

# Fall 2018 - Conference Keynotes and Faculty

## **ADA TITLE I and GINA**

### **Associate Legal Counsel**

**U.S. Equal Employment Opportunity Commission (EEOC), Washington, D.C.**

**Carol R. Miaskoff, J.D.**

Carol Miaskoff is moving up from her position as assistant legal counsel for the Title VII, ADEA, and EPA Division. During her career at the EEOC, she also has served as assistant legal counsel for coordination, representing the EEOC to other federal departments and agencies that regulate the workplace. She has done extensive legal work under all the statutes enforced by the EEOC and, most recently, supervised the development of Commission policy documents about retaliation, harassment, national origin discrimination, and equal pay. Prior to joining the EEOC, Miaskoff worked for the law firm of Steptoe & Johnson and clerked for U.S. District Judge George Revercomb in Washington, D.C. She has served on numerous EEOC task forces and has represented the agency to the American Bar Association's Section of Labor and Employment Law, Federal Labor Standards Legislation Committee. She speaks frequently to labor and employment groups. She holds a J.D. with high honors from the George Washington University Law School, where she served on the law review, and an A.B. from Harvard University in psychology and social relations.

## **ADA TITLE II and III**

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

**U.S. Department of Justice (DOJ), 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 practicing law in Puerto Rico and California.

## **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 17<sup>th</sup> time she has participated in our ADA Conferences.

## **Outreach and Education Coordinator**

**Nicole St. Germain**

Nicole St. Germain serves as the Outreach and Education Coordinator for the Los Angeles District of the United States Equal Employment Opportunity Commission (EEOC), the agency that enforces federal laws which prohibit employment discrimination. Nicole 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.

## **ADA Enforcing Agency Faculty (Ret.)**

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

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

**Jim Bostrom, M.ARCH, 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). **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**

**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.

**Deputy Assistant Attorney General and Chief of the Disability Rights Section (ret.),  
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**

**Disability Access /504 Officer  
Setter Health, Sacramento, CA  
Carol J. Bradley**

Ms. Bradley has several decades of disability community engagement and disability compliance experience. Her current focus is developing programs on disability access obligations as the city of Sacramento ADA Coordinator moving into 11+ years as Setter Health's Disability Access/504 Officer where she provides subject matter expertise in the creation of the system-wide training, policies, accessible medical equipment assessment process, input on website and digital accessibility. Carol collaborates with the Accessibility Architect on barrier removal and accessibility operational solutions. She participated as part of the U. S. Access Board's Medical Diagnostic Advisory Committee in the development of recommended standards for accessibility of medical equipment. The program focused on training the 28-35 affiliate-level ADA Coordinators on disability access responsibilities. She served in a variety of leadership roles including executive director of several independent living centers (CICS), gubernatorial appointments to two different State Independent Living Councils, and consultant for Pacific ADA & IT Center. She received her undergraduate degree at Ball State University and her law degree at University of Maryland in 1985 passing the Indiana Bar the same year.

**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.

**Healthcare Access Specialist, Evan Terry Associates, LLC;  
Senior Technical Director, Corada, LLC  
Kaylan Dunlap, CASp, ADAC, LPTA**

Ms. Dunlap has served as ETA's primary Healthcare Accessibility Specialist for fifteen years. Some of her clients include: The Congressional Office of Compliance, The Architect of the US Capitol, Sutter Health, Kaiser Permanente, Boston Medical Center, Massachusetts General Hospital, CVS, Sears/Kmart, Pacific Gas & Electric, and the J. Paul Getty Museums. Kaylan served on the U.S. Access Board's Advisory Committee on Standards for Medical Diagnostic Equipment. She is a Subject Matter Expert for California's Division of the State Architect (DSA), serves on the Access Code Collaborative for DSA, is Special Programs Chair of the Board of Directors of the Certified Access Specialist Institute. Kaylan is Secretary for the Spina Bifida Association of Alabama. Kaylan also serves as the Senior Technical Director overseeing the development and acceptance of content on Corada, the Comprehensive Online Resource for the ADA powered by Evan Terry Associates.

**Director Equal Opportunity & Affirmative Action, Title IX Coordinator, Equity Officer  
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.

**Disability Policy Consultant and Associate Director of the Harris Family Center for Disability  
and Health Policy, Western University of Health Sciences, Pomona, CA  
June Isaacson Kailes**

June Isaacson Kailes, ([www.jik.com](http://www.jik.com)) owns a disability policy consulting practice and is a pioneer, leader, and innovator in the worlds of health care, emergency management, and hospitality. Her decades of writing, training, planning, advocacy, research, and policy development focus on replacing the ambiguous disability

etiquette, sensitivity and awareness with maximum impact, critical, actionable, disability practice competencies, capabilities and measurable skill sets. June develops practical tools and plans that close service gaps, prevent civil rights violations, and emphasize and incorporate into operating procedures the why, who, what, when, where and how details.

**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 Board.

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

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

Dr. Nguyen is Medical Director for a large medical group. Phong is a member of the Interdisciplinary Committee; Medical Director of the Redlands, Rialto, Loma Linda, and San Manuel Fire Departments; Medical Director for the Paramedic Program at Crafton Hills College; Medical Director for Aeromedics, and ACLS Course Director/Instructor. **Phong is the Chairman of the Board, Vice President of the Association, and is the Conference Coordinator**

**ADA Coordinator, Florida Department of Transportation, Tallahassee, FL**

**Dean Perkins, R.A., P.A.**

An architect since 1984, Dean Perkins joined the Florida Department of Transportation in 1988 to manage rest area design and production projects. He was appointed as the FDOT's statewide ADA Coordinator in January 1992. In this position, Dean is principal in initiating Department policies, developing procedures and managing practices related to accessibility for persons with disabilities for agency services and facilities along the state highway system and for buildings owned and operated by the Department. He has served as an expert witness in ADA matters. Dean designs and conducts training in ADA compliance around Florida and at national conferences. He provides technical support on accessible design and construction for city and county engineering and public works staff. He has a Master of Architecture from Florida A&M University. Dean is the Secretary of the Association and a member of the Association's Board of Directors.

**Director, Disability Support Services  
California State University, San Marcos**

**John Segoria, M.S.**

Mr. Segoria, upon completion of his master's degree, was hired as the Coordinator of Disability Support Services at California State University San Marco in 1990. As the Director of Disability Support Services, John believes that all students with disabilities should be given the opportunity to succeed academically and the chance to prove themselves as contributing members of society. John received his Bachelor of Arts degree in Psychology, and a minor in Sociocultural Anthropology from San Diego State University. After completing his bachelor's degree, John was admitted into the Master of Science program in Rehabilitation Counseling at San Diego State University.

**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.**

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.

**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.

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