

Fall 2019 - 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 TITLES 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 17th time she has participated in our ADA Conferences.

ADA Enforcing Agency Faculty (Ret.)
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.

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.

***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" (8th 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 Corps for 23 years. Jim is a member of the Board of Directors of the National Association of ADA Coordinators. He is the Principal at Educational Rights Consulting and a Senior Consultant with Employment Matters, LLC—Flynn Investigations Group, a consulting firm where he provides training, consultation, and litigation services. Jim is also a Director on the Board of the Zen Center of Denver. Jim is a member of the Association's Board of Directors.

Featured Senior ADA Professional Faculty Members

Statewide ADA Coordinator, Colorado Judicial Branch, Denver, CO

Janel Bravo, P.A.

Janel Bravo is the Statewide Americans with Disabilities Act (ADA) Coordinator and Senior Human Resources Analyst for the Colorado Judicial Branch since September 2007. As the Statewide ADA Coordinator, Janel is responsible for the organization and development of ongoing efforts to ensure equal access to and full participation in court and probation services, activities and programs. She provides consultative services and ADA training to management and the ADA Coordinators at the twenty-two Judicial Districts. Janel, in her role as a Senior Human Resources Analyst, is responsible for providing highly complex, specialized professional human resources services to include, but not limited to employee relations, policy interpretation, FMLA/Workers' Compensation administration, advice and management consultation and training. Ms. Bravo achieved her Professional Associate (P.A.) certificate of completion through the National Association of ADA Coordinators in April 2018. She is a member of the Association's Board of Directors.

ADA & Diversity Coordinator, City of St. Petersburg, FL

Lendel Bright, P.A.

Mr. Bright's career started in law enforcement with twenty years of service to the Pinellas County Sheriff's Office. After retiring from the Sheriff's Office, Mr. Bright joined the Pinellas County Urban League as a Youth Crime Prevention Specialist and then a Statewide Program Coordinator/Manager for the Florida Consortium of Urban League Affiliates Black-on-Black Crime Prevention Program. His service led him to his current position which he has held since 2008. Lendel oversees the City's ADA compliance and advocacy efforts as well as coordinating the City's programs related to civilian oversight of law enforcement and the Community Action Response Team. Mr. Bright holds professional certifications from NAADAC, and is member of the Board for the National Association for Civilian Oversight of Law Enforcement. Lendel is very active in the community while not at work, including holding leadership positions at his church and in community youth programs. Mr. Bright graduated from Florida State University with a degree in Criminal Justice. Lendel is a member of the Board of the Association.

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. Shelley is a member of the Association's Board of Directors.

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 founded NAADAC and was on the original Board of Directors. He was 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) 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. June is a member of the Association's Board of Directors.

Arlington County Sheriff Department, Virginia

Captain J.P. McMichael

Captain McMichael began his law enforcement career in August of 1998, with the Arlington County Sheriff's Office. He was promoted in August 2018 to Captain and became the agency's ADA Coordinator. J.P. is also the Founder of Catalyst of Change Associates LLC, a consulting company that does keynote speaking and presentations on topics such as PTSD, Suicide, Servant Leadership and mental and physical fitness. He is the author of two children's books. *Why won't you play with me*, assists families of first responders and military members with helping their children understand the effects of Post-Traumatic Stress Disorder. The second, *Specially You*, which tackles the topic of body image and anti-bullying. J.P. finished his Undergraduate Degree at the American Military University in Criminal Justice with a concentration in Forensics, and completed his Master's in Counseling with a concentration in Crisis and Trauma Response in May 2017.

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 Association Treasurer and a Member of the 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 Administrator, Fulton County, Georgia

Nadine Oka, P.A.

Ms. Oka has served more than 20 years interpreting statutory requirements related to accessibility compliance and the needs of persons with disabilities with federal, state, and local statutes for public and private sector clients. Her accessibility career began as the ADA Coordinator for the 1996 Centennial Olympic Games where she developed corporate policies and strategies to conform to the requirements of Title III, Public Accommodations under the ADA. Following the Olympics, Ms. Oka was a consultant serving the company's premier housing client as the Section 504/ADA Coordinator under Section 504 of the Rehabilitation Act, the Fair Housing Act, and the Uniform Federal Accessibility Standards (UFAS) for design and construction. She has served as the ADA Administrator for Fulton County Government for more than 8 years, ensuring compliance under Title I and Title II of the ADA for employees and members of the public with disabilities. She is responsible for the County's New Multi-phase ADA Self-Evaluation Plan and the recently published, 2019 Fulton County ADA Transition Plan for identified-barriers. Ms. Oka continues to focus on building accessible-inclusive programs, leading to self-sufficiency for all.

President, Accessibility by Design, Tallahassee, FL

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.

Managing Director of Student Disability Services at Texas Tech University

Larry Phillippe, Ph.D., P.A.

Mr. Phillippe 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. He 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. 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 is member of the Association's Board of Directors.

Fresno County Sheriff's Office, Fresno California

Michael Porter, Lieutenant, P.A.

Lieutenant Porter has worked for the Fresno County Sheriff's Office in Fresno California for 29 years. He was promoted to Lieutenant in 2010 and currently manages construction of the county's new West Annex Jail, Jail Information Technology, the jail's ADA unit and FOIA requests. During his career with the Sheriff's Office he has served as an operator and team leader for S.E.R.T. and is an instructor in the department's correctional academy for a variety of topics.

Independent Legal Counsel, COSTCO, Issaquah, WA

Angela Sisney, J.D.

Ms. Sisney has served as Independent Legal Counsel for Costco Wholesale since December 1997, advising regarding employment law. For the past 11 years Angela's focus has been accommodation and leave issues. Prior to serving Costco in this role, Angela was an associate attorney at the San Diego office of Sheppard, Mullin, Richter and Hampton for 8 years, practicing in their employment law department. Angela graduated from University of California, Davis School of Law after earning her undergraduate degree from University of Puget Sound. Angela is a member of the Association's Board of Director.

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

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. She serves as an advisor for EVERFI's Diversity, Equity, and Inclusion committee; the NCHERM Group; ATIXA; and Futures Without Violence. 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. Catherine is a 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.

Ms. 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.

Associate Director with Student Disability Services, Texas Tech University (TTU), Lubbock, TX

James Whitfield, M.A., P.A.

Mr. Whitfield currently serves as the Associate Director for Student Disability Services at Texas Tech University. Prior to Texas Tech University James worked as a sign language interpreter in K-12, video relay services and in the community working with the Deaf, hard of hearing and hearing consumers. James has been a qualified/certified interpreter in the industry for 27 years working in various fields of interpreting including mental health, medical, legal, K-12 and post-secondary education. James is certified by the Registry of Interpreters for the Deaf with a Master-National Interpreter Certification. He also maintains a Texas Board for Evaluation of Interpreters, Court and Master certification. James was born into a Deaf family; his father, mother and sister are Deaf. As a hearing child raised within a Deaf family much of his time revolved around the Deaf community, Deaf church, social and family functions where American Sign Language was the predominate language.

Faculty confirmed at time of publication.

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