



**KEVIN L. FAULCONER**

**MAYOR**



**WELCOME TO THE  
NATIONAL ASSOCIATION OF ADA COORDINATORS'  
FALL 2017 NATIONAL ADA CONFERENCE**

**OCTOBER 23-26, 2017**

On behalf of the citizens of San Diego, I am pleased to welcome the National Association of ADA Coordinators to the Fall 2017 National ADA Conference "A Steady Hand in Uncertain Times" Celebrating the Association's 25th Anniversary.

For 25 years the National Association of ADA Coordinators has brought ADA coordinators together, providing a forum for the most up-to-date information on ADA issues and enforcement.

The City of San Diego places a high priority on ADA compliance efforts and is honored to once again co-host this important conference. I am certain you will find San Diego to be the perfect location for your conference and I invite you to explore America's Finest City during your stay here.

Please accept my warmest wishes for a successful conference.

Best personal regards,

Kevin L. Faulconer  
Mayor

# **“A Steady Hand in Uncertain Times”**

**Co-host – City of San Diego**

**Day One - Monday, October 23, 2017 - Morning General Sessions**

**Conference Program - Page 1**

8:15 a - 9:00a	<b>Continental Breakfast and Registration</b>
8:00a - 8:55a	<p style="text-align: center;"><b>ADA INTRO AND BASICS</b> (For <u>Anyone</u> wishing a Solid Review)</p> <p>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 <b>very</b> beginning - any and all are welcome to this workshop.</p> <p style="text-align: center;"><b>Irene Bowen, Melissa Frost, Brian Nelson, John Wodatch</b></p>
9:00a - 9:30a	<p style="text-align: center;"><b>WELCOME</b></p> <p style="text-align: center;"><b>Phong Nguyen, M.D., P.A. - Association Chairman and Conference Coordinator</b> <b>Kevin Faulconer, Mayor, City of San Diego (Invited) *</b> <b>John Wodatch, J.D., P.A. - Association President</b> <b>Paul Hagle, P.A., Association Executive Director</b> <b>Rosa Viramontes, District Director, U.S. E.E.O.C., Los Angeles</b></p>
9:30a - 10:30a (1 PA CEU)	<p style="text-align: center;"><b>DOJ KEYNOTE – WHAT’S HAPPENING AT THE DOJ</b></p> <p>DOJ covers recent and important emerging ADA case law, issues and the work of DOJ with U.S. Attorneys offices throughout the U.S.</p> <p>With the goal of avoiding litigation while assuring your ADA policies and decisions are up-to-date, we open the floor to your questions relating to best practices and how we can help you be your most effective in meeting your responsibilities.</p> <p style="text-align: center;"><b>Ann Raish, J.D.</b> <b>Acting Chief, Disability Rights Section</b> <b>Civil Rights Division, U.S. Department of Justice, Washington, DC</b></p>
10:45a - 12:00p (2 PA CEU)	<p style="text-align: center;"><b>EEOC KEYNOTE – CASE LAW UPDATE</b></p> <p>This interactive session will focus on new, significant legal decisions pertaining to the ADA and will address relevant implications in the workplace.</p> <p style="text-align: center;"><b>Christopher Kuczynski, J.D., LL.M., P.A.</b> <b>Acting Associate Legal Counsel &amp; ADA/GINA Policy Director, Office of Legal Counsel,</b> <b>U.S. E.E.O.C., Washington, DC.</b></p>
12:00p - 1:00p	<b>Hosted by National Institute on Employment Issues</b>

**Conference sessions and faculty subject to change without notice due to unforeseen circumstances.**

**Day One - Monday, October 23, 2017 - General Sessions AFTERNOON Workshops  
Conference Program – Page Two**

Time Periods	Workshop Synopsis
1:00p - 2:00p <i>and</i> 2:15p - 3:15p ( 2 PA CEU )	<p style="text-align: center;"><b><i>CASE LAW UPDATE &amp; THE CHALLENGES OF EXTENDED LEAVE, TELEWORK, AND JOB REASSIGNMENT</i></b></p> <p>During this double session, more recent legal decisions will be presented. There will be a discussion covering three of the most common and challenging accommodation requests - leave, telework, and reassignment. In the second hour we will continue to explore the challenges, solutions and good practices.</p> <p style="text-align: center;"><b><i>Christopher Kuczynski, J.D., LL.M.</i></b>  <b><i>Acting Associate Legal Counsel, ADA/GINA Policy Director, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C.</i></b></p>
3:30p - 4:45p ( 1 PA CEU )	<p style="text-align: center;"><b><i>THE ARTISTRY OF BUILDING ACCESSIBLE WEB SITES</i></b></p> <p>Using a non-accessible web site as a beginning, the web site will be modified, as needed, to make it compliant with WCAG 2.0. from a non-technical viewpoint.</p> <p style="text-align: center;"><b><i>Joe Dolson with Irene Bowen, Phong Nguyen</i></b></p>

***SPECIAL CONFERENCE SOCIAL EVENTS***

***Association President's Networking Reception***

Tuesday, October 24, 2017, 5:00 PM

Meet and network with other ADA professionals and our conference faculty

***"Association's Got Talent" - Find our Association's "Voice"***

***Our Semi-Annual Karaoke Get-Together***

Wednesday, October 25, 2017, 7:30 PM

All are welcome - "singers" (single and/or groups) and voting audience members.

**Donated prize of \$50.00 each for the three most entertaining single, duo, and/or group.**

Meet your fellow conference participants and faculty in a very relaxed setting.

***Complimentary Refreshments at Both Traditional Events***

**Day Two - Tuesday, October 24, 2017 - Concurrent MORNING Workshops  
Conference Program – Page 3**

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		<b>Continental Breakfast and Registration</b>
( 2 PA CEU ea ADVANCED )  9:00a - 10:20a  ( 1 PA CEU ea BASIC )		<b>FOR PAs and PA Candidates only who have completed all three of the PA ADA basic sessions:</b> These advanced sessions offer the PA an opportunity to ask questions of the conference faculty. The object is to develop suggestions to solve difficult issue demonstrating best practices. There are two consecutive sessions for PAs for the Access, Services, & Design; Employment; and Higher Education tracks.
	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<b>THE ADA BASICS: GUIDING PRINCIPLES OF THE ADA</b> Learn the basic principles of the ADA: equal opportunity, broad coverage of persons with disabilities, reasonable modifications, effective communication, integration, accessible new construction and alterations, program accessibility, and effective enforcement. Learn about the history of the ADA, its relationship to Section 504, and how the ADA's concepts guide ADA Coordinators in their work. <i>John Wodatch with Dean Perkins (Irene Bowen with Jim Terry to lead Advanced P.A. Access sessions)</i>
	<b>EMPLOYMENT</b>	<b>IS YOUR FOUNDATION SOUND?</b> This session will cover the basics of the ADA and the implications of the EEOC regulations with case studies and case law. <i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain (Chris Kuczynski and Paul Hagle lead Advanced P.A. Employment sessions)</i>
	<b>HIGHER EDUCATION</b>	<b>"ONE SINGULAR SENSATION" FUNDAMENTALS FOR THE ADA COORDINATOR 101</b> The education track will walk students Brandy and Brady through their first year- from admission and a variety of academic adjustments, to academic and discipline concerns. As their ADA Coordinator, you will learn the basic requirements to comply with DOJ Title II and Title III, along with the Sec. 504 regulations you know and love. The requirements for notice of non-discrimination, designation and publication of a Title II/Section 504 Coordinator, Policy and Procedure considerations will be discussed. <i>Melissa Frost with Paul Grossman, Howard Kallem (Jim Long leads the Advanced P.A. Higher Education sessions)</i>
10:40a - 12 Noon  ( 2 PA CEU's ea )	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<b>THE ADA BASICS: BUILDINGS AND FACILITIES</b> Title II sets out requirements for new, altered, and existing facilities. Learn what these provisions are, how they differ and explore the 2010 ADA Standards. Get an overview of the ADA Accessibility Standards and how to apply them to buildings and facilities, including sidewalks and other parts of the right of way, and recreation facilities like pools and parks. <i>Jim Terry with Dean Perkins</i>
	<b>EMPLOYMENT</b>	<b>WHAT'S UP DOC?</b> This session will address the duties and responsibilities of employees and employers with respect to health-related inquiries, examinations, and records. <i>Mary Jo O'Neill with Brian Nelson, Allison Nichol, Nicole St. Germain</i>
	<b>HIGHER EDUCATION</b>	<b>"I NEED TO SEE YOUR PAPERWORK" - DOCUMENTATION AND THE INTERACTIVE PROCESS</b> Learn the qualification standards and how to effectively communicate with healthcare professionals to get the information you need to implement effective academic adjustments for a variety of disabilities. <i>Paul Grossman with Melissa Frost</i>
<b>12:00 - 1:00p</b>	<b>Lunch - Hosted by National Association of ADA Coordinators</b>	

**Day Two - Tuesday, October 24, 2017 - Concurrent AFTERNOON Workshops  
Conference Program – Page 4**

Time Periods	Track	Workshop Synopsis
1:00p - 2:00p (1 PA CEU ea)	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<p align="center"><b>MODIFICATIONS TO POLICIES AND PRACTICES: A PRACTICUM</b></p> <p>After an overview of the “reasonable modifications” provisions of the ADA regulation and an exploration of recent 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. <i>Irene Bowen with John Wodatch</i></p>
	<b>EMPLOYMENT</b>	<p align="center"><b>WHAT YOU DON’T KNOW CAN HURT YOU</b></p> <p>Every employer needs to ensure their employee qualification standards and essential functions are legitimate. Demonstrative case studies and case law will be presented and discussed. <i>Brian Nelson with Allison Nichol, Mary Jo O’Neill, Nichol St. Germain</i></p>
	<b>HIGHER EDUCATION</b>	<p align="center"><b>“HOUSTON, WE HAVE A PROBLEM” - CHALLENGING ACCOMMODATION REQUESTS</b></p> <p>Brandy has a service dog and Brady needs his comfort cat. This session will outline important practice for your campus in flexible attendance, extended time on tests, quizzes and assignments and three challenging housing areas: Allergies; Requests for single room for a variety of issues including mental health concerns; and Service animal policies and when a request for an assistance animal must be considered as an accommodation. <i>Paul Grossman with Melissa Frost, Howard Kallem, Jim Long</i></p>
2:15p - 3:15p (1 PA CEU ea)	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<p align="center"><b>PROGRAM ACCESSIBILITY: PROVIDING SERVICES WHEN NOT ALL BUILDINGS ARE ACCESSIBLE</b></p> <p>Title II prohibits discrimination in the “services, programs, or activities of a public entity.” Since 1977 the Federal government has used the concept of “program access” to address providing access in an environment where not every building is accessible. 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. <i>John Wodatch with Irene Bowen and Jim Terry with Dean Perkins</i></p>
	<b>EMPLOYMENT</b>	<p align="center"><b>LET’S BE REASONABLE - PART ONE</b></p> <p>Using realistic scenarios, this two-part interactive workshop will address legal concepts and demonstrate how human interaction and emotions can affect the interactive process. The panel will provide practical approaches and possible solutions to the “not so easy” accommodation requests. <i>Allison Nichol with Brian Nelson, Mary Jo O’Neill, Nicole St. Germain</i></p>
	<b>HIGHER EDUCATION</b>	<p align="center"><b>“THE STUFF THAT DREAMS ARE MADE OF” - ACCOMMODATION SUCCESS STORIES</b></p> <p>Effective academic adjustments are often the crucial difference between success and failure for a student. As the ADA Coordinator, you play a crucial role in providing equal opportunity to reach the student’s goals and dreams. This session will highlight successful student outcomes when effective academic adjustments are implemented. <i>Melissa Frost with Paul Grossman, Howard Kallem, Jim Long</i></p>
3:30p - 4:30p (1 PA CEU ea)	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<p align="center"><b>HEALTHCARE: FACILITIES, DIAGNOSTIC EQUIPMENT, AND POLICIES</b></p> <p>Accessible healthcare is a topic of growing interest and the Access Board’s publishing of the Medical Diagnostic Equipment Standards (for equipment like exam tables and scales) is generating additional interest and questions among ADA Coordinators, healthcare providers, and policy makers. This session reviews requirements for accessible healthcare from a policy, facilities, and equipment viewpoint, explores strategies that public health and private medical providers may use for compliance, and reviews how other mandates, such as those for effective communication and reasonable modifications, also apply to accessible healthcare. <i>Jim Terry with Irene Bowen, John Wodatch</i></p>
	<b>EMPLOYMENT</b>	<p align="center"><b>LET’S BE REASONABLE - PART TWO</b></p> <p>Part Two builds on the legal and emotional factors affecting the interactive process covered in Part One and presents scenarios and solutions for complex accommodation situations. <i>Allison Nichol with Brian Nelson, Mary Jo O’Neill, Nicole St. Germain</i></p>
	<b>HIGHER EDUCATION</b>	<p align="center"><b>“TO INFINITY AND BEYOND” - ATHLETICS, FIELD WORK, AND TRAVEL</b></p> <p>Technical and academic standards often extend beyond the classroom. Follow Brandy and Brady through academic adjustments in athletics, field work, and travel. In this scenario-based session, learn how to determine the academic and technical elements of department, program, and class, and to recognize requests for fundamental alterations. <i>Jim Long with Melissa Frost, Howard Kallem</i></p>

**4:45p - 5:45p – Association President’s Networking Reception (food and beverages)**

**Day Three - Wednesday, October 25, 2017 - Concurrent MORNING Workshops  
Conference Program – Page 5**

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
9:00a - 10:20a ( 2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p align="center"><b>PUTTING PROGRAM ACCESSIBILITY INTO PRACTICE - PART ONE: SELF-EVALUATIONS AND TRANSITION PLANS</b></p> <p>After an overview of the requirements under the ADA and Section 504 regulations for self-evaluations and transition plans, we'll focus on how these efforts relate to program accessibility. In the last 20 minutes, we'll introduce a scenario to be explored in the next session.</p> <p align="right"><i>Irene Bowen and Jim Terry with Dean Perkins, John Wodatch</i></p>
	EMPLOYMENT	<p align="center"><b>YOU CAN DO THIS STUFF</b></p> <p>This session will focus on unique and challenging workplace accommodation issues, such as emotional support animals, multiple chemical sensitivities, bossectomies, extended leave, collective bargaining agreements, etc.</p> <p align="right"><i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain</i></p>
	HIGHER EDUCATION	<p align="center"><b>"THE WHOLE TRUTH AND NOTHING BUT THE TRUTH" THE LEGAL YEAR IN REVIEW</b></p> <p>A review of recent, relevant Court decisions will outline important legal requirements, highlight best practices to comply with the ADA-AA and the new DOJ Title II and Title III regulations. Emphasis will include digital expectations for electronic information and technology to address Brandy and Brady's accessibility needs.</p> <p align="right"><i>Paul Grossman</i></p>
10:40a - 12 Noon ( 2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p align="center"><b>PUTTING PROGRAM ACCESS INTO PRACTICE - PART TWO: HANDS-ON SCENARIO</b></p> <p><i>(NOTE: While it's not a "prerequisite," attending Part One (the 9:00a Access session) will help you prepare for this session. Materials will be available at the registration table.)</i></p> <p>Working in groups, we'll examine a set of close-to-real-life facts of the sort a State or local government may face, then tease out the issues and come up with possible approaches and resolutions. For example, when must facilities be altered and when can operational means of providing access be effective? In this scenario, would a combination of these revised policies and training work?</p> <p align="right"><i>Irene Bowen and Jim Terry with Dean Perkins, John Wodatch</i></p>
	EMPLOYMENT	<p align="center"><b>WHAT DO YOU EXPECT?</b></p> <p>This session will cover the interplay between employee conduct and performance and reasonable accommodations. Case studies and case law will also be presented and discussed.</p> <p align="right"><i>Mary Jo O'Neill with Brian Nelson, Allison Nichol, Nicole St. Germain</i></p>
	HIGHER EDUCATION	<p align="center"><b>"BADGES? WE DON'T NEED NO STINKING BADGES" - TOP 10 OCR TIPS</b></p> <p>Learn what to expect when you receive notice a notice from OCR and how to effectively respond if you receive a charge of discrimination. From the initial notice and Early Complaint Resolution to Compliance Review, these tips will help you avoid common pitfalls and to proactively respond.</p> <p align="right"><i>Jim Long with Melissa Frost, Paul Grossman, Howard Kallem</i></p>
12:00p-1:00pBB		Hosted by - National Association of ADA Coordinators

**THE ASSOCIATION'S GOT TALENT!**

*Semi-annual Karaoke Challenge and Get Together*

**7:30 PM - Refreshments for all – Donated PRIZES for the audience winners.**

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".

Time Periods	Track	Workshop Synopsis
1:00p - 2:00p ( 1 PA CEU ea )	ACCESS, SERVICES, & DESIGN	<p><b>THE YEAR IN REVIEW</b></p> <p>To ensure that you are up to speed on the most significant recent developments in the field, this session reviews cases brought, settled, or decided in the past year. The focus will be on Title II, but the session will also include matters under Title III (such as effective communication and physical accessibility) and Title I (such as the definition of "individual with a disability") that may impact Title II responsibilities</p> <p><b>Rachel Weisberg with Irene Bowen, John Wodatch</b></p>
	EMPLOYMENT	<p><b>THERE'S MORE TO THIS STORY</b></p> <p>This session will address employer liability exposures, such as disability-related harassment, retaliation, confidentiality, and associational discrimination.</p> <p><b>Mary Jo O'Neill with Brian Nelson, Allison Nichol, Nicole St. Germain</b></p>
	HIGHER EDUCATION	<p><b>"GO AHEAD. MAKE MY DAY"</b></p> <p><b>NON-DISCRIMINATORY APPLICATION OF THE CODE OF CONDUCT AND GRIEVANCE</b></p> <p>This scenario-based session will walk through the essential compliance elements; first with Brandy, who after acting out on campus now has a suspension hearing, and then with Brady, who has failed two courses and is claiming he did not receive accommodations. We will walk through the best policy and practice essentials to address distinguishing between academic and conduct suspension and dismissal issues.</p> <p><b>Paul Grossman with Melissa Frost, Howard Kallem, Jim Long</b></p>
2:15p - 3:15p ( 1 PA CEU ea )	ACCESS, SERVICES, & DESIGN	<p><b>EFFECTIVE COMMUNICATION: WHAT'S COVERED, WHAT'S EFFECTIVE, AND WHAT ARE THE LIMITS?</b></p> <p>Through real-life and creatively-imagined examples and scenarios, we'll examine how to apply the requirements for "effective communication" in a variety of settings. Areas addressed may include communication with or by companions, time sensitivity, web sites, court room settings, and the usual alphabet soup (VRI, TRS, TTY, etc.).</p> <p><b>John Wodatch with Irene Bowen</b></p>
	EMPLOYMENT	<p><b>DOCTOR, DOCTOR, GIVE ME THE NEWS</b></p> <p>This session will cover the perplexing challenges that can arise from dealing with healthcare professionals and will present solutions for addressing conflicting workplace recommendations.</p> <p><b>Phong Nguyen and Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain</b></p>
	HIGHER EDUCATION	<p><b>"ANYTHING CAN HAPPEN IF YOU LET IT"</b></p> <p><b>ATTENTION ISSUES, MENTAL HEALTH, THREAT TO SELF AND MEDICATION</b></p> <p>During this session the importance of threat assessment and the essential elements for readmission will be detailed. Then, we will learn to identify those who are "not otherwise qualified" and to recognize when mental health issues result in threat to self.</p> <p><b>Melissa Frost with Paul Grossman, Howard Kallem, Jim Long</b></p>
3:30p - 4:30p ( 1 PA CEU ea )	ACCESS, SERVICES, & DESIGN	<p><b>RIGHT OF WAY ACCESS: COMPLIANCE WITHOUT CLARITY</b></p> <p>The non-discrimination requirements of Title II, including program accessibility, apply to pedestrian facilities along public roadways, including public sidewalks, bus stops and shelters, on-street parking, wall-mounted and overhead objects, and signs. In this session we'll discuss DOJ's and the Federal Highway Administration's views of compliance, how the Title II regulation applies, what the Courts are saying, and possible strategies to compliance without ADA Standards. The discussion will include new construction, alterations, and physical changes to provide program access.</p> <p><b>Irene Bowen with Dean Perkins</b></p>
	EMPLOYMENT	<p><b>WHAT WERE YOU THINKING?</b></p> <p>This session will cover some of the more incredible mistakes employers and employees have made from actual decisions. You really can't make this stuff up.</p> <p><b>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain</b></p>
	HIGHER EDUCATION	<p><b>"ANYTHING YOU CAN DO I CAN DO BETTER" - CROSSROADS OF THE ADA AND TITLE IX</b></p> <p>Brandy is expecting. Overlapping issues between disability and modifications requested for Title IX issues will be discussed. Focus includes issues related to the Title IX regulations concerning pregnancy and their intersection with disability requirements. This session will also include relevant current issues in accommodating the longer-term effects of sexual misconduct.</p> <p><b>Melissa Frost with Paul Grossman, Howard Kallem, Jim Long</b></p>

**THE ASSOCIATION'S GOT TALENT - Maybe you will hear the next "Voice"**

**7:30 PM - Semi Annual Karaoke Contest - Refreshments for all – Donated PRIZES for the audience winners.**

**For those of you who don't want to sing - come and enjoy the fun and entertainment provided by those who will make you cheer. Your cheers and applause will choose the prize winners.**

**Day Four - Thursday, October 26, 2017 - Concurrent MORNING Designated Sessions  
Conference Programs – Page 7**

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		<b>Continental Breakfast and Registration</b>
9:00a - 10:20a ( 2 PA CEU's ea)	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<p align="center"><b>LAW ENFORCEMENT AND THE ADA – PART ONE</b></p> <p>The ADA has been in effect since 1990 and new regulations were promulgated in 2010 providing specific information for law enforcement/corrections. Law enforcement has been slow to realize the impact of the ADA on day-to-day operations. Since the passage of the ADA Amendments Act there has been an increase in litigation relating to law enforcement and corrections, in particular, a number of cases involving effective communication and the use of force.</p> <p>Solutions used by entities must be tailored to the unique criminal justice environment. This updated workshop will review significant cases, settlement agreements, and other actions brought under Title II (and other regulations) exhibiting the impact on law enforcement, explaining what a program is for law enforcement, training considerations unique to policing, false confessions, jail and prison operations, disability-based behavior confused for criminal acts, and the use of sign language interpreters.</p> <p align="right"><i>Michael Sullivan</i></p>
	<b>EMPLOYMENT</b>	<p align="center"><b>LEARNING TO JUGGLE</b></p> <p>Using case scenarios, this session will explore many common challenges and good practices in synthesizing FMLA, ADA, workers' compensation, and other disability benefits.</p> <p align="right"><i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain</i></p>
	<b>HIGHER EDUCATION</b>	<p align="center"><b>"IF YOU BUILD IT THEY WILL COME" - THE ACCESSIBLE CAMPUS</b></p> <p>Learn the basic necessary components to meet campus physical access requirements including: accessible housing, accessible routes, accessible events, emergency preparedness and evacuation, and access to transportation.</p> <p align="right"><i>Melissa Frost with Howard Kallem, Jim Long,</i></p>
10:40a - 12 Noon ( 2 PA CEU's ea)	<b>ACCESS, SERVICES, &amp; DESIGN</b>	<p align="center"><b>LAW ENFORCEMENT AND THE ADA – PART TWO</b></p> <p>In Part Two we continue reviewing the interaction between law enforcement and the ADA - the successful application and the not so successful interaction between people with disabilities in law enforcement situations. The session will provide a practical and real world application of Title II to the police and law enforcement.</p> <p align="right"><i>Michael Sullivan</i></p>
	<b>EMPLOYMENT</b>	<p align="center"><b>BRING IT ON</b></p> <p>Let's talk about any unanswered questions or unresolved issues that have arisen during the conference. Come and pick the panelists' brains – they're not scared. Bring it on!</p> <p align="right"><i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Nicole St. Germain</i></p>
	<b>HIGHER EDUCATION</b>	<p align="center"><b>"CARPE DIEM"</b> <b>REVISING YOUR TRANSITION PLAN TO GREET THE HORIZON</b></p> <p>This session will take your transition plan and explore four important areas of focus to rapidly increase accessibility compliance: Accessibility services, Policy and procedure, Physical accessibility, and Electronic information and technology. Best practice to prioritize efforts and collaborate for successful integration across campus will be discussed. Learn these effective strategies to ensure your campus is ready for the next generation of students.</p> <p align="right"><i>Melissa Frost with Howard Kallem, Jim Long</i></p>
<b>12:00p-1:00p</b>		<b>Hosted by MEDIC – Medical Education and International Consulting</b>

**DAY FOUR - THURSDAY, October 26, 2016 - AFTERNOON General Sessions**  
**Conference Program – Page 8**

Designated General Sessions - All Participants	
<p>1:00p - 2:00p ( 1 PA CEU )</p>	<p align="center"><b><i>RAISING UP THE RIGHT TO BE RESCUED</i></b></p> <p align="center"><b><i>When the Real Emergency Strikes – Emergency Preparedness - Part One</i></b></p> <p>As our society confronts more emergencies that test the limits of our capabilities, tough decisions will lie ahead. Although popular accounts sometimes state that the tenet of natural disasters is that they choose their victims capriciously and without remorse, the truth is far more disturbing—we choose the victims by failing to accommodate their needs. Challenging ourselves to remember that all members of society should have access to opportunities regardless of the impairments they may face may be the most difficult in moments of crisis; it is also no less important then. All too often, litigation serves to drive home lessons a willing listener could have learned long ago, litigation could have been avoided, and the parties could have gotten down to the business of crafting solutions much sooner.</p> <p align="center"><b><i>Michael Smith with Irene Bowen, Phong Nguyen, John Wodatch</i></b></p>
<p>2:15p - 3:15p ( 1 PA CEU )</p>	<p align="center"><b><i>EMERGENCY PREPAREDNESS - PART TWO</i></b></p> <p>In Part Two we'll start by going over detailed plans that anticipate the needs of all people and outline clear strategies for meeting those needs. The emergency preparedness plans must provide for effective, detailed communication with all people before, during, and after emergency events. Other considerations are planning for the needs of mobility devices and service animals. Also, there requires planning with first responders for emergency evacuation of your facilities.</p> <p>What really happens after the emergency evacuation plan is in place? Does everyone know their role? How did the practice drills go?</p> <p>These sessions are designed to be interactive and addressing real-life issues.</p> <p align="center"><b><i>Michael Smith with Irene Bowen, Phong Nguyen, John Wodatch</i></b></p>
<p>3:30p - 4:30p ( 1 PA CEU )</p>	<p align="center"><b><i>ADA COORDINATORS - A PERSPECTIVE</i></b></p> <p>You are your agency's/entity's/company's ADA Coordinator. The session will help you work within your organization to ensure you have the knowledge, funding, and resources - and buy-in - you'll need to succeed. Where do you start? How do you make progress? What do you need to know? What essential training and/or resources will you and your co-workers (and managers/supervisors) need? Who do you have to work with? How do you convince them that what you need to do is required, essential, and important?</p> <p align="center"><b><i>Irene Bowen, Melissa Frost, Howard Kallem, Jim Long, Brian Nelson Allison Nichol, Jim Long, Dean Perkins, Jim Terry, John Wodatch</i></b></p>

***Now is the time to plan for the Association's  
Spring 2018 National ADA Conference  
Tampa, FL, April 16-19, 2018***

**Fall 2017 National Conference Information & Registration - October 23-26, 2017 - San Diego**

**Must Pre-Register**

**NO Registrations Accepted at the Door**

**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 August 25, 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 four 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 October 6, 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**

**CONFERENCE AND HOTEL INFORMATION**

The conference is being held at the Sheraton Mission Valley San Diego, 1433 Camino Del Rio South, San Diego, CA 92108. Complimentary shuttle provided from/to San Diego International Airport. Guest room Internet is complimentary. Daytime self-parking is complimentary (overnight \$8 per car/day) 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 \$158 plus taxes (single/double) if reserved **no later than 9/28/2017**, provided room block has not been sold out. To make lodging reservations call hotel reservations at (619) 260-0195 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 9/22/2017. 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 bi-monthly 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](http://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 the web site and include an additional one-time  \$125 application fee per application, to become a participant in the Association's P.A.

**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 Only Rates - Non-Associates
Mon. 10/23/2017	[ ] \$595 [ ] \$695
Tue. 10/24/2017	[ ] \$595 [ ] \$695
Wed. 10/25/2017	[ ] \$595 [ ] \$695
Thu. 10/26/2017	[ ] \$595 [ ] \$695

**All Four Days of the Conference**

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

**ASSOCIATE - Full Conference After 8/25/2017 [ ] \$2,145**

**\* ASSOCIATE - Early Bird by 8/25/2017 [ ] \$1,995**

**NON-ASSOCIATE - Full conference after 8/25/2017 [ ] \$2,795**

**\* NON-ASSOCIATE - Early Bird by 8/25/2017 [ ] \$2,445**

**ANY CANCELLATION** must be in writing to us no later than 10/06/2017 (no exceptions) and is subject to a processing fee of \$600. Remaining balance, after processing fee is deducted for any cancellation on or after 10/6/2017, can only be applied to the Association's Spring 2018 or Fall 2018 national conferences.

**There are no refunds or credits for any no-shows on or after 10/12/2017.**

**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 emails from our Executive Administrator at:**

[compperf@ix.netcom.com](mailto: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)**

Organization: \_\_\_\_\_

Address: \_\_\_\_\_ Cty: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone:(\_\_\_\_\_) \_\_\_\_\_ FAX:(\_\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_

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

Signature Required: \_\_\_\_\_ Date Approved/Received: \_\_\_\_\_ (WEB17)

## ***Fall 2017 - Conference Keynotes and Faculty***

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### **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., P.A.***

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 36 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**

***Acting Chief, Disability Rights Section, Civil Rights Division***

***U.S. Department of Justice, Washington, D.C.***

***Anne Raish, J.D.***

Ms. Raish has been with the Disability Rights Section since 2010, serving as a trial attorney before being appointed as a Deputy Chief. At the Department of Justice, Anne has worked on a range of disability rights-related issues, including enforcement of the right of individuals with disabilities to live, work, and receive services in the community under the Americans with Disabilities Act. She has worked with states in the negotiation and implementation of settlement agreements, and has worked on disability rights issues in the context of child welfare and professional licensing. Prior to joining the Civil Rights Division, Anne practiced law at a major New York law firm.

## **ADA Enforcing Agency Faculty**

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

**Mary Jo O'Neill, J.D., P.A.**

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 16<sup>th</sup> time she has participated in our ADA Conferences.

### ***Outreach and Education Coordinator, Los Angeles District of the U.S. E.E.O.C., Los Angeles, CA***

**Nicole St. Germain**

Ms. St. Germain oversees the education and outreach initiatives along with public relations for the Los Angeles District, which includes central and southern California, southern Nevada, Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands, and the Commonwealth of the Northern Mariana Islands. Nicole joined the EEOC in 2009 and has held the positions of Enforcement Investigator and Systemic Investigator. She was appointed to the position of Outreach and Education Coordinator in 2016. Nicole holds a graduate degree in Forensic Psychology, undergraduate degrees in Sociology and Criminal Justice, and is fluent in American Sign Language.

### ***District Director, Los Angeles District, U.S. E.E.O.C., Los Angeles, CA***

**Rosa Viramontes**

Ms. Viramontes joined the EEOC in 1978 as a clerk typist. Rosa served in several support and administrative positions including personnel clerk, director's secretary and personnel management specialist before moving to the enforcement area as an investigator. After serving as an investigator for a number of years, Rosa held various senior-level investigative and supervisory positions, including systemic investigator, systemic and enforcement supervisor and program analyst. In 1997 Viramontes advanced to the management ranks where she has served in various capacities including enforcement manager, deputy director, and acting district director. Rosa has been the recipient of numerous agency awards, including the 2012 EEOC Chair's Award for Commitment to Excellence, the highest honor bestowed on EEOC staff. The EEOC's Los Angeles District Office encompasses central and southern California, southern Nevada, Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands and the Commonwealth of the Northern Mariana Islands.

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## **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, 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.**

***Chief Regional Attorney (ret.), U.S. Department of Education, Office for Civil Rights,  
Adjunct Professor of Disability Law at Hastings College of Law and the University of California  
San Francisco, CA***

**Paul D. Grossman, J.D., P.A.**

Paul is an Adjunct Professor of Disability Law at Hastings College of Law and the University of California. He regularly lectures or publishes on disability law at U.C. Berkeley, U.C. Davis, Ohio State University, LDAA, and the National Association of ADA Coordinators. Paul was one of the first individuals to bring the issue of educating returning war veterans to the attention of the higher education community and to develop both compliance and best practice strategies for this population. Many of Paul's compliance decisions, developed in his capacity as Chief Regional Attorney and Coordinator of OCR's National Disability Network are highlighted in the online publication "***Disability Compliance in Higher Education.***" Paul is co-author of "***The Law of Disability Discrimination***" (8<sup>th</sup> edition). Insights into this area of law are often drawn from his own challenges attending college and law school as an individual with a disability.

***Senior Consultant, Employment Matters, LLC/Flynn Investigations Group  
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. He is the Principal at Educational Rights Consulting and a Senior Consultant with Employment Matters, LLC—Flynn Investigations Group, a consulting firm. **Jim is a member of the Board of Directors of the National Association of ADA Coordinators.**

***Chief (ret.), Disability Rights Section, U.S. Department of Justice, Washington, D.C.  
Allison Nichol, J.D., P.A.***

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. 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 of the Association and is a member of the Association's Board of Directors.**

### *Featured Senior ADA Professional Faculty Members*

#### *Accessibility Web Developer and Consultant, Accessible Web Design, St. Paul, MN*

**Joe Dolson, P.A.**

Mr. Dolson is an internationally recognized writer and educator in web accessibility. He writes a regular column on web accessibility for Practical eCommerce magazine. He works with the team that helps make the WordPress content management system to ensure great accessibility in that system. He helps people understand what makes the web work for people with disabilities. In addition to consulting and teaching, Joe provides web development and consulting services to clients throughout the United States, helping them towards more accessible web services for their customers and users. Joe is graduate of Macalester College.

#### *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., P.A.**

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 of the Utah Division of Risk Management, State of Utah, Salt Lake City, UT***

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

Mr. Nelson currently heads the agency which insures all state agencies, school districts, public institutions of higher education, and many charter schools in the State of Utah. Previously, Brian served as the ADA Coordinator for the Division of Risk Management, facilitating ADA/504 compliance relative to physical access, program access, employment practices, and student accommodations. He also served as Chairman of the Governor's Committee on Employment of People with Disabilities. Brian received his Bachelor of Arts and Juris Doctor degrees from Brigham Young University. **Brian is a member of the Association's Board of Directors.**

***Medical Director, Redlands Yucaipa Medical Group, Past Chief of Staff for Redlands Community Hospital, Adjunct Professor for 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.**

***Fire Chief and Commissioner and Vice Chair of the Department of Safety and Health Services, San Manuel Band of Missions Indians, San Bernardino County, CA***

**Michael J. Smith, M.S., P.A.**

Chief Smith is responsible for the supervision of all emergency activities and operations. He established a 33-member fire department which serves the region under the California mutual aid system as well as a community preparedness, mitigation, response, and recovery nexus. In 2012, Michael was honored at the White House by the President as a "Champion of Change" for emergency preparedness. He was a principal in the development of San Bernardino County's Mutual Aid plan in which two or more jurisdictions furnish resources, facilities and services to each to prevent and to combat all emergencies. He was deployed to aid in the recovery from the "9-11-01" attacks as well as gulf-coast hurricanes, including Katrina. Mike is a graduate of the National Fire Academy, has a B.S. from the University of Redlands, an M.S. in Fire Service Leadership, & M.S. in Public Administration.

***ADA Consultant for Law Enforcement Issues, Michael Sullivan ADA Consulting, Petaluma, CA  
ADA Coordinator (ret.), San Francisco Police Department, San Francisco, 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 and has served as an expert witness in several cases. He has extensive expertise in developing reasonable accommodations and implementing training for peace officers regarding the ADA requirements and responsibilities. Michael retired after 32 years as a police Sergeant with the San Francisco Police Department. During that time he was ADA Coordinator and Disability Community Liaison for 17 years. He 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 and currently is on the advisory board of the ARC's, National Center on Criminal Justice & Disability. . 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 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.**

***Staff Attorney / Employment Rights Helpline Manager, Equip for Equality (EFE), Chicago, IL***

**Rachel M. Weisberg, J.D.**

Rachel Weisberg represents clients in a wide range of disability discrimination cases, including cases under Titles I, II and III of the ADA, and analogous state and local laws. Rachel also manages EFE's Employment Rights Helpline, which aims to expand employment opportunities by providing legal and practical advice to applicants and individuals with disabilities. Rachel is a frequent trainer on the ADA and speaks regularly at national conferences and webinars. Prior to Equip for Equality, Rachel worked as a labor and employment associate at Sidley Austin LLP, and as a law clerk for a federal judge. Before law school, Rachel worked as an ADA technical assistance specialist at the Mid-Atlantic ADA Center, and during law school interned with EFE and the Disability Rights Section of the U.S. Department of Justice. Rachel earned her undergraduate degree from the University of Michigan and her law degree from Northwestern University.

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Faculty confirmed at time of publication.

Conference announcements, agendas and faculty subject to change without notice  
due to unforeseen circumstances.