



The National Association of ADA Coordinators Fall Conference

Monday, October 21	
GENERAL SESSIONS	
8:00-9:00	<p>CONTINENTAL BREAKFAST & REGISTRATION</p> <p>PRE-CONFERENCE: <i>COMBINED</i> EMPLOYMENT/ACCESS/HIGHER EDUCATION</p> <p>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.</p> <p><i>Jim Long, Brian Nelson, John Wodatch</i></p>
9:00-9:30	<p>WELCOME AND ANNOUNCEMENTS</p> <p><i>Phong Nguyen, M.D., P.A. - Association Chairman & Conference Coordinator</i></p> <p><i>John Wodatch, J.D., P.A., - Association President</i></p> <p><i>Paul Hagle, P.A., - Association Executive Director</i></p>
9:30-10:30 (1 PA CEU)	<p>DEPARTMENT OF JUSTICE KEYNOTE</p> <p>This session will provide an update of the efforts of the Justice Department as it enforces the ADA and will include relevant ADA case law.</p> <p><i>Rebecca B. Bond, J.D.</i></p> <p><i>Chief, Disability Rights Section, Civil Rights Division</i></p> <p><i>U.S. Department of Justice, Washington, D.C.</i></p>
10:30-10:45	BREAK

MONDAY, OCTOBER 21

GENERAL SESSIONS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION KEYNOTE

10:45-11:45

This session will provide an update on the ADA work of the Commission and address relevant issues and implications for the workplace.

(1 PA CEU)

Carol Miaskoff, J.D.
Associate Legal Counsel, Office of Legal Counsel,
Headquarters, U.S. E.E.O.C., Washington, DC.

LUNCHEON

11:45-1:00

Hosted by National Institute on Employment Issues

LEARNING THE ROPES:

1:00 – 2:15

What the ADA Professional Needs to Know.

(2 PA CEU)

Shelley Ducatt, Nadine Oka, Brian Nelson, Dean Perkins

BREAK

2:15 – 2:30

A CODA'S¹ PERSPECTIVE OF DEAF CULTURE:

A BRIEF OVERVIEW OF DEAF CULTURE, BEST PRACTICES AND SERVICES FOR DEAF

2:30 – 3:30

The session will provide an experience through the eyes of a CODA growing up in the not-so-quiet world of the Deaf, while learning their language and culture. The presentation will cover various topics related to American Sign language (ASL); including history, community norms, other signed languages and resources for providing reasonable accommodations using auxiliary aids in various settings. We will examine and clarify systemic misunderstandings to develop best practices while working with the Deaf and hard of hearing community.

(1 PA CEU)

James Whitfield

¹ *Child of Deaf Adult(s).*

BREAK

3:30 – 3:45

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 of heard before!

(1 PA CEU)

John Wodatch

Conference sessions and faculty subject to change without notice due to unforeseen circumstances.

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
8:00 – 8:45	<p>NETWORKING BREAKFAST Networking in the track session rooms -- bring your breakfast to the room. <i>John Wodatch, Nadine Oka, Jim Bostrom, Dean Perkins, Jim Terry, June Kailes</i></p>	<p>NETWORKING BREAKFAST Networking in the track session rooms -- bring your breakfast to the room <i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>	<p>NETWORKING BREAKFAST Networking in the track session rooms -- bring your breakfast to the room <i>Jim Long, Catherine Spear, Shelley Ducatt, Larry Phillippe</i></p>	
<p>9:00– 10:20 (1 PA CEU for BASIC) (2 PA CEU for ADVANCED)</p>	<p>LEARNING THE BASIC ADA CONCEPTS 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, facilities, program accessibility, and enforcement provisions and remedies. <i>John Wodatch</i></p> <p>ADVANCED PA SESSION 1: FACILITIES, WEB, RIGHTS OF WAY <i>Dean Perkins, Jim Terry, Jim Bostrom</i></p>	<p>THE NUTS AND BOLTS OF THE ADA This session will provide an overview of the definitions of disability and the basic provisions of the ADA Amendments Act and EEOC Regulations that establish the duties and responsibilities of covered entities. <i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p> <p>ADVANCED PA SESSION PART 1 <i>Carol Miaskoff</i></p>	<p>ADA BASICS AND FUNDAMENTALS AND WHAT OCR EXPECTS Learn the basics for coordinating your institution’s compliance with the ADA and Section 504. <i>Catherine Spear, Shelley Ducatt, Larry Phillippe</i></p> <p>ADVANCED HIGHER ED PA SESSION PART 1 <i>Jim Long</i></p>	<p>STANDARDS FOR ELECTRONIC AND INFORMATION TECHNOLOGY AND WEB GUIDELINES (PART ONE) Information technology, including websites, apps, and other devices are a central part of how information is disseminated by businesses and state and local government entities. Learn the latest from lawsuits affecting information technology and get an update on guidelines being developed. <i>Joe Dolson, Paul Grossman, Rachel Weisberg</i></p>
10:20 - 10:40	Break			

TUESDAY, OCTOBER 22

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
<p>10:40 – 12:00</p> <p>(2 PA CEU)</p>	<p>ADA FUNDAMENTALS: FACILITIES</p> <p>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.</p> <p>Jim Terry, Dean Perkins, Nadine Oka</p> <p>ADVANCED PA SESSION 2: POLICIES, COMMUNICATION, SERVICE ANIMALS, AND REASONABLE MODS</p> <p>John Wodatch</p>	<p>ACCOMMODATION REQUESTS & HEALTH-RELATED INQUIRIES</p> <p>This session will cover the nuances of accommodation requests and employer duties. We will also address when, why, and how an employer can obtain health-related information without violating the ADA and GINA.</p> <p>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</p> <p>ADVANCED EMPLOYMENT PA SESSION PART 2</p> <p>Carol Miaskoff</p>	<p>LIFTING THE VEIL - RESPONDING TO AN OCR CHARGE OF DISCRIMINATION</p> <p>Meet OCR up close and personal in this session. What’s going on when you receive notification that OCR is going to investigate a complaint against your institution? Whom do you contact first? What are the most effective tools for resolution? All these and your other questions will be addressed in this session.</p> <p>Catherine Spear, Jim Long</p> <p>ADVANCED HIGHER ED PA SESSION PART 2</p> <p>Round-table discussion continues.</p> <p>Shelley Ducatt</p>	<p>ELECTRONIC AND INFORMATION TECHNOLOGY AND WEB: STRATEGIES AND TECHNIQUES (PART TWO)</p> <p>This session continues the discussion from the previous session and covers techniques and strategies for providing accessible web sites, online media, and information technology.</p> <p>Joe Dolson, Jim Bostrom</p>
<p>12:00 – 1:00</p>	<p align="center">LUNCHEON</p> <p align="center">Hosted by National Institute on Employment Issues</p>			

TUESDAY, OCTOBER 22

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
1:00 – 2:00 (1 PA CEU)	<p>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. John Wodatch, Paul Grossman</p>	<p>ESSENTIAL FUNCTIONS AND QUALIFICATION STANDARDS Demonstrative case studies and case law will be presented and discussed to underscore the importance of understanding and applying these key ADA principles. Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney, Carol Miaskoff</p>	<p>THE ROLE OF THE ADA COORDINATOR & THE ESSENTIAL NATURE OF CAMPUS PARTNERSHIPS Understanding your role as an ADA Coordinator is critical to successful coordination with campus partners. How do you identify who those partners are? How do you initiate a conversation and establish a strong working relationship? What policies and guidelines impact each partnership? With whom are your most critical partnerships forged? In this session, we will discuss strategies to successfully create and maintain strong campus partnerships and techniques you can use to clearly establish how each campus partner is vital to ADA compliance on campus. Shelley Ducatt, Catherine Spear, Larry Phillippe, Jim Long</p>	<p>LAW ENFORCEMENT- Part 1 EFFECTIVE COMMUNICATION IN CRIMINAL JUSTICE - LESSONS FROM CASE LAW A cornerstone of the ADA is the requirement that covered entities provide effective communication. The ADA’s effective communication obligation raises interesting questions for law enforcement and corrections given the unique issues that arise in the criminal justice context. After a short review of the legal principles, participants will learn what courts are saying about providing effective communication in the criminal justice system. This session will provide an in-depth review of recent court cases and settlement agreements, including best practices and practical strategies. Rachel Weisberg, James Whitfield, Lendel Bright</p>
2:00 - 2:15	Break			

TUESDAY, OCTOBER 22

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
2:15 – 3:15 (1 PA CEU)	<p>EFFECTIVE COMMUNICATION WORKSHOP</p> <p>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.</p> <p>John Wodatch, Paul Grossman</p>	<p>EMERGENCY PLANNING WITH EMPLOYEES</p> <p>In this session, we will discuss how employers can successfully work with employees to develop effective emergency plans without violating the confidentiality requirements of the ADA.</p> <p>Janel Bravo, June Kailes, Brian Nelson, Mary Jo O'Neill, Angela Sisney, Carol Miaskoff</p>	<p>ACCESSIBILITY IN TRICKY SITUATIONS</p> <p>This is a time for participants to raise issues and questions that they brought with them - your time to raise those prickly questions that gnaw at you. How do you address a disability you've never encountered before? How do you know when an accommodation request is not 'reasonable?' All the secrets of the experts will be revealed.</p> <p>Larry Phillippe, Catherine Spear, Shelly Ducatt, Jim Long</p>	<p>LAW ENFORCEMENT -HOW THE ADA APPLIES - PART 2</p> <p>Whether you are new to the ADA or experienced in applying the ADA in law enforcement, this session has something for you! Participants will learn about how the Americans with Disabilities Act (ADA) applies to law enforcement practices, including interactions with individuals with disabilities. We will also address how ADA Title II regulations affect the core activities of law enforcement departments.</p> <p>Lendel Bright, Michael Porter, James McMichael</p>
3:15 - 3:30	Break			

TUESDAY, OCTOBER 22

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
3:30 – 4:30 (1 PA CEU)	<p style="text-align: center;">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. <i>John Wodatch, Paul Grossman</i></p>	<p style="text-align: center;">THE INTERACTIVE PROCESS</p> <p>This session will cover the essential elements of the interactive process and will focus on the consequences of employees’ and employers’ failure to interact in good faith. <i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney, Carol Miaskoff</i></p>	<p style="text-align: center;">ACCESSIBILITY POLICY WORKSHOP - HAVE YOU COVERED ALL THE BASES?</p> <p>This is an interactive opportunity to work through issues associated with policies you’re developing, reviewing, or considering implementing - Bring your policies and your questions and ideas about policy proposals you’re considering. <i>Shelley Ducatt, Larry Phillippe, Jim Long</i></p>	<p style="text-align: center;">LAW ENFORCEMENT - THE OTHER CRIMINAL JUSTICES AGENCIES – HOW THE ADA APPLIES - PART 3</p> <p>Continuing the discussion from the previous session, a panel of experienced professionals from criminal justice will discuss how to apply ADA requirements and will also answer participant’s questions. Bring your questions related to law enforcement, corrections/detention, court, juvenile justice, and effective communication. <i>Lendel Bright, Michael Porter, James McMichael, Rachael Weisberg, James Whitfield</i></p>

4:45 – 6:00	<p>ASSOCIATION PRESIDENT’S NETWORKING RECEPTION</p> <p>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.</p>
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WEDNESDAY, OCTOBER 23

CORADA:

8:00a – 8:45

This session will provide an overview of CORADA, a Comprehensive Online Resource for the ADA, by Evan Terry Associates.
Jim Terry

BREAKOUT TRACKS – TOPICS

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
<p>9:00a – 10:20</p> <p>(2 PA CEU)</p>	<p><i>EMERGENCY PREP: EVALUATING AND UNDERSTANDING EMERGENCY PLANS</i></p> <p>This session will discuss emergency plans using real-world examples and will help attendees understand what to look for in good plans, how to evaluate a plan, and how to “network.”</p> <p align="right"><i>June Kailes</i></p>	<p><i>MENTAL ILLNESS AND THE ADA</i></p> <p>This session will focus on the challenges of addressing mental health issues and accommodations in the workplace and will present case studies to illustrate sound practices and effective solutions.</p> <p align="right"><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney, Carol Miaskoff</i></p>	<p><i>ANNUAL LEGAL UPDATE</i></p> <p>What’s new in disability law for higher education? Are court decisions in other areas impacting or likely to impact higher ed? What are the trends that are now emerging? These and many more questions will be answered by our national expert in this highly anticipated session. Relevant DOJ settlements and OCR resolution letters will be included in the discussion.</p> <p align="right"><i>Paul Grossman</i></p>	<p><i>DEALING WITH EXISTING FACILITIES -- SELF-EVALUATION AND TRANSITION PLANNING</i></p> <p>Sometimes you just don’t know where to start! 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? Learn how to develop or amend manageable and effective plans, and to aim for compliance in a practical way.</p> <p align="right"><i>John Wodatch, Nadine Oka, Jim Terry, Dean Perkins, Catherine Spear</i></p>
<p>10:20 - 10:40</p>	BREAK			

WEDNESDAY, OCTOBER 23

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
<p>10:40a – 12:00 (2 PA CEU)</p>	<p>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, and even though they have not been adopted as standards under the ADA, they are considered “best practice” by some states. 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? Dean Perkins, Jim Bostrom</p>	<p>COMPLEX CASES AND RESOLUTIONS This session will cover recent case law that has addressed complex ADA issues that are becoming more common and challenging in the workplace. Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney, Carol Miaskoff</p>	<p>NEW CHALLENGES—DIGGING DEEPER TO UNDERSTAND EVEN MORE ABOUT PTSD As more and more veterans and others with PTSD and traumatic brain injuries seek the advantage of a post-secondary education, the challenges to ADA Coordinators become more complex. This session will enable you to dig deeper into the mysteries of this impairment and explore with an expert, ways to serve those with PTSD. James McMichael</p>	<p>ADA LEGAL UPDATE: TITLE II 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. Rachel Weisberg</p>
<p>12:00 – 1:00</p>	<p align="center">LUNCHEON <i>Hosted by the National Association of ADA Coordinators</i></p>			

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WEDNESDAY, OCTOBER 23

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
1:00 – 2:00 (1 PA CEU)	<p>MEETINGS AND EVENTS: ALL ARE WELCOME</p> <p>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><i>Jim Bostrom, John Wodatch</i></p>	<p>PERFORMANCE, CONDUCT, DRUGS & ALCOHOL – PART 1</p> <p>This session will focus on the challenges faced by employers when employee performance and conduct are impacted by disabilities. Good practices will be identified and discussed via case studies.</p> <p><i>Janel Bravo, Brian Nelson, Mary Jo O'Neill, Angela Sisney, Carol Miaskoff</i></p>	<p>WHO LET THE DOGS OUT!?!? – SERVICE ANIMALS – PART 1</p> <p>The proliferation of animals on campuses for many reasons increases the challenges for campus administrators and ADA coordinators alike. In this session, we'll cover the challenges and solutions for supporting service animals (and in some cases service animals in training) on your campus.</p> <p><i>Larry Phillippe, Jim Long</i></p>	<p>SELF-EVALUATION & TRANSITION PLANNING: CASE STUDIES</p> <p>We'll apply what we've learned in the morning 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>Jim Terry, Shelley Ducatt, Nadine Oka, Dean Perkins</i></p>
2:00 - 2:15	BREAK			
2:15 – 3:15 (1 PA CEU)	<p>ALTERATIONS, PATH OF TRAVEL, AND LIMITS...</p> <p>This session will discuss access in existing buildings, what to do during an alteration, and what path of travel means. Examples will be used to help attendees better understand the requirements and limits in the ADA regulations.</p> <p><i>Jim Bostrom, John Wodatch</i></p>	<p>PERFORMANCE, CONDUCT, DRUGS & ALCOHOL—PART 2</p> <p>This session is a continuation of Part 1, described above.</p> <p><i>Janel Bravo, Brian Nelson, Mary Jo O'Neill, Angela Sisney, Carol Miaskoff</i></p>	<p>BUNNIES, BARRACUDAS, AND BONOBOS - ASSISTANCE ANIMALS - PART 2</p> <p>In this second session devoted to animals on campus we'll tackle the complex topic of assistance animals (AKA: 'emotional support animals') with a nod to therapy animals, pets, and other kinds of furry and scaly beasts. We'll include discussion of some of the lead cases in the area and what you can expect from OCR and DOJ.</p> <p><i>Larry Phillippe, Jim Long</i></p>	<p>FACILITIES, TROUBLESHOOTING, & CAMPUS ACCESSIBILITY</p> <p>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.</p> <p><i>Jim Terry, Shelley Ducatt</i></p>

BREAKOUT TRACKS – TOPICS

	Access, Services, & Design	Employment	Higher Education	Access & Higher Education
<p>3:30 – 4:30 (1 PA CEU)</p>	<p>ACCESSIBILITY COMPLIANCE: BUILDING CODES, ADA STANDARDS, AND MAINTENANCE...</p> <p>While the ADA Standards have set minimum requirements for accessibility since 1992, changes to model and state and local building codes are making it more important than ever that entities remember to comply with more than just the ADA. This session will provide an update on changes to building codes along with strategies for maintaining compliance. <i>Jim Bostrom, Jim Terry, Dean Perkins, Nadine Oka</i></p>	<p>HEALTH CARE INCONSISTENCIES AND CONFLICTS</p> <p>In this session, we will cover and discuss the challenges of conflicting medical opinions and the collision of inconsistent employee health complaints. The appropriateness of fitness for duty evaluations will also be addressed. <i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney, Carol Miaskoff</i></p>	<p>EMERGENCY PREPAREDNESS FOR THE CAMPUS ADA PROFESSIONAL</p> <p>This session addresses the needs and method for planning for emergencies on your campus, in particular the way such events require considering the needs of students and others with disabilities. Chances are that you may have to review emergency plans given the increasing frequency, intensity, and duration of human-caused, climate-related, and other large-scale emergencies on and around campuses. Interactive discussion using a scenario will focus on evacuation and planning issues, including embedding in plans a sustained ability to include disability issues in processes and procedures. This session will also contain a brief review of current higher education emergency guidelines. <i>June Kailes, Jim Long</i></p>	<p>“IT’S NOT MY PROBLEM,” OR IS IT? WORKING WITH CONTRACTORS AND OTHER THIRD PARTIES.</p> <p>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>John Wodatch, Paul Grossman</i></p>

7:30p ---	<p>SEMI-ANNUAL ‘KARAOKE CHALLENGE’ PARTY / GET-TOGETHER</p>
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THURSDAY, OCTOBER 24

BREAKOUT TRACKS – TOPICS			
	Access, Services, & Design	Higher Education	Employment
9:00 – 10:20 (2 PA CEU)	<p>WHERE DOES IT SHOW THAT? HOW TO READ ARCHITECTURAL PLANS (FOR THE NON-ARCHITECT)</p> <p>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.</p> <p><i>Jim Terry, Dean Perkins, Jim Bostrom</i></p>	<p>EVALUATING YOUR ACCESSIBILITY SERVICES</p> <p>How do you know whether you’re succeeding at your goals—this session will give you invaluable tools for evaluating your work.</p> <p><i>Shelley Ducatt</i></p>	<p>DISABILITY MANAGEMENT AND THE ADA</p> <p>Via case studies we will explore the challenging and important interaction among the rights, interests, and protections of the FMLA, the ADA, Workers’ Compensation, and other disability benefits.</p> <p><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>
2:00 - 2:15	BREAK		
10:40–12:00 (2 PA CEU)	<p>PLAN READING WORKSHOP: APPLYING SKILLS AND TROUBLESHOOTING</p> <p>This session will provide a deeper dive into reading plans and applying newly acquired skills from the previous session. You’ll evaluate a set of plans and be tested on your ability to find barriers and errors that affect compliance.</p> <p><i>Jim Terry, Dean Perkins, Jim Bostrom</i></p>	<p>CONDUCT—MENTAL HEALTH AND THREAT TO SELF</p> <p>What do you do about the confluence of mental health issues and misconduct among students on your campus?</p> <p><i>Paul Grossman, Jim Long</i></p>	<p>R-E-S-P-E-C-T</p> <p>In this session we will cover the EEOC’s findings and direction with regard to eliminating workplace harassment by fostering a culture of respect.</p> <p><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>
12:00 – 1:00	<p>LUNCHEON</p> <p><i>Hosted by Medical Education Development and International Consulting (MEDIC)</i></p>		

THURSDAY, OCTOBER 24

BREAKOUT TRACKS – TOPICS			
	Access, Services, & Design	Higher Education	Employment
1:00 – 2:00 (1 PA CEU)	<p align="center">ISSUES IN CAMPUS PHYSICAL ACCESSIBILITY – PART 1</p> <p>This session will discuss campus access from several perspectives including operations, existing facilities, temporary barriers, and alterations and new construction. Examples will highlight common and not so common issues that are found on many campuses.</p> <p align="center"><i>Jim Bostrom, Jim Terry, Jim Long</i></p>		<p>UNDUE HARDSHIP IN THE REAL WORLD</p> <p>The oft-misunderstood principle of undue hardship in the employment setting will be highlighted in this session with case law and case studies.</p> <p align="center"><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>
2:15 – 3:15 (1 PA CEU)	<p align="center">ISSUES IN CAMPUS PHYSICAL ACCESSIBILITY – PART 2</p> <p>This session continues the discussion of campus accessibility, including campus housing...</p> <p align="center"><i>Jim Bostrom, Jim Terry, Jim Long</i></p>		<p>YES, THAT REALLY HAPPENED</p> <p>The session will review some unbelievable mistakes made by employers and will present critical principles and practices that employers must understand and apply to avoid liability.</p> <p align="center"><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>
3:30p – 4:30 (1 PA CEU)	<p align="center">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 align="center"><i>John Wodatch</i></p>		<p>DIRECT THREATS VS. SPECULATIVE FEARS</p> <p>Direct threat to self and others is a critical concept that is often misunderstood and misapplied by employers. Both case law and case studies will be utilized to illustrate how employers should evaluate and act on these matters.</p> <p align="center"><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</i></p>
4:30	ADJOURN		

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

September 7, 2019