For Providers and Provider & Regulatory Responses,” Silicon Valley Boomer Venture Summit (June 2018)

“CCRC Class Actions: Prepare Yourself!” co-presenter, LeadingAge California Meeting (May 2018)

“Resident Transfers and Contract Terminations in Assisted Living and CCRC’s,” co-speaker, AHLA is the American Health Lawyers’ Association (March 2018)

“Current Legal Issues for Life Plan Communities/CCRC’s,” speaker, LeadingAge Policy and Leadership Summit (February 2018)

“Anatomy of an Affiliation,” speaker, LeadingAge Annual Meeting (November 2017)

“Developing a Not-For-Profit strategy for Acquiring Rental Properties,” co-speaker, LeadingAge Annual Meeting (October 2017)

“Anatomy of an Affiliation,” speaker, LeadingAge California 56th Annual Conference and Exposition (May 2017)

“Developing a Structure for Modernizing Home Care,” co-presenter, Aging2.0 OPTIMIZE (October 2016)

“IC Federal Restrictions on Separating Levels of Care” and “Legal & Liability Issues for Pilot Projects,” LeadingAge CA 2016 Annual Conference and Exposition (May 2016)

“Fair Housing in Senior Living Update,” co-presenter, live webinar (April 2016)

“Integrating Tech Solutions into Senior Care,” AHLA Long Term Care and the Law Conference (February 2016)

“Legal and Liability Issues for Pilot Projects,” Aging 2.0 AgeTech Expo (November 2015)

“Integrating Tech Solutions in Senior Living,” Urban Land Institute, Senior Housing Council (October 2015)

“2015 Department of Justice Consent Orders: Government Micro-Management of the Levels of Care,” The Greystone Event (July 2015)

“Emergency Response in Senior Care Communities,” co-speaker, American Health Lawyers’ Association (February 2015)

“Resident Transfer and Review: A Play in 3 or 4 Acts,” co-presenter, LeadingAge California Annual Conference (May 2014)

“CCRC Statute Revisions: Modernizing to Meet the New Realities,” LeadingAge California – Policy and Leadership Summit (March 2014)

“American Senior Living Goes to China,” AHLA Long Term Care and the Law Conference (February 2014)

“Applying Western Senior Care Models to China,” panelist, International Association of Homes and Services for the Aging Conference (November 2013)

“Acuity Creep and Private Aides,” LeadingAge of California (May 2013)

“Challenge the Experts,” LeadingAge of California (May 2013)

“The Transformation of the IL Model: Temporary Shift or Permanent, Market-Driven Reality?” National Investment Center (March 2013)

“Hospital-to-Home Transition Programs,” American Health Lawyers Association (February 2013)

“Shining in Distress: Communications, Legal and Regulatory Strategy,” Erickson School: UMBC (February 2013)

“Legal Issues Roundtable,” American Seniors Housing Association (January 2013)

Press

“Legal Eagle Paul Gordon of Hanson Bridgett Reflects on His 50 Years in the Seniors Housing Business,” *Seniors Housing Business* (December 2025)

“9th Circuit Upholds CCRC’s US Tax Court Victory,” Hanson Bridgett Press Release (October 2024)

“Charge Nursing Homes More for Emergency Response? Park Ridge Leaders Table the Question, ” *Chicago Tribune* (May 2023)

“3 Senior Living Legal Issues to Watch in 2023 and Beyond,” *Senior Housing News* (April 2023)

“After Pandemic Struggles, Senior Housing Makes A Comeback,” *Law360* (January 2023)

“A Time of Change,” Seniors Housing Business (July 2022)

“Court Ruling Offers Hope, But Uncertainty Remains Over Senior Living Liability Protection,“ *Senior Housing News* (February 2021)

“Favorable Ruling for Sunrise, Welltower Rests on Complete PREP Act Immunity for Senior Living Providers,” *Senior Housing News* (February 2021)

“Fight Intensifies Over Covid-19 Legal Immunity for Senior Living,” *Senior Housing News* (June 2020)

“What Can Seniors Housing Operators Do to Limit the Threat of Lawsuits?,” *National Real Estate Investor* (February 2019)

Honors & Awards

Best Lawyers (2016-2027)

Top Rated Lawyer in Northern California, ALM (2019)

Chambers and Partners USA, Healthcare

Martindale-Hubbell AV® Preeminent™ (2016)

Top Rated Lawyer in Health Care, Martindale-Hubbell™ (2013)

Super Lawyers, Health Care (2006, 2010-2013)

Professional Affiliations

Bar Association of San Francisco, Former Board of Directors

American Bar Association, Former Chair, Housing for the Elderly Committee, Real Property Division

LeadingAge, CA

American and California Assisted Living Facility Associations

LeadingAge, Former Chair, Legal Committee

American Seniors Housing Association, General Counsel and Executive Board

Education

J.D., *cum laude* University of San Francisco School of Law (1975)

B.A., University of California, Davis (1972)

Admissions and Courts

California

U.S. Court of Appeals for the Ninth Circuit

California Supreme Court

U.S. District Court for the Northern District of California