



**The National Association of ADA Coordinators Fall Conference  
October 22 - 25, 2018**

**Co-host: The City of San Diego**

We look forward to seeing you in San Diego!

For this fall, we've introduced an expanded conference format with new offerings, more break-out sessions, and combined track sessions which run concurrent with the traditional tracks – Employment; Access, Services and Design; and Higher Education.

We've added sessions to the traditional tracks: Employment; Higher Education; and Access, Services and Design. Sessions will address accessible health care, courts, housing, services for veterans, recreation facilities, fieldwork in higher education, accessible meetings, service and support animals, ticketing, and law enforcement. We've also expanded interactive case studies in areas like self-evaluation and transition plans, communication, and reasonable accommodations/modifications. And, you can also learn the basics of reading architectural plans.

But wait - there's more! You can also choose a pre-conference; network within your selected track on Tuesday during breakfast and take in tips from a panel of ADA coordinators.

<b>TIME</b>	<b>Day One - Monday, October 22, 2018 Morning General Sessions</b>
<b>7:30 - 9:15</b>	<b>Continental Breakfast and Registration</b>
<b>8:00 - 9:00</b>	<b>PRE-CONFERENCE: EMPLOYMENT/ACCESS/HIGHER EDUCATION Overview of the ADA Melissa Frost, Brian Nelson, John Wodatch</b>
<b>9:15 - 9:45</b>	<b>WELCOME and ANNOUNCEMENTS Phong Nguyen, M.D., P.A. - Association Chairman and Conference Coordinator Kevin Faulconer, Mayor, City of San Diego (invited) John Wodatch, J.D., P.A., - Association President Paul Hagle, P.A., - Association Executive Director</b>

<p><b>9:45 - 10:45</b></p>	<p style="text-align: center;"><b>DOJ KEYNOTE</b></p> <p style="text-align: center;">This session will provide an update on the work of the Justice Department to enforce the ADA including recent ADA case law.</p> <p style="text-align: center;"><b>Rebecca B. Bond, J.D.</b>  <b>Chief, Disability Rights Section, Civil Rights Division</b>  <b>U.S. Department of Justice, Washington, D.C.</b></p>	
<p><b>11:00 - 12:00</b></p>	<p style="text-align: center;"><b>EEOC KEYNOTE</b></p> <p style="text-align: center;">This session will provide an update on the ADA work of the Commission and address relevant issues and implications for the workplace.</p> <p style="text-align: center;"><b>Carol Miaskoff, J.D.</b>  <b>Associate Legal Counsel, Office of Legal Counsel,</b>  <b>Headquarters, U.S. E.E.O.C., Washington, DC.</b></p>	
<p><b>12:00 - 1:00</b></p>	<p style="text-align: center;"><b>Luncheon – Host: National Institute on Employment Issues</b></p>	
<p style="text-align: center;"><b>TIME</b></p>	<p style="text-align: center;"><b>Day One - Monday, October 22, 2018</b>  <b>EMPLOYMENT TRACK</b></p>	<p style="text-align: center;"><b>FACULTY</b></p>
<p><b>1:00 - 2:00</b></p>	<p style="text-align: center;"><b>CASE LAW UPDATE &amp; THE CHALLENGES – PART 1</b></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 style="text-align: center;"><b>Carol Miaskoff</b></p>
<p><b>2:15 - 3:15</b></p>	<p style="text-align: center;"><b>CASE LAW UPDATE &amp; THE CHALLENGES – PART</b></p>	<p style="text-align: center;"><b>Carol Miaskoff</b></p>
<p><b>3:30 - 4:30</b></p>	<p style="text-align: center;"><b>GENERAL SESSION</b>  <b>ANIMALS – ON THE GROUND, IN HOUSING,</b>  <b>AND IN THE AIR</b></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 style="text-align: center;"><b>Paul Grossman</b>  <b>Carol Miaskoff</b>  <b>John Wodatch</b></p>
<p><b>4:45 - 5:45</b></p>	<p style="text-align: center;"><b>GENERAL SESSION</b>  <b>THE HISTORY OF THE ADA</b></p> <p>Do you know why and how the ADA became law? Did you know that Section 504 was an important precursor to the ADA? Come and get some insights into ADA history from John Wodatch who wrote the first Section 504 regulations and was part of the negotiating team that produced the ADA.</p>	<p style="text-align: center;"><b>John Wodatch</b></p>

<b>TIME</b>	<b>Day Two - Tuesday, October 23, 2018 EMPLOYMENT TRACK</b>	<b>FACULTY</b>
<b>8:30 - 9:00</b>	<p align="center"><b>NETWORKING BREAKFAST</b></p> <p>Bring your continental breakfast to your employment track meeting room. A chance to get to know the presenters and the other participants in the track in a casual manner.</p>	<b>Brian Nelson</b>
<b>9:00 - 10:20</b>	<p align="center"><b>MASTERING THE FUNDAMENTALS</b></p> <p>This session will provide a basic overview of the ADA Amendments Act and the EEOC regulations that define the duties and responsibilities of employers and employees. Case studies will be discussed.</p>	<b>Carol Miaskoff Brian Nelson Mary Jo O’Neill Nicole St. Germain</b>
<b>10:40 - 12 Noon</b>	<p align="center"><b>WHAT DO I KNOW, AND WHAT CAN I LEARN?</b></p> <p>In this session, we will discuss when an employee puts an employer on notice of the need for accommodations under the ADA, and we will cover when, how, and why an employer may undertake health-related inquiries of employees without violating the ADA and GINA.</p>	<b>Carol Miaskoff Brian Nelson Mary Jo O’Neill Nicole St. Germain</b>
<b>12 Noon - 1 PM</b>	<b>Luncheon hosted by the National Institute on Employment Issues</b>	
<b>1:00 - 2:00</b>	<p align="center"><b>YOU CAN DO HARD THINGS – PART 1</b></p> <p>Using realistic scenarios, this interactive workshop will focus on more complex requests, such as, extended leave, teleworking, bossectomies, reassignment, and other challenging issues. Practical accommodation approaches, solutions, and undue hardship principles will be explored and discussed.</p>	<b>Carol Miaskoff Brian Nelson Mary Jo O’Neill Nicole St. Germain</b>
<b>2:15 - 3:15</b>	<p align="center"><b>YOU CAN DO HARD THINGS – PART 2</b></p> <p>This is a continuation of the preceding session. See description above.</p>	<b>Carol Miaskoff Brian Nelson Mary Jo O’Neill Nicole St. Germain</b>
<b>3:30 - 4:30</b>	<p align="center"><b>DIRECT THREAT</b></p> <p>In this session, we will present case law and case studies that demonstrate this critical nuance of the ADA, which many employers fail to understand this principle, to their detriment.</p>	<b>Carol Miaskoff Brian Nelson Mary Jo O’Neill Nicole St. Germain</b>
<b>4:45 – 6:00</b>	<p align="center"><b>ASSOCIATION PRESIDENT’S NETWORKING RECEPTION</b></p> <p align="center"><b>Come and meet your Speakers and our board of directors and network further with your fellow participants in a relaxed atmosphere and enjoy snacks and refreshments.</b></p>	

<b>TIME</b>	<b>Day Three - Wednesday, October 24, 2018 EMPLOYMENT TRACK</b>	<b>FACULTY</b>
<b>9:00 - 10:20</b>	<p align="center"><b>EFFECTIVE SOLUTIONS TO MENTAL HEALTH CHALLENGES</b></p> <p>We will focus on the challenges of addressing mental health issues in the workplace and will present case studies to illustrate sound practices and effective solutions.</p>	<p align="center"><b>Brian Nelson Mary Jo O’Neill Nicole St. Germain</b></p>
<b>10:40 - 12 Noon</b>	<p align="center"><b>WHAT DID YOU SAY, DOCTOR?</b></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"><b>Brian Nelson Mary Jo O’Neill Nicole St. Germain</b></p>
<b>12 Noon - 1:00</b>	<b>Luncheon hosted by the National Association of ADA Coordinators</b>	
<b>1:00 - 2:00</b>	<p align="center"><b>STAYING THE COURSE – PART 1</b></p> <p>In this session, we will cover the critical and challenging interplay among employee performance, conduct, and reasonable accommodations. Drug and alcohol use will also be presented and discussed via case studies and case law.</p>	<p align="center"><b>Brian Nelson Mary Jo O’Neill Nicole St. Germain</b></p>
<b>2:15 - 3:15</b>	<p align="center"><b>STAYING THE COURSE – PART 2</b></p> <p>This session is a continuation of Part One, described above.</p>	<p align="center"><b>Brian Nelson Mary Jo O’Neill Nicole St. Germain</b></p>
<b>3:30 - 4:30</b>	<p align="center"><b>FACT OR FICTION?</b></p> <p>Employers are often clueless when it comes to essential and marginal functions and cannot defend their qualification standards. Demonstrative case studies and case law will be presented and discussed to underscore the importance of these key principles.</p>	<p align="center"><b>Brian Nelson Mary Jo O’Neill Nicole St. Germain</b></p>
<b>7:30 PM -</b>	<p align="center"><b>THE ASSOCIATION’S GOT TALENT!</b></p> <p align="center"><b>Semi-annual ‘KARAOKE CHALLENGE’ party/get-together</b></p> <p align="center"><b>Wednesday Evening - 7:30 PM - Refreshments for all</b></p>	

<b>TIME</b>	<b>Day Four - Thursday, October 25, 2018 EMPLOYMENT TRACK</b>	<b>FACULTY</b>
<b>9:00 - 10:20 AM</b>	<p align="center"><b>BROADEN YOUR PERSPECTIVE</b></p> <p>In this interactive session we intend to expand your understanding of the important interplay and distinctions among FMLA, ADA, Workers' Compensation, and other disability benefits.</p>	<p align="center"><b>Brian Nelson Mary Jo O'Neill Nicole St. Germain</b></p>
<b>10:40 - 12 Noon</b>	<p align="center"><b>THERE'S MORE TO BE DONE</b></p> <p>In this session we will cover employer liability exposures, such as disability-related harassment and retaliation and how to prevent them.</p>	<p align="center"><b>Brian Nelson Mary Jo O'Neill Nicole St. Germain</b></p>
<b>12 Noon - 1:00</b>	<p align="center"><b>Luncheon hosted by Medical Education Development and International Consulting (MEDIC)</b></p>	
<b>1:00 - 2:00</b>	<p align="center"><b>UNDUE HARDSHIP</b></p> <p>The oft-misunderstood principle of undue hardship in the employment setting will be highlighted in this session with case law and case studies.</p>	<p align="center"><b>Brian Nelson Mary Jo O'Neill Nicole St. Germain</b></p>
<b>2:15 - 3:15</b>	<p align="center"><b>LESSONS LEARNED – THE HARD WAY</b></p> <p>The session will review some incredible mistakes made by employers and underscore critical principles and practices that employers must understand and apply to avoid liability.</p>	<p align="center"><b>Brian Nelson Mary Jo O'Neill Nicole St. Germain</b></p>
<b>3:30 - 4:30</b>	<p align="center"><b>CONCLUDING GENERAL SESSION</b></p> <p align="center"><b>HOW DO YOU DO THAT?</b></p> <p>You're not alone! Hear from – and ask questions of -- ADA Coordinators who face the same issues you face every day. We've assembled a group of experienced ADA Coordinators from state and local government agencies, colleges and universities, and other entities who will reveal the things they wish they had known early on, as well as their practical tips.</p>	<p align="center"><b>John Wodatch with A panel of current ADA Coordinators and Professional Associates</b></p>