



The National Association of ADA Coordinators Spring Conference

Monday, April 8

GENERAL SESSIONS

CONTINENTAL BREAKFAST & REGISTRATION

PRE-CONFERENCE: EMPLOYMENT/ACCESS/HIGHER EDUCATION

Start off the conference with a solid grounding in the basic ADA concepts and get a good foundation for the sessions in the week ahead.

Melissa Frost, Brian Nelson, Irene Bowen

WELCOME AND ANNOUNCEMENTS

Phong Nguyen, M.D., P.A. - Association Chairman & Conference Coordinator

John Wodatch, J.D., P.A., - Association President

Paul Hagle, P.A., - Association Executive Director

LOOKING FORWARD: THE ADA TODAY AND TOMORROW...

Twenty-eight years after passage, the ADA plays a key role in America. And, the expectations of people with disabilities continue to grow and the disability community continues to work to implement the law. This session covers where we may be headed and how the future may affect the work of ADA Coordinators.

John Wodatch

DEPARTMENT OF JUSTICE KEYNOTE

This session will provide an update on the work of the Justice Department to enforce the ADA including recent ADA case law.

Amanda Maisels, J.D.

Deputy Chief, Disability Rights Section, Civil Rights Division

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

Monday, April 8

GENERAL SESSIONS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION KEYNOTE

11:30-12:30

This session will provide an update on the ADA work of the Commission and address relevant issues and implications for the workplace.
Joyce Walker-Jones, J.D.
Senior Attorney Advisor, Office of Legal Counsel, ADA/GINA Division
Headquarters, U.S. E.E.O.C., Washington, DC.

12:30-1:30

LUNCHEON
Hosted by National Institute on Employment Issues

1:30 – 2:30

**LEARNING THE ROPES AND KNOWING YOUR ROLE:
WHAT AN ADA PROFESSIONAL NEEDS TO KNOW**

We're all here to hone our knowledge of the rules (regulations) and their application. But as an ADA Coordinator or manager, do you also know your role, do you know the ropes, and do people know you and what you can do for them? Whether you're new to your position or a seasoned expert, you're sure to leave this session with some new information, some insights, and even some inspiration from those who have "been there, done that."

Irene Bowen, Lendel Bright, Dean Perkins, Shelly Ducatt

2:45 – 3:45

CASE LAW UPDATE & THE CHALLENGES

This session will review pertinent cases and discuss how to avoid being the subject of complaints.

Joyce Walker-Jones

HISTORY OF THE ADA

4:00 – 5:00

Do you know why and how the ADA became law? Did you know that Section 504 was an important precursor to the ADA? Did you know that John Wodatch wrote the first Section 504 regulations and was deeply involved in the negotiating team that produced the ADA? Come and get some behind-the-scenes insights into Section 504 and ADA history, including stories you may not have heard before!

John Wodatch

	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
8:00 – 8:45		<p>NETWORKING BREAKFAST</p> <p>Networking in the track session rooms -- bring your breakfast to the room.</p> <p><i>John Wodatch, Irene Bowen, Jim Bostrom, Dean Perkins, Jim Terry</i></p>	<p>NETWORKING BREAKFAST</p> <p>Networking in the track session rooms -- bring your breakfast to the room</p> <p><i>Melissa Frost, Catherine Spear, Shelley Ducatt, Larry Phillippe</i></p>	<p>WHAT'S TROUBLING YOU?</p> <p>During this session, we'll make introductions and gather information about the issues that keep you awake at night and plan to address them during the conference.</p> <p><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones, Lendel Bright</i></p>
9:00– 10:20	<p>ADA FUNDAMENTALS: SERVICES</p> <p>Learning the basic ADA concepts will help you address any ADA issues that may come your way. The session will explore equal opportunity, broad coverage of persons with disabilities, reasonable modifications, effective communication, integration, new construction and alterations, program accessibility, and enforcement provisions and remedies.</p> <p><i>John Wodatch</i></p>	<p>REASONABLE MODIFICATIONS: SERVICE ANIMALS</p> <p>“What’s that animal? Don’t you know we don’t allow them?” At a time when use of animals is expanding and controversies grow, learn what the ADA and other laws tell us about what kinds of service or assistance animals can go where, what you can ask (not <i>those</i> two questions!), and how to deal with requests (and twists and turns) of all kinds. We’ll work with scenarios and apply the “reasonable modification” principle and others.</p> <p><i>Irene Bowen</i></p>	<p>ADA BASICS AND FUNDAMENTALS AND WHAT OCR EXPECTS: THE WYNNE V. TUFTS</p> <p>Learning basic ADA concepts will help you address ADA issues that may come to you. <i>Using a hypothetical that will run through the track</i>, this session will explore equal opportunity with broad coverage of persons with disabilities, reasonable modifications, effective communication, integration, and how to apply the Wynne v. Tufts program accessibility analysis, enforcement provisions, and remedies to your campus programs.</p> <p><i>Melissa Frost, Catherine Spear, Shelley Ducatt, Larry Phillippe</i></p>	<p>DO YOU KNOW WHAT YOU'RE DOING?</p> <p>In this basic session, we will review the principal duties of employees and employers under the ADA Amendments Act and the EEOC regulations. Case studies will be presented and discussed.</p> <p><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones, Lendel Bright</i></p>

BREAKOUT TRACKS – TOPICS				
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
		ADVANCED PA SESSION 1: FACILITIES, WEB, RIGHTS OF WAY <i>Jim Bostrom, Jim Terry, Dean Perkins</i>	Advanced PA Session Jim Long	
10:40–12:00	ADA FUNDAMENTALS: FACILITIES This session will provide an overview of the ADA facility requirements along with examples of what accessibility should look like. Working with provisions of the title II and title III ADA regulations, the discussion will cover new construction, alterations, program access, and barrier removal. If you've wondered where to start with understanding physical access, this is the session for you! And, if you've been working with facilities for a while, the session is also a great refresher. <i>Jim Terry, Dean Perkins, Melissa Frost</i>	HEALTH CARE I: POLICY ISSUES Providing accessible healthcare comes from an understanding of how the ADA and Section 504 regulations apply in operations through the implementation of policies, procedures, and training. This session will briefly cover the ADA and Section 504 requirements with a focus on applying the requirements in everyday operations through developing policies for various healthcare settings. The discussion will cover examples of what has worked and what to avoid in policies, procedures, and operational guides for care of patients with disabilities. <i>Jim Bostrom, Amanda Maisels, June Kailes, Carol Bradley, Kaylan Dunlap, Irene Bowen</i>	SERVING THOSE WHO HAVE SERVED This session will focus on the needs, barriers, gender differences, and best practice for inclusion and success when working with our Veterans. <i>Jim Long, Catherine Spear, Shelley Ducatt, Larry Phillippe</i>	WHAT DO I KNOW, AND WHAT CAN I LEARN? 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. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones, Lendel Bright</i>

Tuesday, April 9

BREAKOUT TRACKS – TOPICS				
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
		ADVANCED PA SESSION 2: POLICIES, COMMUNICATION, SERVICE ANIMALS, AND REASONABLE MODS <i>John Wodatch</i>		

12:00 – 1:00	LUNCHEON Hosted by National Institute on Employment Issues
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1:00 – 2:00	EFFECTIVE COMMUNICATION The ADA requires effective communication with all the participants in your programs: clients, customers, students, faculty, visitors, and the general public. And it applies from everything from courses, lectures, meetings, and the provision of program services to telephone communications and web access. You will learn what effective communication is, what auxiliary aids are effective, and how to address the most persistent issues. <i>John Wodatch, Larry Phillippe</i>	HEALTH CARE II: FACILITIES Healthcare facilities, whether owned, leased, permanent or temporary, or mobile, are covered by ADA requirements. This session will cover requirements for existing, new, or altered facilities and will address strategies healthcare providers must provide access to permanent or temporary facilities. The session will also cover maintaining and incentivizing accessible features and address emerging issues such as tele-health and mobile health clinics. <i>Jim Bostrom, Carol Bradley, Kaylan Dunlap, June Kailes</i>	DISCLOSURE, ROLES, AND COORDINATION IN TITLE IX REQUESTS This session will discuss the essential coordination between short term interim measures and academic modifications for disabilities resulting from long term effects of trauma associated with Title IX issues. Using our hypothetical, roles during disclosure and best practice for ongoing support will be discussed. <i>Catherine Spear, Shelley Ducatt, Melissa Frost, Jim Long</i>	WHAT DO I DO NOW? – PART 1 Using realistic scenarios, this interactive workshop will focus on more complex requests, such as, extended leave, teleworking, reassignment, and other challenging issues. Practical accommodation approaches, solutions, and undue hardship principles will be explored and discussed. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones, Lendel Bright</i>
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	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
2:15 – 3:15	<p>STANDARDS FOR ELECTRONIC AND INFORMATION TECHNOLOGY AND WEB GUIDELINES (PART ONE)</p> <p>One of the most important issues facing public entities and public accommodations 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, Jim Long</i></p>	<p>HEALTH CARE III: EQUIPMENT</p> <p>In early 2017, the Access Board published standards for accessible medical diagnostic equipment. These standards provide minimum guidelines for access for a variety of diagnostic equipment used by healthcare providers. Four members of the Access Board's Medical Diagnostic Equipment Accessibility Standards Advisory Committee, which provided significant input for the standards, will discuss aspects of the requirements and how they can be used by providers. The discussion will include procurement, use of existing diagnostic equipment, and lessons learned.</p> <p><i>Jim Bostrom, Kaylan Dunlap, June Kailes, Carol Bradley, Irene Bowen</i></p>	<p>ACCESSIBILITY IN TRICKY SITUATIONS</p> <p>Applying the academic and technical standards extends beyond the classroom to work in the field. This discussion will highlight academic modifications for success in tricky situations like extended time, memory aids, clinicals, and...</p> <p><i>Melissa Frost, Larry Phillippe, Shelly Ducatt</i></p>	<p>WHAT DO I DO NOW? – PART 2</p> <p>This is a continuation of the preceding session. See description above</p> <p><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones, Lendel Bright</i></p>

Tuesday, April 9

	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
3:30 – 4:30	ELECTRONIC AND INFORMATION TECHNOLOGY AND WEB: STRATEGIES AND TECHNIQUES (PART TWO) This session continues the discussion from the previous session and covers techniques and strategies for providing accessible web sites, online media, and information technology. <i>Jim Bostrom, Joe Dolson</i>	EFFECTIVE COMMUNICATION WORKSHOP In this interactive workshop, we'll examine scenarios addressing which auxiliary aids to use in different circumstances. Areas covered may include courtroom settings, doctor's office visits, town council meetings, police arrests, hospital emergency rooms, communications by and with deaf companions, and video remote interpreting. <i>John Wodatch, Irene Bowen, Jim Long</i>	ACCESSIBILITY POLICY WORKSHOP By popular request, this informative new session is your opportunity to ask your policy questions for pointers on best practice. Bring policies you have questions about, bring your questions about policies, come ready to work through policy issues. <i>Melissa Frost, Catherine Spear, Shelley Ducatt, Larry Phillippe</i>	ARE YOUR WORRIES LEGITIMATE? Both case law and case studies will be utilized to illustrate this critical principle, which many employers fail to understand this principle, to their detriment. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Joyce Walker-Jones</i>

4:45p – 6:00	ASSOCIATION PRESIDENT'S NETWORKING RECEPTION 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.
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Wednesday, April 10

	CORADA: This session will provide an overview of CORADA, a Comprehensive Online Resource for the ADA, by Evan Terry Associates. <i>Jim Terry</i>			
	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
8:00a – 8:45				
9:00a – 10:20	SELF-EVALUATION AND TRANSITION PLANNING <p>Assessments of policies, as well as plans for changes to facilities, were due to be completed more than two decades ago under the ADA regulations. What if your college, university, or state/local government entity never did them? Is it too late now? What if your entity completed a self-evaluation and transition plan, but it's five, ten, or 20 years old? Amendments to the regulations have added specific substantive requirements, your programs and facilities have probably changed, and the demands and expectations of people with disabilities may have increased. Learn how to develop or amend manageable and effective plans, and to aim for compliance in a practical way.</p>	ADA LEGAL UPDATE: TITLE II <p>This session will keep you apprised and up-to-date on recent and significant legal developments in the past year. We'll review cases brought, settled, or decided as well as major or interesting settlements from the Federal agencies. The focus will be on Title II, but will also include those Title III cases that may have an impact on the work of an ADA Coordinator.</p> <p><i>John Wodatch</i></p>	LEGAL UPDATE <p>You can't miss this review of recent, relevant Court decisions and OCR cases that outline important legal requirements and highlight best practice to comply with the ADA-AA and the DOJ Title II and Title III regulations.</p> <p><i>Jim Long, Catherine Spear</i></p>	WHY DON'T YOU UNDERSTAND? <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><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i></p>

Wednesday, April 10

	<i>Irene Bowen, Jim Terry, Dean Perkins, Melissa Frost</i>			
BREAKOUT TRACKS – TOPICS				
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
10:40a – 12:00	SELF-EVALUATION & TRANSITION PLANNING: CASE STUDIES <p>We'll apply what we've learned in the prior session, working in groups with scenarios – at least one that applies to public entities and one for higher education, and answer any remaining questions about evaluations and plans.</p> <p><i>Irene Bowen, Jim Terry, Jim Long</i></p>	EQUAL OPPORTUNITY AND FACILITIES: NEW CONSTRUCTION, ALTERATIONS, AND EXAMPLES TO ILLUSTRATE COMPLIANCE <p>This session will cover issues in new construction and alterations that still pose challenges during design, construction, and maintenance. We'll cover parts of the ADA Standards, title II and III regulations, and use photos to show what compliance "should" look like. We'll also have time to discuss challenges you wish to raise.</p> <p><i>Jim Bostrom, Dean Perkins</i></p>	CONDUCT: MENTAL HEALTH AND THREAT TO SELF <p>Addressing code of conduct issues promptly and effectively is essential to a safe campus. Updating our hypothetical, we will discuss characteristics of the most common behavioral issues including threat to self, discipline and best practice for readmission. Learn your important overlapping role with those on your campus who address these types of concerns.</p> <p><i>Melissa Frost, Catherine Spear, Shelley Ducatt, Larry Phillippe</i></p>	DO YOU KNOW A GOOD DOCTOR? <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><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i></p>

12:00 – 1:00	LUNCHEON <i>Hosted by the National Association of ADA Coordinators</i>
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	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
1:00 – 2:00	<p>MEETINGS AND EVENTS: ALL ARE WELCOME Everybody has them, some more often than others, but how do you make sure they're accessible to people with disabilities? Explore how to make gatherings and events – like meetings, hearings, training sessions, classes, festivals, graduation, and exhibits – accessible to people with all disabilities. We'll also look at facility tours and excursions or field trips.</p> <p>Irene Bowen, Melissa Frost</p>	<p>CRIMINAL JUSTICE: A LEGAL AND PRACTICAL OVERVIEW People with disabilities encounter the police more frequently and occupy jails and prisons at a higher rate than other portions of the population. ADA Coordinators can have some difficult challenges when working to ensure the rights of people with disabilities under the ADA, particularly when law enforcement officers and others (often untrained about the nature of disabilities) must make split-second decisions in "exigent circumstances." This session will address the ADA's requirements in a variety of areas – including arrests, people with mental illness, communication, accommodations in a correctional setting, re-entry, and training.</p> <p>John Wodatch</p>	<p>EQUAL COMMUNICATION, EIT, AND AUXILIARY AIDS ON CAMPUS Expanding on our hypothetical, this session will explain the legal requirements and practical approach for equal (effective) communication, electronic information on campus, and explore innovative examples and tools for accessibility in all types of communication.</p> <p>Shelley Ducatt, Catherine Spear, Larry Phillippe, Jim Long</p>	<p>AREN'T THERE RULES ABOUT THAT? – PART ONE 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>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</p>

	BREAKOUT TRACKS – TOPICS			
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
2:15 – 3:15	FACILITIES, TROUBLESHOOTING, & CAMPUS ACCESSIBILITY ADA Coordinators are routinely asked to provide opinions on accessibility and how to modify existing buildings. This session will include discussion about when you need to modify existing sites and buildings to provide access to your services, what do you 'have' to do and what 'should' you do, and why is there may be a difference. <i>Jim Terry, Jim Long</i>	GENERAL ISSUES, POLICING, & OTHER ADA ISSUES NOT COVERED SO FAR... (Bring your ADA Issues for Discussion...) <i>Irene Bowen, Lendel Bright, John Wodatch</i>	ADA COORDINATOR ROLES & RESPONSIBILITIES IN INTERNAL INVESTIGATIONS As our hypothetical unfolds, you will learn best practice to respond to an internal complaint and mechanisms to ensure there is no conflict in your role as the ADA Coordinator and overlapping roles ensuring ADA Compliance or Title IX Compliance. <i>Catherine Spear, Shelley Ducatt, Larry Phillippe, Melissa Frost</i>	AREN'T THERE RULES ABOUT THAT? – PART TWO This session is a continuation of Part One, described above. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill</i>

WEDNESDAY, APRIL 10

BREAKOUT TRACKS – TOPICS				
	Access & Higher Education	Access, Services, & Design	Higher Education	Employment
3:30 – 4:30	"IT'S NOT MY PROBLEM," OR IS IT? WORKING WITH CONTRACTORS AND OTHER THIRD PARTIES. Almost all entities contract with others to carry out their programs, or work jointly with non-profits or other private or government entities. What are the responsibilities of the parties? We'll look at sororities and fraternities, contractors, field placements for students, leasing arrangements, etc. Come to get a better handle on your own responsibilities and those of others. <i>Irene Bowen, John Wodatch, Melissa Frost</i>	ACCESS IN THE GREAT OUTDOORS: RECREATION FACILITIES AND OUTDOOR AREAS The 2010 ADA Standards added a section that applies to recreational facilities of State and local governments as well as public accommodations. This session will include discussion of the standards issued by the Access Board for pedestrian trails, picnic and camping facilities, viewing areas, and beach access routes that apply to federal facilities. <i>Jim Terry, Jim Bostrom, Dean Perkins</i>	RESPONDING TO AN OCR CHARGE OF DISCRIMINATION This session will take our hypothetical and address expectations outlined in the most recent (November 2018) <i>OCR Case Processing Manual (Complaint Resolution Manual)</i> , including tips for effectively responding to a charge of discrimination and resolve concerns from the initial notice to an on-campus visit. <i>Jim Long, Catherine Spear, Larry Phillippe</i>	WHAT ABOUT QUALIFICATION STANDARDS? 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. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i>

7:30p ---	SEMI-ANNUAL 'KARAOKE CHALLENGE' PARTY / GET-TOGETHER
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Thursday, April 11

	BREAKOUT TRACKS – TOPICS		
	Access, Services, & Design	Higher Education	Employment
9:00 – 10:20	PUBLIC RIGHTS OF WAY: STRATEGIES FOR SIDEWALKS, PEDESTRIAN CROSSINGS, AND ON-STREET PARKING. The draft Public Rights of Way Accessibility Guidelines (PROWAG) have been available since 2011, have not been adopted as standards but they are considered “best practice.” What does that mean? How does draft PROWAG compare to the 2010 ADA Standards? What should title II entities be doing in the public right of way to ensure ADA compliance now and in the future? <i>Dean Perkins, Jim Bostrom, Irene Bowen</i>	SERVICE AND EMOTIONAL SUPPORT (ASSISTANCE) ANIMALS Where oh where can my little pet go? Our hypothetical will address how to determine whether Sparky is a service animal or an emotional support (assistance) animal, and where Sparky and his friend Puss-Cat can go on campus? Learn best practices including when there are dueling disabilities and animals, animals that need assistance animals, dependent and neglected animals, and so much more. <i>Melissa Frost, Jim Long, Catherine Spear, Shelley Ducatt, Larry Phillippe</i>	ARE YOU THINKING BROADLY ABOUT THIS? In this interactive session, we will expand your understanding of the important interplay and distinctions among FMLA, ADA, Workers’ Compensation, and other disability benefits. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i>
10:40–12:00	WHERE DOES IT SHOW THAT? HOW TO READ ARCHITECTURAL PLANS (FOR THE NON-ARCHITECT) ADA coordinators may be asked to review design proposals contained on a set of architectural plans. This session will explain the basics of construction plans and specifications and highlight features to watch for when evaluating basic access. <i>Jim Terry, Dean Perkins, Jim Bostrom</i>	EVALUATING YOUR ACCESSIBILITY SERVICES This session will explore how to conduct a self-evaluation of your accessibility services. Survey techniques and tools, and technology to improve outcomes for important accessibility services will be discussed. <i>Melissa Frost, Catherine Spear, Shelley Ducatt, Larry Phillippe</i>	HOW DO YOU GENERATE RESPECT? In this session, we will cover the EEOC’s direction on eliminating workplace harassment by fostering a culture of respect. <i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i>
12:00 – 1:00	LUNCHEON <i>Hosted by Medical Education Development and International Consulting (MEDIC)</i>		

	BREAKOUT TRACKS – TOPICS		
	Access, Services, & Design	Higher Education	Employment
1:00 – 2:00	<p>EMERGENCY PREPAREDNESS: PART 1</p> <p>Emergencies and disasters can strike at any time and force evacuations from homes, workplaces, or campuses. This session will include discussion of the lessons learned from recent and previous disasters and how ADA Coordinators can apply useful strategies that facilitate inclusion and access to emergency services for people with disabilities and others with access and functional needs. We will discuss recent court cases and settlements, access and functional needs staffing in Emergency Operation Centers, alerts and warnings, evacuation, helpful and not so helpful preparation information, community partnership, exercises, and drills and share resources on emergency preparedness.</p> <p><i>John Wodatch, June Kailes, Melissa Frost</i></p>	<p>UNDUE HARDSHIP, REALLY?</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><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i></p>	
2:15 – 3:15	<p>EMERGENCY PREPAREDNESS: PART 2</p> <p>The session on how to ensure preparedness for dealing with emergencies and disasters continues. It will address the many issues related to sheltering persons with disabilities in general population shelters, including emergency preparedness lessons regarding mass care. The discussion will include personal attendant services, life-safety checks, access to medications and replacement of durable medical equipment and health supplies, preventing institutionalization, navigating benefit programs, and transition to temporary and permanent housing.</p> <p><i>John Wodatch, June Kailes, Irene Bowen, Jim Bostrom</i></p>	<p>THEY REALLY DID THAT? PART 1</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><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i></p>	
3:30p – 4:30	<p>TAKING IT HOME: WRAP UP AND LESSONS LEARNED.</p> <p>Wrap up of conference with insights and take-aways. Where do we go from here? Suggestions to keep advancing ADA compliance.</p> <p><i>John Wodatch</i></p>	<p>THEY REALLY DID THAT? PART 2</p> <p>The session is a continuation of Part One above, with considerable emphasis on good practices employers can and should implement to avoid the reputational and financial challenges of meritorious discrimination claims.</p> <p><i>Allison Nichol, Brian Nelson, Mary Jo O'Neill, Lendel Bright</i></p>	

Thursday, April 11

BREAKOUT TRACKS – TOPICS

	Access, Services, & Design	Higher Education	Employment
4:30	ADJOURN		

***PLEASE REMEMBER TO COMPLETE THE CONFERENCE EVALUATIONS.
WE USE YOUR FEEDBACK TO IMPROVE FUTURE CONFERENCES.***

February 24, 2019