

## Spring 2019 - Conference Keynotes and Faculty

### ADA TITLE I and GINA

***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 sub-regulatory 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 TITLE II and III

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

**Rebecca Bond, J.D. (Invited)**

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.

**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](http://ADA.gov), the federal government's leading on-line 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.**

***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.***

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 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, Sutter Health, Sacramento, CA***

**Carol J. Bradley, J.D.,**

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.

### ***ADA & Diversity Coordinator, City of St. Petersburg***

**Lendel Bright**

20 years with the Pinellas County Sheriff's office, 5 years with the Pinellas County Urban League-Statewide Coordinator of the Consortium of Urban League Affiliates in the state of Florida. Currently 10 years with the City of St. Petersburg -Duties and Responsibilities - City related issues dealing with ADA Compliance, issues and concerns. Employee and resident ADA accommodations request. Law Enforcement and Community relations and oversight of law enforcement, handling citizens' complaints and community outreach.

#### **Professional Certification(s):**

**PA** – Professional Associate from National Association of ADA Coordinators.

**CPO** – Certified Practitioner of Oversight in Law Enforcement from National Association for Civilian Oversight of Law Enforcement (NACOLE)

### ***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

***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.

***Board Member National Association of ADA Coordinators***

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

Melissa has a history of public service that includes: Director Equal Opportunity & Affirmative Action, Title IX Coordinator, Equity Officer, Executive Director of a 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 a Liability Prevention Specialist and as an Administrative Law Judge for the Department of Workforce Services. 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 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.**

***Managing Director of Student Disability Services at Texas Tech University***

**Larry Phillippe**

He also serves as the campus ADA Coordinator. Larry has been in Higher Education disability services for 15 years. Prior to that he served 13 years in the Texas Public School System as a Speech Language Pathologist. Larry earned his Masters of Rehabilitation Counseling degree from the Texas Tech University Health Sciences Center, and his Doctor of Education in Special Education from Texas Tech University. Larry has served as President of AHEAD in Texas and presented workshops to multiple national professional organizations. He is thrilled to join the faculty of NAADAC for this conference.



***ADA Coordinator (Ret.), Florida Department of Transportation, Tallahassee, FL  
President, Accessible by Design, LLC, Tallahassee, Florida***

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

An architect since 1984, Dean Perkins was appointed as the FDOT's statewide ADA Coordinator in January 1992. Recently retired from FDOT, Dean was 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. As president of Accessible by Design, LLC, Dean designs and conducts training in ADA compliance and 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.**

***Associate Vice President for the Office for Equal Opportunity and Civil Rights (EOCR),  
University of Virginia.***

**Catherine Criswell Spear, J.D.**

Ms. Spear is a civil rights attorney who has dedicated the majority of her career to public service. In that role, she coordinates the University's prevention, education, and response efforts in support of the University's nondiscrimination and equal opportunity policies for students, faculty, and staff in the Academic Division and Health System. Members of her 15-person EOCR team include the Title IX Coordinator, the ADA Coordinator, the Director for Affirmative Action and Employment Equity, and the University Ombudsman. As the AVP for EOCR, Catherine leads a number of disability-related initiatives, including the President's Executive Committee on Digital Access and the University's on-line system for reporting barriers to access for individuals with disabilities-- Report A Barrier (RAB). Prior to joining the University of Virginia, Catherine was the Title IX Coordinator at Stanford University. Before Stanford, Catherine was employed by the Cleveland office of the U.S. Department of Education, Office for Civil Rights (OCR) for 19 years, serving as Chief Attorney and ultimately Director of the office. Catherine started her career as a litigator in private practice at a Pittsburgh law firm. She has a B.A. in English from University of Dayton and a Juris Doctor from Case Western Reserve University School of Law. She serves as an advisor for EVERFI's Diversity, Equity, and Inclusion committee; the NCHERM Group; ATIXA; and Futures Without Violence.

***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 on-line 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.**

Faculty confirmed at time of publication.

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