

**Day Four - Thursday, October 24, 2019 - Concurrent Workshops**

Time Periods	Track	Workshop Synopsis
9:00a - 10:20a  ( 2 PA CEU )	ACCESS, SERVICES, & DESIGN	<p align="center"><b>WHERE DOES IT SHOW THAT? HOW TO READ ARCHITECTURAL PLANS (FOR THE NON-ARCHITECT)</b></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.  <i>Jim Terry, Dean Perkins, Jim Bostrom</i>
	EMPLOYMENT	<p align="center"><b>DISABILITY MANAGEMENT AND THE ADA</b></p> Via case studies we will explore the challenging and important interaction around the rights, interests, and protections of the FMLA, the ADA, the Workers' Compensation, and other disability benefits.  <i>Janel Bravo, Brian Nelson, Mary Jo O'Neill, Angela Sisney</i>
	HIGHER EDUCATION	<p align="center"><b>EVALUATING YOUR ACCESSIBILITY SERVICES</b></p> How do you know whether you're succeeding at your goals - this session will give you invaluable tools for evaluating your work.  <i>Shelley Ducatt</i>
10:20 –10:40a		<p align="center"><b>BREAK</b></p>
10:40a - 12:00  (2 PA CEU)	ACCESS, SERVICES, & DESIGN	<p align="center"><b>PLAN READING WORKSHOP: APPLYING SKILLS AND TROUBLESHOOTING</b></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 effect compliance.  <i>Jim Terry, Dean Perkins, Jim Bostrom</i>
	EMPLOYMENT	<p align="center"><b>R-E-S-P-E-C-T</b></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.  <i>Janel Bravo, Brian Nelson, Mary Jo O'Neill, Angela Sisney</i>
	HIGHER EDUCATION	<p align="center"><b>CONDUCT - MENTAL HEALTH AND THREAT TO SELF</b></p> What do you do about the confluence of mental health issues and misconduct among students on your campus? When, if ever, is 'threat to self' an appropriate basis for excluding a student from your campus? How do you best address mental health related misconduct? This session will help you navigate this particularly sensitive and challenging area.  <i>Paul Grossman, Jim Long</i>
12:00 - 1:00p	<p align="center"><b>Lunch - Hosted by Medical Education Development and International Consulting (MEDIC)</b></p>	
1:00p - 2:00p  ( 1 PA CEU )	<u>COMBINED:</u> ACCESS, SERVICES, & DESIGN and  HIGHER EDUCATION	<p align="center"><b>ISSUES IN CAMPUS PHYSICAL ACCESSIBILITY – Part 1</b></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.  <i>Jim Bostrom, Jim Terry, Jim Long</i>
	EMPLOYMENT	<p align="center"><b>UNDUE HARDSHIP IN THE REAL WORLD</b></p> The oft-misunderstood principle of undue hardship in the employment setting will be highlighted in this session with case law and case studies.  <i>Janel Bravo, Brian Nelson, Mary Jo O'Neill, Angela Sisney</i>

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2:00 – 2:15p		<b>BREAK</b>
2:15 - 3:15p  (1 PA CEU)	<b>COMBINED: ACCESS, SERVICES, &amp; DESIGN and</b>	<b>ISSUES IN CAMPUS PHYSICAL ACCESSIBILITY – Part 2</b> This session continues the discussion of campus accessibility, including campus housing... <b>Jim Bostrom, Jim Terry, Jim Long</b>
	<b>HIGHER EDUCATION</b>	
	<b>EMPLOYMENT</b>	<b>YES, THAT REALLY HAPPENED</b> 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. <b>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</b>
		<b>BREAK</b>
3:30 - 4:30p  ( 1 PA CEU )	<b>COMBINED: ACCESS, SERVICES, &amp; DESIGN and</b>	<b>TAKING IT HOME: - WRAP-UP AND LESSONS LEARNED</b> Wrap-up of conference with insights and take-aways. Where do we go from here? Suggestions to keep advancing ADA compliance.  <b>John Wodatch</b>
	<b>HIGHER EDUCATION</b>	
	<b>EMPLOYMENT</b>	<b>DIRECT THREAT VS. SPECULATIVE FEARS</b> 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.  <b>Janel Bravo, Brian Nelson, Mary Jo O’Neill, Angela Sisney</b>

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

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