

Spring 2016 - Conference Keynotes and Faculty

ADA TITLE I AND GINA

Acting Associate Legal Counsel and Director, ADA/GINA Policy Division

U.S. E.E.O.C., Washington, D.C.

Christopher Kuczynski, J.D., LL.M.

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 29 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.

ADA TITLE II and III

Deputy Assistant Attorney General

Civil Rights Division, U.S. Department of Justice, Washington, D.C.

Eve Hill, Esq *

Ms. Hill works with the U.S. Department of Justice Civil Rights Division, where she practices disability rights enforcement. She implemented the Americans with Disabilities Act (ADA) Mediation Program, supervised 11 investigators handling investigations and settlements of cases under the ADA, as well as activating the program for certifying state and local building codes under the ADA. Ms. Hill has applied and enforced disability civil rights laws in the state government, federal government, and private nonprofit sectors. She was the District of Columbia's first Director of the Office of Disability Rights, responsible for ensuring the ADA was used throughout District Government. She was a Supervisory Attorney with the U.S. Department of Justice's Disability Rights Section, where she supervised ADA investigations, created the Department's ADA Mediation Program, and developed the Department's ADA building code certification program. She was also a Visiting Associate Professor at Loyola Law School and an Adjunct Professor at the University of Southern California School of Law and Loyola Marymount University. Eve received her J.D., cum laude, from Cornell Law School, and her B.A., magna cum laude, from Sweet Briar College. She is admitted to practice law in Maine, California, and the District of Columbia.

Regional Attorney, U.S. Equal Employment Opportunity Commission, Phoenix, AZ

Mary Jo O'Neill, J.D.

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.

Senior Architect, Disability Rights Section, Department of Justice, Washington, DC

Mary Adams

Ms. Adams for 20 years has focused on accessibility and accessible design, and the enforcement of the ADA. She is an expert on the ADA Standards for Accessible Design and implementation of those Standards in the built environment. Mary's work involves working closely with attorneys, investigators, and information specialists to evaluate accessibility, determine compliance with the ADA and to explain requirements of the Standards. Ms. Adams provides technical assistance to businesses and state and local governments to explain how to comply with the Standards. Prior to joining DOJ, she Adams was an architect in private practice for 11 years. She is a graduate of the University of Maryland.

ADA Enforcing Agency Faculty (Ret.)

Deputy Chief (ret.), Disability Rights Section, U.S. Department of Justice, Washington, D.C.

President, ADA One, LLC, Silver Spring, MD

Irene Bowen, J.D., P.A.

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, 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, several universities, and health-care providers; and authored or co-authored six ADA guides including three in the last year (an ADA guide for non-profits; a resource for accommodating students who are deaf or hard of hearing at the post-secondary level from pepnet 2; and a guide for court officials). **Irene is a member of the Association's Board of Directors.**

***Senior Attorney (ret.), Office for Civil Rights, U.S. Department of Education,
Denver Enforcement Office, Denver, CO***

James D. Long, Jr., J.D., P.A.

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.**

***Co-Director, Center for HIV Law and Policy (CHLP), New York, NY
Chief & Deputy Chief (ret.), Department of Justice, Disability Rights Section, CRD , Washington, DC
Allison Nichol, J.D.***

Ms. Nichol, a nationally recognized expert on federal disability anti-discrimination law, was recently appointed as the Co-Director of CHLP. Allison recently retired from the Department of Justice after 21 years. She was the U.S. DOJ's Point-Person on The National HIV/AIDS Strategy and is a National Expert on Disability Rights and HIV Law. As the Chief and Deputy Chief of the Disability Rights Section, she oversaw litigation, policy, regulatory and technical assistance development related to the ADA. In 2012 she began serving as Special Counsel for Disability Resources in the Office of the Associate Attorney General. As an independent consultant, Allison is available for consultation and training on ADA Title I employment matters, diversity, and inclusion. Another principle area is the interaction of law enforcement and marginalized communities. She is an adjunct Professor of Law at the Georgetown University Law Center. 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.**

***Assistant Director of Disability Services, Harvard University, Cambridge, MA
Michele Clopper***

Ms. Clopper's focused initially on Title I to develop and integrate the reasonable accommodation process throughout the Schools. Over time, she has expanded her work to include Title III to student processes to identify common and best practices, critical analysis, and implementation of accommodations. Prior to Harvard University, Michele's career as a rehabilitationist included working with individuals in mental health (in- and out-

patient settings), acute care, home care, public health, rehabilitation hospitals, and in correctional facilities. Additionally, Ms. Clopper has served as a college accreditor and has taught at the post-secondary level in several occupational therapy programs. Ms. Clopper has received both baccalaureate and graduate degrees from Boston University in occupational therapy and rehabilitation counseling.

***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.**

***Risk Management Division, State of Utah, Salt Lake City, UT
John Golom, P.A.***

Mr. Golom joined the Utah Division of Risk Management in September 2013. John now provides HR/ADA/Sec 504 consultation to 18 colleges and universities around the State of Utah, and to six of the larger school districts. Mr. Golom has 13 years in human resource offices across the State of Utah. John served as the Human Resource Director for the Utah Department of Corrections, the second largest agency in state government. He was with the Utah Labor Commission and served as a Hearing Officer for the Wage and Hour Division and as the Manager of the Utah Anti-discrimination Division. Prior to his state employment, John served as a Special Agent in the Air Force Office of Special Investigations. John received his undergraduate degree from the Southern Illinois University at Carbondale and received his graduate degree from the Brigham Young University. **John 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 has recently served as an expert witness for a major hospital, and also for a major airport, automobile company, airline, and fast food chain. He developed and presented one of the first programs dealing with ADA/Workers' Compensation/FMLA, and 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 Vice Chair, Parks and Recreation 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 the Executive Director and a member of the Association's Board of Directors.**

***Assistant 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, University of California Medical School, Riverside, CA***

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.**

ADA Consultant for Law Enforcement Issues, Michael Sullivan ADA Consulting, Petaluma, CA

Michael J. Sullivan, B.A., P.A.

Mr. Sullivan is a nationally known and award-winning consultant specializing in ADA law enforcement issues. Michael also advises on both program and physical accessibility issues. He has extensive expertise in developing reasonable accommodations and implementing training for peace officers regarding the ADA requirements and responsibilities. Michael was the San Francisco Police Department's ADA Coordinator for 17 years and was honored for his work by the City of San Francisco, the California State Legislature, U.S. Congress, and numerous community groups and non-profits. Michael was a member of the Executive Board of the President's Committee on the Employment of People with Disabilities from 1999 through 2001. Michael has a B.A. in Health Science with emphasis in Community Health Education from San Francisco State University. **Michael is an emeritus member of the Board of Directors.**

Chief Executive Officer, Evan Terry Associates, 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, municipal, 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. **Jim is a member of the Association's Board of Directors.**

IT Accessibility Coordinator, George Mason University and Consultant, AccessibilityOZ, Washington, DC

Kara Zirkle

Ms. Zirkle has worked at George Mason University as the IT Accessibility Coordinator for over 8 years. She works to ensure that technology is accessible to faculty, staff, students and public both with and without disabilities. Kara specifically looks at Section 508 and WCAG 2.0 compliance for the University as a whole which includes but not limited to: web and document accessibility, captioning of videos, transcript for audio and purchasing and procurement of applications. Ms. Zirkle has 15+ years' experience working with individuals with disabilities and education/outreach. She is an advocate and educator with regard to providing technical support and guidance on assistive devices and assistive technologies, as well as the laws that protect individuals with disabilities.

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