Continental Breakfast and Registration

8:15 a - 9:00a

**ADA 101**
(for anyone wishing a solid review of basics)

This workshop is designed as an orienting, basic hour to acquaint the new or returning ADA Coordinator with current terms, aspects of legislation, and a solid foundation from which to proceed confidently into the rest of the conference, giving each participant a primary knowledge base similar to all conference participants. Let’s start from the very beginning - any and all are welcome to this workshop.

*Irene Bowen, Melissa Frost, Brian Nelson, John Wodatch*

9:00a - 9:30a

**CONFERENCE WELCOME**

Phong Nguyen, M.D., P.A. - Association Chairman and Conference Coordinator
Welcome, State of Florida - FDOT Assistant Secretary Brian Blanchard
John Wodatch, J.D., P.A., Association President
Paul Hagle, P.A., Association Executive Director

9:30a - 10:30a

**DOJ KEYNOTE**

WHAT’S HAPPENING AT THE DOJ?

In this interactive session, DOJ covers recent and important emerging ADA case law, issues and the work of DOJ with U.S. Attorneys offices throughout the U.S. A look at important new guidances, Notice of Proposed Rule Making (NPRM) and DOJ issued guidance about the ADA’s Title II integration mandate and employment. Also, latest on the Supplemental Advanced Notice of Proposed Rule Making (SANPRM) on web accessibility. What to expect in the coming years to be considered.

*Rebecca Bond, J.D.,
Chief, Disability Rights Section
Civil Rights Division, U.S. Department of Justice, Washington, DC*

10:45a - 12:00p

**EEOC KEYNOTE**

WHAT’S HAPPENING AT EEOC?

This interactive session covers important issues such as an update on new, significant ADA case law and Title I and II regulations from a practical point of view. What might be expected in the upcoming years to be discussed.

*Christopher Kuczynski, J.D., LL.M.
Acting Associate Legal Counsel & ADA/GINA Policy Director, Office of Legal Counsel, U.S. E.E.O.C., Washington, DC.*

12:00p - 1:00p

**LUNCHEON - National Institute on Employment Issues**

**Conference sessions and faculty subject to change without notice due to unforeseen circumstances.**
Day One - Monday, April 24, 2017 - General Sessions AFTERNOON Workshops
Conference Program – Page Two

<table>
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<tr>
<th>Time Periods</th>
<th>Workshop Synopsis</th>
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| 1:00p - 2:00p and 2:15p - 3:15p (2 PA CEU) | **PUBLISHED LEGAL OPINION COUNTS, - NOT WHAT IS UTTERED AT THE WATER COOLER**
Continuation of important and recent ADA Case Law in an interactive setting.
Christopher Kuczynski, J.D., LL.M.
Acting Associate Legal Counsel, ADA/GINA Policy Director, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C. |
| 3:30p - 4:30p (1 PA CEU) | **IS THIS REALLY A SERVICE ANIMAL? REALLY?**
Service animals, comfort animals, emotional support animals. What are they? What do they do? Who can use them? Where can they go? Who takes care of them? Differing approaches under the ADA, the Fair Housing Act, and the Air Carrier Access Act have created confusion. A special faculty panel brings clarity to disability rights principles.
John Wodatch with Irene Bowen, Rebecca Bond, Melissa Frost, Chris Kuczynski |

**PLAN FOR SPECIAL CONFERENCE EVENTS**

Association President’s and Board’s Networking Reception
Tuesday, April 25, 2017, 4:45 PM
Meet and talk with other ADA coordinators and conference faculty

Semi-Annual Karaoke Night and Get-Together
Wednesday, April 26, 2017, 7:30 PM
“Association’s Got Talent” - Find our “Association’s Voice”
Donated 1st place prize of $100, and two other special prizes based on audience voting.
Meet your fellow conference participants and faculty in a another relaxed setting.
All are welcome - singers (single and/or groups) and voting audience members

Complimentary Refreshments at Both Traditional Events
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<th>Time Periods</th>
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<td>8:15a - 9:00a</td>
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<td>Continental Breakfast and Registration</td>
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<tr>
<td>9:00a - 10:20a</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td><strong>FOR PAs and PA Candidates only who have completed all three of the PA ADA basic sessions:</strong> There will be advanced workshops available for the next two consecutive sessions for the Access, Services &amp; Design Track; Employment Track; and Higher Education tracks.</td>
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| 9:00a - 10:20a    | EMPLOYMENT                    | **THE ADA BASICS: PROGRAMS AND ACTIVITIES** We start with a grounding in the basic principles of the Americans with Disabilities Act. Learn about the history of the law, the concepts that guide the ADA Coordinators in their work, enforcement, and developing areas of the law.  
**John Wodatch with Dean Perkins**  
**Irene Bowen with Jim Bostrom to lead Advanced P.A. Access session** |
| 10:40a - 12 Noon  | ACCESS, SERVICES, & DESIGN    | **THE ADA BASICS: BUILDINGS AND FACILITIES** Title II sets out requirements for new, altered, and existing facilities. In this session you’ll explore how these provisions differ and get an overview of the ADA Accessibility Standards as they apply to buildings, as well as facilities, including sidewalks and other parts of the right of way.  
**Jim Bostrom with Dean Perkins** |
| 10:40a - 12 Noon  | EMPLOYMENT                    | **DON’T GO TOO FAR** This session will identify the appropriate boundaries of health-related inquiries and examinations, including the use of post-conditional offer examinations, and the implications of GINA.  
**Brian Nelson, Allison Nichol, Mary Jo O’Neill** |
| 12:00 - 1:00p     | HIGHER EDUCATION              | **DOCUMENTATION AND THE INTERACTIVE PROCESS** Learn how to effectively communicate with healthcare professionals to get the information you need including building a program to effectively serve students and evaluating requests for temporary conditions.  
**Melissa Frost, Howard Kallem, Jim Long, Phong Nguyen.** |
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| 1:00p - 2:00p        | ACCESS, SERVICES, & DESIGN         | **MODIFICATIONS TO POLICIES AND PRACTICES: WHAT’S NECESSARY AND REASONABLE?**  
After an overview of the “reasonable modifications” provisions of the ADA regulation and case law, we’ll explore several scenarios together and in groups. The goal is to understand how to approach requests or needs for modifications and how to work with the requester and your entity’s managers and staff in deciding on the “right” approach.  
_Irene Bowen with Jim Bostrom, John Wodatch_  |
| EMPLOYMENT           |                                    | **ARE THEY REAL?**  
Qualification standards, essential functions, and marginal functions will be analyzed and presented with case studies and case law.  
_Chris Kuczynski, Brian Nelson, Allison Nichol, Mary Jo O’Neill_  |
| HIGHER EDUCATION     |                                    | **SERVICE AND ASSISTANCE ANIMALS**  
Brandy has a service dog and Brady needs his comfort cat. This session will outline the important elements for your campus service animal policy and distinguish when a request for an assistance animal must be considered as an accommodation.  
_Melissa Frost, Howard Kallem, Jim Long_  |
| ACCESS, SERVICES, & DESIGN |                     | **PROGRAM ACCESSIBILITY TODAY**  
Title II prohibits discrimination in the “service, programs, or activities of a public entity.” Since 1977 the Federal government has used the concept of “program access.” Learn what program access means today, how it applies to programs offered at different types of facilities, and how the 2010 Standards affect a public entity’s obligations.  
_Irene Bowen with Jim Bostrom, Dean Perkins, John Wodatch,  |
| EMPLOYMENT           |                                    | **MAKING REASONABLE ACCOMMODATION, REASONABLE - PART 1**  
Using EEOC scenarios, the goal of this two part interactive workshop is to not only talk about the legal concepts to the audience with experience in the accommodation process but to show how human interaction and emotions can affect the process (e.g., unwillingness by the manager to confront performance problems; resentment that can sometimes arise when someone who is less than employer’s best performer is asking for an accommodation, etc.). Panel offers practical approaches and possible solutions to the “not so easy”reasonable accommodation requests..  
_Chris Kuczynski with Brian Nelson, Allison Nichol, Mary Jo O’Neill_  |
| HIGHER EDUCATION     |                                    | **CLINICAL SETTINGS AND FIELD WORK**  
This scenario-based discussion will present best practice for accommodation requests outside the classroom including Brandy’s service animal during her internship, and Brady’s request to bring his cat during study abroad. This discussion will highlight legal requirements and best practice for accessibility in clubs, clinical settings, and study abroad..  
_Melissa Frost, Howard Kallem, Jim Long_  |
| ACCESS, SERVICES, & DESIGN |                     | **ADA INSTAGRAM! FACILITY PHOTO FUN AND FAILS**  
Check out the array of photos collected by our experts, showing good, bad, and awful approaches to facility and right-of-way accessibility. Some of the problems and successes will be obvious, but how many things can you find wrong with the others?  
_Jim Terry with Jim Bostrom, Irene Bowen, Dean Perkins, John Wodatch_  |
| EMPLOYMENT           |                                    | **MAKING REASONABLE ACCOMMODATION, REASONABLE - PART 2**  
_Chris Kuczynski with Brian Nelson, Allison Nichol, Mary Jo O’Neill_  |
| HIGHER EDUCATION     |                                    | **CROSSROADS OF THE ADA AND TITLE IX**  
Brandy is expecting. Overlapping issues between disability and modifications requested for Title IX issues are covered. Focus includes issues related to the Title IX regulations concerning pregnancy and their intersection with disability requirements. Includes relevant current issues dealing with sexual misconduct.  
_Howard Kallem with Melissa Frost, Jim Long_  |
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| 8:15a - 9:00a | ACCESS, SERVICES, & DESIGN | Continental Breakfast and Registration  

**WHAT'S NEW IN THE ADA UNIVERSE?**  
Like the universe, the ADA is vibrant, changing, expanding. Learn what new policy directions the new Trump Administration is planning, get ADA court case updates, find out what’s happening in other jurisdictions, and hear the status of Federal rule making initiatives.  
*John Wodatch with Jim Bostrom, Irene Bowen, Dean Perkins, Jim Terry*

| 9:00a - 10:20a (2 PA CEU’s ea) | EMPLOYMENT | IT AIN’T THAT TOUGH  
Presentation/discussion concerning other unique and challenging accommodation issues: collective bargaining agreements; policies; leave requests; reassignment; drug/alcohol use; and atypical health conditions.  
*Brian Nelson, Allison Nichol, Mary Jo O’Neill*

| 9:00a - 10:20a (2 PA CEU’s ea) | HIGHER EDUCATION | THE LEGAL YEAR IN REVIEW  
A review of recent, relevant Court decisions will outline important legal requirements and highlight best practices to comply with the ADA-AA and the new DOJ Title II and Title III regulations and address Brandy and Brady’s accessibility needs.  
*Jim Long with Melissa Frost, Howard Kallem*

| 10:40a - 12 Noon (2 PA CEU’s ea) | ACCESS, SERVICES, & DESIGN | DO YOU STILL NEED A SELF-EVALUATION?  
Where’s your self-evaluation, and would you recognize it if you saw it? Here you’ll learn what the ADA regulation says about these assessments, ways to carry them out, and possible alternatives to getting to compliance. You’ll take away some practical tips to use as you rethink your approach.  
*Irene Bowen with Jim Bostrom, John Wodatch*

| 10:40a - 12 Noon (2 PA CEU’s ea) | EMPLOYMENT | DON’T CROSS THE LINE  
This session will cover employer and employee rights with respect to performance, conduct standards, and direct threat issues. Case studies and case law will be discussed.  
*Brian Nelson, Mary Jo O’Neill, Allison Nichol*

| 12:00p-1:00p | HIGHER EDUCATION | CODE OF CONDUCT: NON-DISCRIMINATORY APPLICATION  
This scenario-based session with Brandy acting out on campus and Brady failing to meet academic standards will walk through the best policy and practice essentials to address conduct issues including, distinguishing between academic and conduct dismissal, the importance of threat assessment, and essential elements for readmission. Learn to identify those who are “not otherwise qualified” and to recognize the possible overlap between disability and Title IX issues.  
*Melissa Frost with Hoard Kallem, Jim Long*

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**SEMI-ANNUAL KARAOKE CHALLENGE AND GET TOGETHER**  
7:30 PM Tonight - Refreshments for all participants - Donated PRIZES totaling almost $200.  
For those of you who don’t want to sing - come and enjoy the entertainment provided by those who will make you cheer and applaud for your favorites. Maybe you will hear the next “Voice”.
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| 1:00p - 2:00p | **ACCESS, SERVICES, & DESIGN** | **TRANSITION PLANNING – WHAT DOES “WHEN VIEWED IN ITS ENTIRETY” MEAN?**
“A public entity shall operate each service, program, or activity so that the service, program, or activity, when viewed in its entirety, is readily accessible to and useable by individuals with disabilities.” What are the factors to consider? Working in a small group, you’ll make those judgement calls in a real life exercise then compare your group’s answers with others.
**Jim Terry with Jim Bostrom, Irene Bowen, Dean Perkins, John Wodatch** |
| 2:15p - 3:15p | **EMPLOYMENT** | **WAKE UP**
This session will cover significant liabilities, case studies, and case law pertaining to disability-related harassment, retaliation, confidentiality, and associational discrimination.
**Brian Nelson, Allison Nichol, Mary Jo O’Neill** |
| 3:30p - 4:30p | **HIGHER EDUCATION** | **IS OUR GRIEVANCE PROCEDURE EQUIitable?**
Brandy has a hearing for suspension for misconduct and Brady has failed two courses and claims he did not receive his accommodations. What you need to know to create and publish a grievance process to ensure the prompt, equitable resolution of ADA complaints. This session will present the essential elements of compliance together with recent examples of what to do, and what not to do. Bring your policy to compare how you would run your process.
**Melissa Frost, Howard Kallem, Jim Long** |
| 1:00p - 2:00p | **ACCESS, SERVICES, & DESIGN** | **EFFECTIVE COMMUNICATION: WHAT IS COMMUNICATION? WHAT’S EFFECTIVE? AND WHAT ARE THE LIMITS?**
Through real-life and creatively-imagined examples and scenarios, we’ll examine how to apply the requirement for “effective communication” in a variety of settings. Areas covered may include communication with or by companions, time sensitivity, websites, court room settings, and the usual alphabet soup (VRI, TRS, TTY, etc.).
**Irene Bowen with Jim Bostrom, Dean Perkins, Jim Terry, John Wodatch** |
| 2:15p - 3:15p | **EMPLOYMENT** | **IS THERE A DOCTOR IN THE HOUSE?**
This session will cover the challenges of dealing with health care professionals and conflicting workplace recommendations.
**Phong Nguyen with Brian Nelson, Allison Nichol, Mary Jo O’Neill** |
| 3:30p - 4:30p | **HIGHER EDUCATION** | **OCR TOP TEN TIPS**
Learn what to expect from OCR and how to effectively respond if you receive a charge of discrimination. From the initial notice to Early Complaint Resolution, these tips will help you avoid common pitfalls.
**Jim Long with Melissa Frost, Howard Kallem** |
| 3:30p - 4:30p | **EMPLOYMENT** | **YOU HAVE THE FLOOR**
Any unanswered questions? Problem scenarios that you want addressed? This session is your chance to take the floor and raise issues unexplained this week. Bring your toughest challenges and explore your options with our roundtable of experts.
**John Wodatch with Jim Bostrom, Irene Bowen, Dean Perkins, Jim Terry** |
| 3:30p - 4:30p | **HIGHER EDUCATION** | **YOU BLEW IT**
The most common misstates employers make with reference to actual cases; the consequences and costs of litigation will also be analyzed.
**Brian Nelson, Allison Nichol, Mary Jo O’Neill** |

**SEMI-ANNUAL KARAOKE CHALLENGE AND GET TOGETHER**

7:30 PM Tonight - Refreshments for all participants - Donated PRIZES totaling almost $200.
For those of you who don’t want to sing - come and enjoy the entertainment provided by those who will make you cheer and applaud for your favorites. Maybe you will hear the next “Voice”.

**NOTE from Melissa:** We may want to do EIT here if they don’t have questions . . . It may also detract from the benefit of being a PA and being able to ask questions.
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<td>9:00a - 10:20a</td>
<td>ACCESS, SERVICES, &amp;</td>
<td><strong>WHAT’S THE RIGHT WAY TO APPROACH RIGHT-OF-WAY ISSUES?</strong> Whether or not the</td>
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<td>DESIGN</td>
<td>Access Board’s guidelines have been finalized, state and local governments need</td>
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<td>to address access to sidewalks, curb cuts, pedestrian signals, access during</td>
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<td>construction, and related issues under Title II and Section 504. Learn what the</td>
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<td>courts, settlement agreements, and DOJ are telling us about what to do with new</td>
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<td>construction and alterations and what “program accessibility” means in this</td>
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<td>context. Explore the nitty gritty of the (proposed or final?) guidelines and what</td>
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<td>DOJ and DOT may do with them.</td>
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<td><em>Dean Perkins with Jim Bostrom, Irene Bowen</em></td>
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<td>10:40a - 12 Noon</td>
<td>EMPLOYMENT</td>
<td><strong>IT’S A JUNGLE OUT THERE</strong> This session will address common challenges and best</td>
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<td>practices in coordinating FMLA, ADA, workers’ compensation, and other disability</td>
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<td><em>Brian Nelson, Allison Nichol, Mary Jo O’Neill</em></td>
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<td>12:00p-1:00p</td>
<td>HIGHER EDUCATION</td>
<td><strong>ACCESSIBLE HOUSING ON CAMPUS: HOW DOES YOUR CAMPUS MEASURE UP?</strong> Students,</td>
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<td>admissions, housing, facilities, and accessibility office, play and important</td>
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<td>role in providing accessible housing. Learn the basic necessary components to</td>
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<td>meet campus housing physical access requirements including: how to distinguish</td>
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<td>when you may charge the higher single room rate for a student occupying a double</td>
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<td>room, food service accommodations and components for emergency preparedness.</td>
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<td><em>Melissa Frost, Howard Kallem, Jim Long</em></td>
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<td>ACCESS, SERVICES, &amp;</td>
<td><strong>NAVIGATING THE DIGITAL LANDSCAPE</strong> There’s no reason to wonder any longer if</td>
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<td>DESIGN</td>
<td>web sites and electronic and information technology (EIT) are “covered” by the ADA.</td>
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<td>The federal government has stepped up enforcement and rulemaking, and advocates</td>
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<td>are making strides in requiring accessibility even in the absence of federal</td>
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<td>standards. This session addresses the practical principles of access to the digital</td>
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<td>landscape and how to approach it—including web sites, e-book readers, kiosks,</td>
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<td>digital formats of materials, video recordings, and email.</td>
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<td><em>Irene Bowen with Jim Bostrom, Dean Perkins, John Wodatch</em></td>
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<td>EMPLOYMENT</td>
<td><strong>HAVE WE MISSED ANYTHING?</strong> In this session we will discuss and cover any</td>
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<td>remaining questions or issues that have arisen during the conference. Come and</td>
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<td>pick the panelist’s brains.</td>
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<td><em>Brian Nelson, Allison Nichol, Mary Jo O’Neill</em></td>
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<td>HIGHER EDUCATION</td>
<td>**ACCESSIBLE INTEGRATION (TRANSITION) PLANNING FOR UNIVERSAL DESIGN IN EVENT</td>
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<td>ACCESSIBILITY** This session will take your transition plan and explore campus</td>
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<td>collaboration including initiatives, committees, policy, and training to turn your</td>
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<td>transition plan into an accessible integration plan for universal design. Learn</td>
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<td>these effective strategies to ensure that every campus event from ticketing and</td>
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<td>seats to accessible routes, sign language interpreters to emergency evacuation is</td>
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<td><em>Melissa Frost, Jim Long</em></td>
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<td>Speakers</td>
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| 1:00p - 2:00p | **SHOULD I STAY OR SHOULD I GO?**  
**Emergency Preparedness - Safe Evacuation from Your Facilities** | Jim Bostrom, Irene Bowen, Dean Perkins, Jim Terry, John Wodatch |
| 2:15p - 3:15p | **WHEN DOJ COMES KNOCKING: HOW DOES IT WORK, AND WHAT’S THE LATEST?** | Irene Bowen with Jim Bostrom, John Wodatch |
| 3:30p - 4:30p | **ACCESSIBLE HOUSING: NOT JUST THE FAIR HOUSING ACT** | John Wodatch with Jim Bostrom, Irene Bowen, Melissa Frost |

Now is the time to plan for the Association’s Fall 2017 National ADA Conference  
October 23 -26, 2017 - San Diego, CA
ANNOUNCEMENT - SPRING 2017 CONFERENCE INFORMATION & REGISTRATION - APRIL 24-27, 2017 - TAMPA, FL

Must Pre-Register

Conference information includes Early Bird Discount

EARLY BIRD, full conference, registration fee (* see below) available if registration and payment, by credit card or check only, is received by the Association, no later than February 10, 2017. (No exceptions)

To RESERVE your space, please FAX this completed registration form to: (877) 480-7858, OR scanned PDF copy to NIEIEMAIL@aol.com

If three or more participants from the same entity wish to register and pay in full at the same time, please call for special registration rates.

Regular registrations must be paid in full and received no later than April 5, 2017, or space/materials will be not reserved.

For information, please call 888-679-7227 and leave message with your contact number and best time to contact you.

Mail registrations and make payments to: National Association of ADA Coordinators, P.O. Box 958, Rancho Mirage, CA 92270

CONFERENCES AND HOTEL INFORMATION

The conference is being held at the Hilton Tampa Airport Westshore, 2225 No. Lois Ave, Tampa, FL 33607. Complimentary shuttle provided from/to Tampa International Airport. Guest room Internet is complimentary. Self-parking is at no charge to attendees. Participant is responsible for making own lodging reservation. Hotel requires credit card guarantee. The Association has negotiated a special conference rate from three days before/after the conference at a per room rate of $130 plus taxes (single/double) if reserved no later than 4/2/2017, provided room block has not been sold out. To make lodging reservations call hotel reservations at 813-877-6688 and mention you are attending the National Association of ADA Coordinators conference. Persons with disabilities please make requests for any sleeping room accommodations at the time you make reservations.

In order to participate in the training, I have need of:

Vegetarian or ____________________________ meal.
(The Association must know of accommodations required for training no later than 3/22/2017. If an assistant attends, the person must register, attend same conference workshop sessions as person requiring the accommodation, and cover costs of food and materials.)

JOIN or RENEW YOUR ASSOCIATE STATUS

The Association offers many benefits including reduced rates for workshops/conferences, a bimonthly newsletter, an annual Associates’ Directory for networking purposes, and a lapel pin. To join, complete contact information, check appropriate associate box below and include your fee. If you join or renew and pay the first year dues at the time of registration, you can attend the conference at the Associate’s rate.

[   ] Individual Associate – $195;
[   ] Organization Associate – $345

See our web site - www.ADACorrdinators.org - for updated information on the Professional Associates (PA) Program: You must include a completed copy of the PA application form found on our web site and include an additional one-time [   ] $125 application fee. to become a participant in the Association’s Professional Associate program.

CONFERENCE DISCOUNTED REGISTRATION INFORMATION

Rate includes hosted continental breakfast(s), breaks, & luncheon(s) for Monday Through Thursday of conference

(Federal Tax Number is 33-0595554, nonprofit 501(c)(3) corporation)

Conference Dates  Associate Only - Daily Rates - Non-Associates

Mon. 4/24/2017  [   ] $575  [   ] $685
Tue. 4/25/2017  [   ] $575  [   ] $685
Wed. 4/26/2017  [   ] $575  [   ] $685
Thu. 4/27/2017  [   ] $575  [   ] $685

All Four Days of the Conference

Please note: You must be a current up-to-date Associate or join/renew on this form to register at the Associate’s conference rate.

ASSOCIATE - Full Conference After 2/10/2017  [   ] $1,995

* ASSOCIATE - Early Bird by 2/10/2017  [   ] $1,895

NON-ASSOCIATE - Full conference after 2/10/2017  [   ] $2,695

* NON-ASSOCIATE - Early Bird by 2/10/2017  [   ] $2,395

ANY CANCELLATION must be in writing to us no later than 4/5/2017. (No exceptions) and is subject to a processing fee of $500. Remaining balance, after processing fee is deducted for any cancellation on or after 4/5/2017, can only be applied to the Association’s Spring 2017 or Fall 2017 national conferences.

There are no refunds or credits for any no-shows on or after 4/17/2017.

TOTAL AMOUNT and METHOD OF PAYMENT

[   ] Visa/MasterCard  [   ] Amex  [   ] Check

Cardholder:________________________________________________________

Card number:______________________________________________________

Expiration:_______________Total Amount: $________________________

(Credit cards processed for the Association by conference planner, will show the words National Institute on Employment Issues - NIEI on your statement)

Please accept important conference emails from our Executive Administrator: compperf@ix.netcom.com

PARTICIPANT/ASSOCIATE INFORMATION

Name:__________________________________________________________Title:______________________________

PLEASE CIRCLE CONFERENCE TRACK of greatest interest to you: ACCESS EMPLOYMENT HIGHER EDUCATION (If left blank, ACCESS Track entered)

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May we list your email in the conference participant list for networking purposes? Please circle:  Yes         No

Signature Required:_____________________________________________________ Date Approved/Received:________________    (WEB1216)
Mr. Kuczynski joined the Commission in February 1997 as Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy Division). Chris supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and Title II of the Genetic Information Nondiscrimination Act (GINA), and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. His leadership was critical in the issuance of final regulations implementing GINA (published in November 2010) and the ADA Amendments Act (published in March 2011).

Chris has made 32 presentations on the ADA, and more recently on GINA, to our Association’s national conference audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defence counsels. He has been interviewed on the ADA and GINA by numerous media outlets including The New York Times, USA Today, The Wall Street Journal, and The Washington Post. He has done radio or television interviews for ABC News, the CBS Morning News, and MSNBC, and has been a guest on C-SPAN’s Washington Journal.

From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University, where he was a member of Phi Beta Kappa and from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion; a J.D. from Temple Law School; and an LL.M. from Yale Law School.

Rebecca Bond is the Chief of the Justice Department’s Disability Rights Section. In that capacity, Ms. Bond oversees the Section’s management team, develops and supervises investigations and litigation affecting all aspects of the Section’s enforcement program, and leads the development and implementation of the Section’s strategic vision, guidance, regulations, and policies. Rebecca is an experienced and dedicated civil rights advocate with a deep personal commitment to disability rights. She previously served as a Trial Attorney and a Deputy Chief of DOJ’s Housing and Civil Enforcement Section, taking on Fair Housing Act, sexual harassment, race discrimination, and disability cases. She also handled cases under the Americans with Disabilities Act, Religious Land Use and Institutionalized Persons Act, and Title II of the Civil Rights Act of 1964. She became a Deputy Chief of the Housing and Civil Enforcement Section in 2006, where, in addition to supervising litigation, she was the Section’s Legal and Policy Counsel, oversaw the Fair Housing Testing Program, and chaired the Section’s professional development committee. Rebecca is a 1997 graduate of Harvard Law School and a 1993 graduate of Yale University. She joined the Division in 2000 after clerking and practising law in Puerto Rico and California.
Mr. Bostrom manages the ADA Design Unit where he supervises a team of architects, accessibility and code specialists, and a web development team. The Unit provides key technical expertise on the ADA and ADA Standards for the Section’s enforcement, regulatory, and technical assistance activities. The Section also develops and manages the ADA website www.ADA.gov. For more than 35 years, Mr. Bostrom has focused on accessibility and accessible design issues. For the past 18 years, Mr. Bostrom has been with the Disability Rights Section of the Civil Rights Division. Mr. Bostrom earned a B. ARCH. and M. ARCH. from Virginia Tech.

Ms. O’Neill began her work at the E.E.O.C. as a trial attorney, then as a supervisory trial attorney, until she was selected as the Regional Attorney in 2002. Mary Jo manages the legal staff, litigates employment discrimination cases in federal court in five states, advises her enforcement colleagues, and is a frequent national trainer/speaker for the E.E.O.C. This will be Mary Jo’s 14th time she has participated in our ADA Conferences.

Ms. Bowen is a nationally recognized ADA consultant, trainer, and speaker. Before starting her firm in 2009, she was Deputy Chief of the Disability Rights Section at DOJ, where she oversaw enforcement of the ADA and was actively involved in the development of the ADA accessibility guidelines as well as DOJ’s Title II and Title III regulations. Irene’s clients include local governments, colleges and universities, public accommodations, a large school system, the State of Texas, and a Federal agency. She teams with architectural firms and others in assisting entities with self-evaluations and transition plans, and development of cost-effective approaches to compliance. Since 2011, Ms. Bowen has presented internationally, assisted in self-evaluations of Fulton County, GA, the City of Chicago, IL, the City of Seattle, several universities, and health-care providers; and authored or co-authored six ADA guides including an ADA guide for nonprofits; a resource for accommodating students who are deaf or hard of hearing at the post-secondary level from pepnet 2; a facilities guide for the state of Georgia and a guide for court officials). Irene is a member of the Association’s Board of Directors.

Jim Long served for more than 10 years in the Office for Civil Rights of the U.S. Department of Education. Before joining the Office for Civil Rights he served as a litigation counsel for U.S. Department of Energy. Jim served as an officer in the Army’s Judge Advocate General’s Corp for 23 years. As the Chief Counsel at the Walter Reed Army Medical Center, he handled his first ADA case, involving deaf students from Gallaudet College. He also served as the Command Judge Advocate for the Army’s Medical Command. Jim was the Legal Advisor to the Surgeon General of the Army. He was an assistant professor at the U.S. Military Academy, West Point. He has an undergraduate degree from Creighton University and went to the University of Texas School Of Law. Jim is a member of the Association’s Board of Directors.
Chief (ret.), Disability Rights Section, U.S. Department of Justice, Washington, D.C.

Allison Nichol, J.D.

Allison J. Nichol had the privilege of serving the Department of Justice (DoJ) for more than twenty years as both Deputy Chief and then Chief of the Disability Rights Section of the Civil Rights Division which enforces the ADA. Most recently, she was Special Counsel on Disability Employment to the Deputy Associate Attorney General (AG) for Diversity and Inclusion, Office of the AG. She served as a member of the Executive Staff of the AG’s Diversity Management Advisory Council and liaison to the AG’s Committee on the Employment of Persons with Disabilities. In 2012, she was a member of the group that received the AG’s Award for EEO, the DOJ’s highest award for performance in support of the DoJ’s EEO program. In 2016, Allison was privileged to be awarded the Alexander D. Forger Award for achievement on behalf of the HIV communities by the American Bar Association’s AIDS Coordinating Committee. She is Counsel for Law and Policy to the Sero Project. Allison is available for employment discrimination training and technical assistance. She received a B.A. from the University of Indiana, and a J.D. from Valparaiso University.

Deputy Assistant Attorney General (ret.), DRS
U.S. Department of Justice, Washington, D.C.

John Wodatch, J.D., P.A.

John Wodatch is a disability rights attorney who retired after 42 years of Federal government service. He authored the Federal government’s first comprehensive disability rights regulations, the regulations implementing section 504 of the Rehabilitation Act. He is one of the drafters of the Americans with Disabilities Act as he served as the Department of Justice’s chief technical expert during the writing and passage of the ADA. He was the chief author of the Department of Justice’s 1991 ADA regulations, created DOJ’s initial ADA technical assistance programs, and assembled the Department’s ADA enforcement staff. From 1990 until 2011 he served as the Director and Section Chief overseeing all interpretation, technical assistance, and enforcement of the ADA at the Department of Justice. Just before he retired, he was responsible for the first major revision of the Department’s ADA regulations, including the 2010 Standards for Accessible Design. In 2010 he was honored with the Presidential Distinguished Rank Award for exceptional achievement in his career. He is now serving clients as an expert in the application of the ADA’s requirements for accessible design and program accessibility for State and local governments and private businesses. On the international level, John is continuing his work seeking U.S. ratification of the United Nations Convention on the Rights of Persons with Disabilities. He received a B.A. from Trinity College, an M.P.A. from Harvard University, and a J.D. from the Georgetown University Law School. John is the President/CEO of the Association and is a member of the Association’s Board of Directors. 

Featured Senior ADA Professional Faculty Members

Former Chair, U.S. Access Board, Washington, D.C.; Partner, LCM Architects, Chicago, IL

John H. Catlin, FAIA, P.A. *

Mr. Catlin was the first practicing architect to chair the U.S. Access Board, and also chaired the ad hoc subcommittee on the revision of the ADA Accessibility Guidelines. He applied universal design principles to the Access Living headquarters building in Chicago, for which he received the Barrier-Free America Award from the Paralyzed Veterans of America. LCM Architects manages HUD’s Fair Housing Accessibility FIRST technical assistance program. Jack provides nationwide design and construction training as part of the FHA FIRST program. Jack is a member of the Association’s Board of Directors.

Director Equal Opportunity & Affirmative Action, Title IX Coordinator, Equity Officer
Utah Valley University, Orem, UT

Melissa L. Frost, J.D., P.A.

Melissa has a history of public service that includes: Executive Director of Provo School District, State of Utah as the ADA Coordinator, Workers’ Compensation Administrator, and a Loss Control Consultant advising all state
agencies, school districts and post-secondary institutions regarding Family Medical Leave, ADA, Title VII discrimination, PDA, Title IX and other campus/student issues. She has also served the state as a Liability Prevention Specialist for the Developmental Center and as an Administrative Law Judge for the Department of Workforce Services. Prior to state service, Melissa worked fourteen years in healthcare management and administration in both California and Washington D.C. Melissa received her B.A. in Government and Politics from the University of Maryland and her J.D. from the J. Reuben Clark Law School at Brigham Young University. **Melissa is a member of the Association’s Board of Directors.**

**Executive Director, National Association of ADA Coordinators, Rancho Mirage, CA**

**Managing Director, National Institute on Employment issues, Rancho Mirage, CA**

**Paul D. Hagle, P.A.**

Mr. Hagle has been associated with the ADA since its passage in 1990. He is recognized for his seminars on ADA Title I throughout the United States. He serves as an expert witness for major hospitals on effective communications, and ADA Title I for a major airport, automobile company, airline, and a major fast food chain. He developed and presented one of the first programs dealing with ADA/Workers’ Compensation/FMLA interface, the importance of disability awareness perception, and legal issues of Title I of the ADA since 1992. He was on the original Board of Directors and appointed the Association’s Executive Director in 1992. He serves as Chair, Parks, Recreation and Trails Commission; and works with the City Council on ADA issues for the City of Rancho Mirage, CA. He received his B.A. from the University of Michigan and did graduate work at the University of California, Los Angeles. **Paul is a member of the Association’s Board of Directors.**

**Director of Title IX Compliance at Duke University, Durham, NC**

**Howard Kallem, J.D.**

Howard Kallem previously had been with the Office for Civil Rights, U.S. Department of Education, serving for the last 15 years as the Chief Regional Attorney for the Washington, DC regional office and for five years before that in its policy office. He took a year off during his time with OCR to work as a Senior Equal Opportunity Specialist with the Office of Equity and Diversity Services at George Mason University in Virginia. Prior to that, he was with the U.S. Equal Employment Opportunity Commission for 14 years.

**Director, State of Utah Risk Management, Salt Lake City, UT**

**Brian Nelson, J.D., P.A.**

Mr. Nelson directs a team of loss control professionals, who are charged with recognizing and avoiding physical and nonphysical losses among all state agencies, public schools, and institutions of higher education. Previously, Brian served as ADA/504 Coordinator advising and directing all public state institutions to effect compliance with the ADA. He received his J.D. from Brigham Young University. **Brian is an Emeritus Member of the Board.**

**Medical Director, Redlands Yucaipa Medical Group, Past Chief of Staff for Redlands Community Hospital, Adjunct Professor for University of California Medical School, Riverside**

**Phong Nguyen, M.D., P.A.**

Dr. Nguyen is Medical Director for a large medical group. Phong is a member of the Interdisciplinary Committee; Medical Director of the Redlands, Rialto, Loma Linda, and San Manuel Fire Departments; Medical Director for the Paramedic Program at Crafton Hills College; Medical Director for Aeromedics, and ACLS Course Director/Instructor. **Phong is the Chairman of the Board, Vice President of the Association, and is the Conference Coordinator**
ADA Coordinator, Florida Department of Transportation, Tallahassee, FL
Dean Perkins, R.A., P.A.
An architect since 1984, Dean Perkins joined the Florida Department of Transportation in 1988 to manage rest area design and production projects. He was appointed as the FDOT’s statewide ADA Coordinator in January 1992. In this position, Dean is principal in initiating Department policies, developing procedures and managing practices related to accessibility for persons with disabilities for agency services and facilities along the state highway system and for buildings owned and operated by the Department. He has served as an expert witness in ADA matters. Dean designs and conducts training in ADA compliance around Florida and at national conferences. He provides technical support on accessible design and construction for city and county engineering and public works staff. He has a Master of Architecture from Florida A&M University. **Dean is the Secretary of the Association and a member of the Association’s Board of Directors.**

Chief Executive Officer, Evan Terry Associates and Corada.com, Birmingham, AL
James Terry, AIA, CASp, P.A.
Mr. Terry is a licensed architect in eight states with extensive access training and consulting experience in corporate, governmental, healthcare, schools, universities, libraries, retail, and recreational facilities. Under his leadership, ETA assists organizations in understanding their access requirements, cataloging barriers, and managing the implementation of their ADA and local access compliance plans. ETA developed Corada as a comprehensive online resource providing extremely fast and focused access to the regulations and standards, technical assistance, product information, just-in-time training, and other resources for ADA Coordinators. **Jim is a member of the Association’s Board of Directors.**

Faculty confirmed at time of publication except where noted by an * for awaiting confirmation. Conference announcements, agendas and faculty subject to change without notice due to unforeseen circumstances.