

**“Filling the Gap”
Sound Information from Reliable Sources**

Day One - Monday, April 16, 2018 - Morning General Sessions

Conference Program - Page 1

8:15a - 9:00a	Continental Breakfast and Registration
8:00a - 9:15a	<p style="text-align: center;">PRE-CONFERENCE SESSION: INTRODUCTION TO THE ADA (For anyone wishing a review of ADA basics)</p> <p>This workshop will help the new or returning ADA Coordinator establish a firm foundation on the ADA basics and give conference participants a solid, primary knowledge base.</p> <p style="text-align: center;">Irene Bowen, Melissa Frost, Brian Nelson, John Wodatch</p>
9:30a - 9:50a	<p style="text-align: center;">WELCOME and ANNOUNCEMENTS</p> <p style="text-align: center;">Phong Nguyen, M.D., P.A. - Association Chairman and Conference Coordinator David Gwynn, District Secretary, FLDOT, State of Florida John Wodatch, J.D., P.A., - Association President Paul Hagle, P.A., - Association Executive Director</p>
9:50a - 10:50a (1 PA CEU)	<p style="text-align: center;">DOJ KEYNOTE</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;">Rebecca B. Bond, J.D. Chief, Disability Rights Section, Civil Rights Division U.S. Department of Justice, Washington, D.C.</p>
11:00a - 12:00p (1 PA CEU)	<p style="text-align: center;">EEOC KEYNOTE</p> <p>This interactive general session will focus on new, significant legal decisions pertaining to the ADA and will address relevant case law and implications in the workplace.</p> <p style="text-align: center;">Joyce Walker-Jones Senior Attorney Advisor, ADA/GINA Policy Division, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C.</p>
12:00p - 1:00p	Luncheon – Host: National Institute On Employment Issues

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

**Day One - Monday, April 16, 2018 - General Sessions AFTERNOON Workshops
Conference Program – Page Two**

Time Periods		Workshop Synopsis
<p align="center">1:00p - 2:00p and 2:15p - 3:15p (2 PA CEU)</p>	<p align="center">EMPLOYMENT</p>	<p align="center"><i>CASE LAW UPDATE & THE CHALLENGES OF EXTENDED LEAVE, TELEWORK, AND JOB REASSIGNMENT</i></p> <p>During this 2-part session, additional 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 align="center"><i>Joyce Walker-Jones, J.D. Senior Attorney Advisor, ADA/GINA Policy Division, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C.</i></p>
<p align="center">2:15p - 3:15p (1 PA CEU)</p>	<p align="center">ACCESS, SERVICES, & DESIGN</p> <p align="center"><u>AND</u></p> <p align="center">HIGHER EDUCATION</p>	<p align="center"><i>JOINT SESSION: ACCESS AND HIGHER EDUCATION STRENGTHENING YOUR ADA FOUNDATION</i></p> <p>You're a new ADA Coordinator: where do you begin? Or you've been on the job for some time, and you're not sure your ADA essentials are working as you'd like. This session provides the information you need to move forward. It's a look at ADA fundamentals, including providing notice, establishing and maintaining a grievance procedure, writing and updating basic policies, and training.</p> <p align="center"><i>Rebecca Bond, Jim Bostrom, Irene Bowen, Melissa Frost, Jim Long</i></p>
<p align="center">3:30p - 4:30p (1 PA CEU)</p>	<p align="center">ALL TRACKS</p>	<p align="center"><i>SERVICE AND ASSISTANCE ANIMALS: WHAT YOU NEED TO KNOW</i></p> <p>Learn to distinguish service animals from assistance or comfort animals. Find out what you can ask a person with a disability with an accompanying animal and when the interactive process is appropriate to consider a request for an assistance animal as an accommodation.</p> <p align="center"><i>Rebecca Bond, Irene Bowen, Melissa Frost, Jim Long, John Wodatch</i></p>
<p align="center">4:30p - 5:00p</p>	<p align="center">ALL TRACKS</p>	<p align="center"><i>CORADA: A QUICK REFRESHER (OPEN TO ALL TRACKS - OPTIONAL)</i></p> <p>A quick review of how to make the most of this ADA information resource to get you the ADA knowledge you need quickly.</p> <p align="center"><i>Jim Terry</i></p>

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

**Day Two - Tuesday, April 17, 2018 - Concurrent MORNING Workshops
Conference Program – Page 3**

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
(3 PA CEU ea ADVANCED) 9:00a - 10:20a (1 PA CEU ea BASIC)		<i>FOR PAs and PA Candidates ONLY who have completed all three of the PA ADA basic sessions:</i> 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.
	ACCESS, SERVICES, & DESIGN	<i>ADA BASICS: ACCESSIBLE PROGRAMS, SERVICES, AND ACTIVITIES</i> You need to know basic ADA concepts to tackle any ADA issues that come your way. Learn the ADA concepts that underlie the ADA: equal opportunity, broad coverage of persons with disabilities, reasonable modifications, effective communication, integration, accessible new construction and alterations, program accessibility, and effective enforcements and remedies. <i>John Wodatch with Dean Perkins</i> <i>(Irene Bowen, Jim Bostrom, Jim Terry - to lead Advanced P.A. Access sessions)</i>
	EMPLOYMENT	<i>THE WHAT AND THE WHY</i> This Session will provide a fundamental overview of the ADA Amendments Act and the EEOC regulations that affect both employers and employees. Case studies will be presented and discussed. <i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i> <i>(Joyce Walker-Jones and Paul Hagle - to lead Advanced P.A. Employment sessions)</i>
	HIGHER EDUCATION	<i>THE BARRE FIRST POSITION: FUNDAMENTALS FOR THE CAMPUS ADA COORDINATOR</i> Learn the basic equal opportunity requirements to comply with the broad coverage of the DOJ Title II and Title III and Section 504 regulations from notice of non-discrimination and publication of a Title II/Section 504 Coordinator to accessibility policy and practice for reasonable modifications, effective communication, integration, and program accessibility. <i>Melissa Frost, Shelley Ducatt, Howard Kallem</i> <i>(Jim Long - to lead the Advanced P.A. Higher Education sessions)</i>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<i>ADA BASICS: MAKING BUILDINGS AND FACILITIES ACCESSIBLE</i> Learn what the 2010 ADA Standards require for making new and altered facilities accessible. Includes an overview of the ADA Standards and how to apply them to buildings and facilities, as well as how to apply the path of travel requirements and the safe harbor provisions of the ADA Title II regulation. <i>Jim Bostrom, Dean Perkins, Jim Terry,</i> <i>(John Wodatch, Irene Bowen - to lead the 2nd Advanced P.A. Access sessions)</i>
	EMPLOYMENT	<i>IF IT HURTS, DON'T DO IT</i> We will closely examine and discuss when, how, and why an employer may undertake health-related inquiries of employees without violating the ADA and GINA.. <i>Mary Jo O'Neill with Allison, Brian Nelson, Michael Sullivan</i>
	HIGHER EDUCATION	<i>THE BARRE SECOND POSITION: DOCUMENTATION AND THE INTERACTIVE PROCESS</i> Learn how to communicate with healthcare professionals to request the specifics you need to implement effective academic adjustments, how to evaluate medical documentation received in light of DOJ regulations including high stakes tests, cyclic disabilities including mental health, and how to accommodate temporary conditions such as concussions and pregnancy. <i>Melissa Frost, Shelley Ducatt, Howard Kallem</i>
12:00 - 1:00p	Lunch - National Association of ADA Coordinators	

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**Day Two - Tuesday, April 17, 2018 - Concurrent AFTERNOON Workshops
Conference Program – Page 4**

Time Periods	Track	Workshop Synopsis
<p>1:00p - 2:00p (1 PA CEU ea)</p>	<p>ACCESS, SERVICES, & DESIGN</p>	<p align="center">COMPLIANCE IN ABSENCE OF STANDARDS</p> <p>We now know that the Federal government will not be issuing new regulations to provide guidance on public rights of way, website accessibility, and medical equipment. Yet the ADA still applies to these programs, and enforcement actions, by both the Federal government and private advocates continues. Learn what the Courts and Federal enforcement actions mean and how to navigate this complex arena. <i>Irene Bowen, Jim Bostrom, Dean Perkins, John Wodatch</i></p>
	<p>EMPLOYMENT</p>	<p align="center">TO BE OR NOT TO BE</p> <p>Do you know whether your employee qualification standards and essential functions are defensible or illusory? Demonstrative case studies and case law will be presented and discussed to underscore the importance of these key principles.. <i>Brian Nelson with Joyce Walker-Jones, Allison Nichol, Mary Jo O’Neill, Michael Sullivan</i></p>
	<p>HIGHER EDUCATION</p>	<p align="center">SO YOU THINK YOU CAN DANCE? FUNDAMENTAL ELEMENTS IN ACADEMIC PROGRAMS AND COURSES</p> <p>This scenario-based session will explain how to determine the fundamental academic and technical elements of a program or course necessary for deference and how to recognize when an accommodation request for course substitution or waiver constitutes a request for a fundamental alteration that is not required. Best practice examples of faculty help and support to implement accommodations will also be discussed. <i>Shelley Ducatt, Melissa Frost, Howard Kallem, Jim Long</i></p>
<p>2:15p - 3:15p (1 PA CEU ea)</p>	<p>ACCESS, SERVICES, & DESIGN</p>	<p align="center">PUBLIC RIGHTS OF WAY: COMPLIANCE UNDER THE ADA AND SECTION 504</p> <p>Title II of the ADA applies to the full gamut of the public right of way, including public sidewalks, bus stops and shelters, on-street parking, wall-mounted and overhead objects, signs, and pedestrian facilities along public roadways. Learn about your compliance obligations and hear possible strategies to achieve compliance. <i>Jim Bostrom, Dean Perkins</i></p>
	<p>EMPLOYMENT</p>	<p align="center">REASONABLE IS AS REASONABLE DOES - PART ONE</p> <p>Using realistic scenarios, this two-part interactive workshop will focus on the challenges and opportunities inherent in conducting successful interactive processes and effecting reasonable accommodations. Practical accommodation approaches, solutions, and undue hardship principles will be explored and discussed. <i>Brian Nelson, Allison Nichol, Mary Jo O’Neill, Michael Sullivan, Joyce Walker-Jones</i></p>
	<p>HIGHER EDUCATION</p>	<p align="center">PRACTICE MAKES PERFECT: EFFECTIVE ACADEMIC ADJUSTMENTS IN FIELD WORK</p> <p>This discussion will present best practice for effective accommodations outside the classroom in fieldwork. The discussion will highlight academic and technical standards for fine arts, earth sciences and clinical settings. <i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long</i></p>
<p>3:30p - 4:30p (1 PA CEU ea)</p>	<p>ACCESS, SERVICES, & DESIGN</p>	<p align="center">REASONABLE MODIFICATIONS OF POLICIES AND PROCEDURES</p> <p>After a quick overview of the “black Letter” law, we’ll explore several scenarios together and in groups. The goal is to understand how to approach requests for modifications and how to work with the person making the request and your entity’s managers and staff in deciding the ‘correct’ approach. <i>Irene Bowen, John Wodatch</i></p>
	<p>EMPLOYMENT</p>	<p align="center">REASONABLE IS AS REASONABLE DOES - PART TWO</p> <p>This session is a continuation of Part One, described above. <i>Brian Nelson, Allison Nichol, Mary Jo O’Neill,, Michael Sullivan, Joyce Walker-Jones</i></p>
	<p>HIGHER EDUCATION</p>	<p align="center">BALLROOM DANCE: CHALLENGING ACCOMMODATION REQUESTS</p> <p>Effective academic adjustments are often the crucial difference between success and failure for a student. This scenario-based session focusing on mental health issues will outline important practice for your campus including: flexible attendance, extended time on tests, quizzes and assignments, post hoc accommodation requests, and the side effects of medication. <i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long</i></p>

4:45p - 6:00p - Association President’s Networking Reception (food and beverages)

**Day Three - Wednesday, April 18, 2018 - 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">SELF-EVALUATION AND TRANSITION PLANNING</p> <p>After an overview of the requirements of the ADA and Section 504 regulations for self-evaluations and transition plans, the session will 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="center"><i>Irene Bowen, Jim Bostrom, Dean Perkins, Jim Terry, John Wodatch</i></p>
	EMPLOYMENT	<p align="center">SOMETIMES THE PLOT JUST THICKENS</p> <p>In this interactive session we will focus on the stuff that keeps us awake at night: emotional support animals, multiple chemical sensitivities, bossectomies, extended leave, collective bargaining agreements, etc. Case studies will be presented and discussed.</p> <p align="center"><i>Brian Nelson with Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p align="center">LINE DANCING: ANNUAL CASE REVIEW</p> <p>A review of recent, relevant Court decisions will outline important legal requirements and highlight best practices to comply with ADA-AA and the DOJ Title II and Title III regulations.</p> <p align="center"><i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long</i></p>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p align="center">SELF-EVALUATION AND TRANSITION PLAN: APPLIED CASE STUDIES</p> <p>(NOTE: While not a prerequisite, attending Part One - the 9:00 am Access session - will help you prepare for this session. Materials will be available at the registration table.) Working in groups, we'll examine a set of facts of the sort that a public entity 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?</p> <p align="center"><i>Irene Bowen, Jim Bostrom, Dean Perkins, Jim Terry, John Wodatch</i></p>
	EMPLOYMENT	<p align="center">AN APPLE A DAY KEEPS THE DOCTOR AWAY? REALLY?</p> <p>In this session, we will present and discuss the challenges of conflicting medical opinions and the collision of inconsistent employee health complaints. Fitness for duty evaluations will be a significant component of this session..</p> <p align="center"><i>Phong Nguyen with Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p align="center">ALL THAT JAZZ: NON-DISCRIMINATORY APPLICATION IN DISCIPLINE AND DISMISSAL</p> <p>This scenario-based session will provide best practice to distinguish between academic and disciplinary actions and the important factors to consider in threat to others and threat to self. We will also discuss establishing readmission criteria and the grievance process to ensure the prompt, equitable resolution of ADA complaints.</p> <p align="center"><i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long</i></p>
12:00p-1:00p ^{BB}	Hosted by - National Association of ADA Coordinators	

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THE ASSOCIATION'S GOT TALENT!

Semi-annual Karaoke Challenge and Get Together

7:30 PM - Refreshments for all – Donated cash (\$20 - \$100) 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".

Day Three - Wednesday, April 18, 2018 - Concurrent AFTERNOON Workshops -- Page 6

Time Periods	Track	Workshop Synopsis
1:00p - 2:00p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p>WEB ACCESS</p> <p>One of the most important issues facing public entities in the coming years is ensuring that their web presence is accessible to and useable by a wide range of persons with disabilities who use assistive technology. This session will focus on how persons with disabilities use assistive technology and what you can do to ensure that your website is accessible to them.</p> <p><i>Joe Dolson with Jim Bostrom</i></p>
	EMPLOYMENT	<p>WHAT DO I DO NOW? - PART ONE</p> <p>This session will address the challenging nuances associated with employee performance, conduct, and reasonable accommodations. Employee drug and alcohol use will also be presented and discussed via case studies and case law.</p> <p><i>Mary Jo O'Neill with Brian Nelson, Allison Nichol, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p>TWO TO TANGO: WHEN ADA MEETS TITLE IX</p> <p>Focus in this session includes issues related to the Title IX regulations concerning pregnancy and the longer term effects of sexual assault, and their intersection with disability requirements.</p> <p><i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long,</i></p>
2:15p - 3:15p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p>OTHER COMMUNICATIONS REQUIREMENTS</p> <p>The ADA requires effective communication with persons with disabilities. After a brief overview of the law's requirements, we'll examine scenarios so you will know which auxiliary aids to use in different circumstances. Areas covered may include courtroom settings, town council meetings, police arrests, doctors' office visits, communications with or by companions, and the usual alphabet soup (VRI, TRS, TTY).</p> <p><i>John Wodatch, Irene Bowen</i></p>
	EMPLOYMENT	<p>WHAT DO I DO NOW? - PART TWO</p> <p>This session is a continuation of Part One, described above.</p> <p><i>Mary Jo O'Neill with Brian Nelson, Allison Nichol, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p>DANCING WITH THE STARS: RESPONDING TO A CHARGE OF DISCRIMINATION</p> <p>In this session, learn how to effectively respond to OCR after a charge of discrimination using the new case processing manual.</p> <p><i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long,</i></p>
3:30p - 4:30p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p>ADA UPDATE: MAJOR DEVELOPMENTS IN THE PAST YEAR</p> <p>An ADA Coordinator needs to be kept up-to-date on recent and significant legal developments in the field. This session will review cases brought, settled, or decided in the past year. The focus will be on Title II, but will also include those Title III cases that may have an impact on how Title II is applied.</p> <p><i>Rachael Weisberg</i></p>
	EMPLOYMENT	<p>THE BIGGER PICTURE</p> <p>In this session we will cover employer liability exposures, such as disability-related harassment, retaliation, confidentiality, and associational discrimination and how to prevent them.</p> <p><i>Mary Jo O'Neill with Brian Nelson, Allison Nicholson, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p>INSTANT REPLAY: YOUR QUESTIONS ANSWERED</p> <p>This interactive session is designed to answer your challenging questions.</p> <p><i>Melissa Frost, Shelley Ducatt, Howard Kallem, Jim Long,</i></p>

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

7:30 PM - Semi Annual Karaoke Contest - Refreshments for all – Donated cash (\$20 – \$100) 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, April 19, 2018 - Concurrent MORNING Designated Sessions
Conference Programs – Page 7**

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
	ACCESS, SERVICES, & DESIGN	<p align="center">LAW ENFORCEMENT</p> <p>This session will review significant cases, settlement agreements, and other actions that have an impact on law enforcement, jail and prison operations, the use of sign language interpreters, and disability-based behavior confused with criminal acts.</p> <p align="center"><i>Michael Sullivan</i></p>
9:00a - 10:20a (2 PA CEU's ea)	EMPLOYMENT	<p align="center">DOES YOUR HAIR HURT, TOO?</p> <p>In this interactive session we will present and discuss nuances, common challenges, and good practices inherent in coordinating FMLA, ADA, workers' compensation, and other disability benefits.</p> <p align="center"><i>Brian Nelson with Mary Jo O'Neill, Allison Nichol</i></p>
	HIGHER EDUCATION	<p align="center">CHOREOGRAPHY: TROUBLESHOOTING CAMPUS ACCESSIBILITY</p> <p>Learn the necessary components to meet campus physical access requirements including: accessible buildings, accessible routes, and access to transportation highlighting examples of approaches and solutions for some of the more frequent accessibility issues found on campus,</p> <p align="center"><i>Jim Bostrom, Melissa Frost, Shelley Ducatt, Jim Long</i></p>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN and HIGHER EDUCATION	<p align="center">JOINT SESSION OF ACCESS AND HIGHER ED HOUSING: WHAT APPLIES WHEN</p> <p>Did you know that the housing programs of public entities, including colleges and universities, are covered by the ADA, Section 504, and the Fair Housing Act? This session will explore which laws apply when and how to navigate the different requirements of each of these Federal mandates.</p> <p align="center"><i>Irene Bowen, Jim Bostrom, Melissa Frost, Jim Long, John Wodatch</i></p>
	EMPLOYMENT	<p align="center">YOU CAN'T MAKE THIS STUFF UP</p> <p>This session will cover some of the more incredible blunders employers have made from actual decisions. You really can't make this stuff up.</p> <p align="center"><i>Brian Nelson with Mary Jo O'Neill, Allison Nichol, Michael Sullivan</i></p>
12:00p-1:00p		Luncheon - Medical Education and International Consulting

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DAY FOUR - THURSDAY, April 19, 2018 - AFTERNOON General Sessions
Conference Program – Page 8

Designated General Sessions - All Participants	
<p>1:00p - 2:00p (1 PA CEU)</p>	<p align="center">EMERGENCY PREPAREDNESS: PART ONE SHELTERING AND COMMUNICATION ISSUES</p> <p>Emergencies and disasters can strike at any time and force people to leave their homes, workplaces, or campuses quickly and with little warning. The impacts of emergencies from fires, floods, hurricanes, chemical spills, and acts of terrorism can be particularly severe for people with disabilities. This session will introduce lessons learned from court cases and settlements in the last decade; suggest how ADA Coordinators can play a role in their communities' efforts and bring people with disabilities into the planning process; explore self-preparedness and temporary solutions; strategies for collaboration in your community; and point you to resources. We'll also address issues that arise in a higher education or employment context.</p> <p align="center"><i>Irene Bowen, Jim Bostrom, Melissa Frost, John Wodatch</i></p>
<p>2:15p - 3:15p (1 PA CEU)</p>	<p align="center">EMERGENCY PREPAREDNESS: PART TWO SHELTERS, RAISING UP THE RIGHT TO BE RESCUED WHEN THE REAL EMERGENCY STRIKES</p> <p>As our society confronts more emergencies that test the limits of our capabilities, tough decisions lie ahead. Although popular accounts state that disasters choose their victims capriciously and without remorse, the truth is far more disturbing — we've often chosen many of the victims ourselves by failing to accommodate their needs during the emergency events and in their aftermath. This session will look at how we can avoid that horribly fatal error by how we select, evaluate, modify, plan, and operate our emergency shelters. We'll look at the basics as well as some of the physical and operational practicalities you may not have considered. We'll also discuss solutions that may not be obvious until you hear about them.</p> <p align="center"><i>Jim Terry, Dean Perkins</i></p>
<p>3:30p - 4:30p (1 PA CEU)</p>	<p align="center">ADA COORDINATORS MAKING THE MOST OF YOUR BUREAUCRATIC ENVIRONMENT</p> <p>To be successful, an ADA Coordinator needs to function well in a bureaucratic environment. This session will provide tips on how you can work within your organization to ensure you have the knowledge, funding, and buy-in to succeed. Also this session will provide the opportunity for you to get answers to any questions that have not yet been addressed. Come prepared with your thorniest issues.</p> <p align="center"><i>Jim Bostrom, Irene Bowen, Melissa Frost, Jim Long</i> <i>Brian Nelson, Michael Paravagna, Dean Perkins, Jim Terry, John Wodatch</i></p>

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Now is the time to plan for the Association's
Fall 2018 National ADA Conference
San Diego, California, October 22 - 25, 2018

Spring 2018 - Conference Keynotes and Faculty

ADA TITLE II and III

***Chief, Disability Rights Section, Civil Rights Division
U.S. Department of Justice, Washington, D.C.***

Rebecca Bond, J.D.

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.

ADA Title 1

***Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment
Opportunity Commission (EEOC) headquarters in Washington, DC.***

Joyce Walker-Jones, J.D.

Ms. Walker-Jones has been an attorney at the EEOC since 1987. She advises the Commission on the interpretation and application of the statutes it enforces, including Title I of the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), Title VII of the Civil Rights Act of 1964, and the Age Discrimination in Employment Act. She assisted in drafting amendments to the Commission's ADA regulations and was the principal drafter of several subregulatory guidances and technical assistance documents. Joyce has made hundreds of presentations to private and public sector attorneys, managers, employees, and human resources staff on a wide range of EEO issues. She has been interviewed by numerous media outlets, including the Wall Street Journal and USA Today. Ms. Walker-Jones served as a special assistant to two EEOC Commissioners and as a government fellow on the American Bar Association's Section of Labor and Employment Law's Equal Employment Opportunity Committee. She is a graduate of Lawrence University in Appleton, WI, and Chicago-Kent College of Law in Chicago, IL.

[ADA Enforcing Agency Faculty](#)

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. This will be the 15th time Mary Jo has participated in our ADA Conferences.

[ADA Enforcing Agency Faculty \(Ret.\)](#)

Deputy Chief (ret.), Disability Rights Section, Civil Rights Division

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

Jim Bostrom, P.A.

Mr. Bostrom has worked in the area of accessibility and accessible design for more than 42 years. He recently retired from DOJ with over 22 years of service including more than 12 years as Deputy Chief. The ADA Design Unit that Jim managed was comprised of architects, code specialists, and professional staff. An experienced presenter and instructor, Mr. Bostrom developed technical assistance materials and has provided numerous training sessions that explained to both general and technical audiences the various aspects of accessible design and ADA requirements. Mr. Bostrom created the ADA web site, **ADA.gov**, which has become the federal government's leading online source of ADA information, and continued to be responsible for its operation until he retired. He was a principle at Barrier Free Environments, Inc. and a co-founder of the Center for Accessible Housing at North Carolina State University. Jim has a B.Arch and M.Arch from Virginia Tech. **Jim is a member of the Association's Board of Directors.**

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.

***Senior Attorney (ret.), Office for Civil Rights, U.S. Department of Education,
Denver Enforcement Office, Denver, CO***
Senior Consultant, Employment Matters, LLC/Flynn Investigations Group, Denver, CO

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

Jim Long is a former Senior Attorney with the Office for Civil Rights, U.S. Department of Education, in the Denver Regional Office. He is the principal in Educational Rights Consulting, providing a broad range of consulting services to school districts, colleges and universities, and parents on a spectrum of civil rights issues. Jim is also a Senior Consultant with Employment Matters, LLC—Flynn Investigation Group (EMFIG). He conducts Title IX and other civil rights complaint investigations for schools and conducts expert reviews for litigation. Jim is also on the Board of Directors of the Zen Center of Denver. 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, Disability Rights Section (ret.), 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. 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

Joseph C. Dolson

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.

ADA Coordinator for Students, Florida State University (FSU), Tallahassee, FL

Shelley Ducatt, Ph.D., P.A.

Ms. Ducatt currently serves as the Associate Dean of Students & Director of the Student Disability Resource Center at Florida State University. Prior to working at FSU Shelley was the Associate Director for Student Disability Services at Texas Tech University. Shelley has worked in higher education for over 23 years and has specialized in the area of disability services for the past 12 years. In her current role as Associate Dean/Director Shelley also serves as In her current role as Associate Dean/Director Shelley also serves as the ADA Coordinator for students at FSU.

Former State of Utah ADA and Workers' Compensation Coordinator, Salt Lake City, UT

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

Melissa has a history of public service that includes serving as State of Utah ADA and Workers' Compensation Coordinator and Loss Control Consultant advising state agencies, school districts and post-secondary institutions regarding Family Medical Leave, ADA, Title VII discrimination, PDA, and other campus issues. She has also served as an Executive Director of Human Resources, an EEO Director, the Liability Prevention Specialist for the Utah State Developmental Center, and as an Administrative Law Judge for the Department of Workforce Services. Prior to state service, Melissa worked in healthcare management and administration. 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 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

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
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 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.**

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.

Faculty confirmed at time of publication except where noted as invited.
Conference announcements, agendas and faculty subject to change without notice
due to unforeseen circumstances.