

National Association of ADA Coordinators Fall 2024 Conference Agenda

Wednesday, November 13, 2024	
General Sessions	
8:00 – 9:00	CONTINENTAL BREAKFAST AND REGISTRATION Pre-Conference: Combined 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 days ahead. Brian Nelson, John Wodatch, Shelley Ducatt, Jim Terry
9:00 – 9:30	WELCOME AND ANNOUNCEMENTS Shelley Ducatt, Association President John Wodatch, Association Board Chair
9:30 – 10:30	DEPARTMENT OF JUSTICE KEYNOTE This session will provide an update of the efforts of the Department of Justice in implementing and enforcing the ADA. Rebecca B. Bond, J.D. Chief, Disability Rights Section, Civil Rights Division U.S. Department of Justice, Washington, D.C.
10:30 – 10:45	BREAK
10:45 – 11:45	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION KEYNOTE This session will provide an update of the objectives and priorities of the Commission in addressing disability-related issues in the workplace. Carol Miaskoff Office of Legal Counsel EEOC Headquarters, Washington, D.C.
11:45 – 1:00	LUNCH
1:00 – 2:15	ADA LEGAL UPDATE SESSION 1 Key Issues in ADA Cases. John Wodatch and Paul Grossman
2:15 – 2:30	BREAK
2:30 – 3:30	ADA LEGAL UPDATE SESSION 2 Key Issues in ADA Cases. John Wodatch and Paul Grossman
3:30 – 3:45	BREAK
3:45 – 4:30	WONDERING ABOUT STRATEGIES FOR SUCCESSING AS AN ADA COORDINATOR? THIS SESSION IS FOR YOU! This session will cover the roles and responsibilities of an ADA Coordinator, with insight from seasoned ADA Coordinators. Whether you are new to the role or have been in your role for a while, join us for a discussion of strategies and best practices for effective implementation of the ADA within your unique organizations. Shelley Ducatt, Jan Garrett, and Angela Sisney
4:30	ADJOURN
5:00 – 6:00	ASSOCIATION NETWORKING RECEPTION Come and honor Paul Hagle. Meet NAADAC's faculty and board members. Network with your fellow participants in a relaxed atmosphere with snacks and refreshments.

Thursday, November 14, 2024		
Track Breakout Sessions		
8:00 – 8:45	Access, Services, and Design	<p>NETWORKING BREAKFAST Network with your peers – bring your breakfast to the room. <i>John Wodatch, Jim Terry, June Kailes, and Joe Dolson</i></p>
	Higher Education	<p>NETWORKING BREAKFAST Network with your peers – bring your breakfast to the room. <i>Catherine Spear, Shelley Ducatt, and Larry Phillippe</i></p>
	Employment	<p>NETWORKING BREAKFAST Network with your peers – bring your breakfast to the room. <i>Janel Bravo, Angela Sisney, and Brian Nelson</i></p>
8:45 – 9:00	BREAK	
9:00 – 10:20	Access, Services, and Design	<p>DOJ'S TITLE II WEB/APP REGULATION On April 24th, 2024, the Attorney General signed into law a rule for Title II entities to ensure equal access to web sites and mobile applications for individuals with disabilities. This session will talk about what these specific requirements are, how they differ from the Section 508 accessibility requirements, and offer tips on identifying problems and pursuing solutions for your sites and apps. <i>Joe Dolson</i></p> <p>ADVANCED PA SESSION 1: FACILITIES, WEB, PUBLIC RIGHTS OF WAY <i>Jim Terry</i></p>
	Higher Education	<p>ADA BASICS, ROLE OF THE ADA COORDINATOR & WHAT OCR EXPECTS This session will cover the basic requirements for an ADA Coordinator and provide practical suggestions for best practices to comply with the ADA/Section 504, DOJ Title II and Title III regulations and what OCR expects. Additionally, we will discuss the principles of “reasonable accommodation” and will introduce the concepts of fundamental alteration and undue burden, which will be covered in depth in the following session. <i>Shelley Ducatt</i></p> <p>ADVANCED HIGHER ED PA SESSION PART 1 Bring your knotty problems to discuss and resolve with other PA's and one of our long-term presenters. <i>Catherine Spear</i></p>

Thursday, November 14, 2024		
Track Breakout Sessions		
9:00 – 10:20	Employment	<p>THE NUTS AND BOLTS OF THE ADA IN THE EMPLOYMENT SETTING</p> <p>In this session we will present and discuss the rudimentary concepts every ADA specialist must understand to become competent in, recognizing, understanding, and addressing employee accommodation requests in the workplace.</p> <p><i>Janel Bravo and Angela Sisney</i></p> <p>ADVANCED PA SESSION</p> <p>What are the unanswered questions and overwhelming challenges that keep you awake at night? This is the forum to discuss them and identify possible solutions.</p> <p><i>Mary Jo O’Neill and Carol Miaskoff</i></p>
10:20 – 10:40	BREAK	
10:40 – 12:00	Access, Services, and Design	<p>PUBLIC RIGHTS OF WAY FINAL GUIDELINES</p> <p>Strategies for Sidewalks, Pedestrian Crossings, and On-Street Parking.</p> <p><i>Juliet Shultz</i></p> <p>ADVANCED PA SESSION 2</p> <p>Policies, Communication, Service Animals, and Reasonable Modifications</p> <p><i>John Wodatch</i></p>
	Higher Education	<p>PROCESS, PROCESS, PROCESS</p> <p>When your school is sued by a student for failing to accommodate them, you can come to court in one of two ways: “naked or fully armed to win.” The same applies when OCR “comes a knocking.” To successfully assert that the denied accommodation was not necessary, would not have been effective, was a fundamental alteration, or an undue burden, your school must have gone through the judicially recognized processes predicate to reaching one or more of these conclusions. This session will cover both the “individualized interactive communication process” and the “<i>Wynne v. Tufts/Guckenberger v. Tufts</i> process.</p> <p><i>Paul Grossman and Larry Phillippe</i></p>
	Employment	<p>EMPLOYMENT CASE LAW UPDATE</p> <p>This session will focus on more recent legal decisions that have addressed disability discrimination issues in the employment context. This information is extremely helpful in understanding and developing practice pointers to avoid legal pitfalls and to implement successful solutions.</p> <p><i>Carol Miaskoff</i></p>
12:00 – 1:15	LUNCH	

Thursday, November 14, 2024

Track Breakout Sessions

1:15 – 2:15	Access, Services, and Design and Higher Education	<p align="center">REVISED 504 REGULATIONS AND WHY THEY ARE IMPORTANT TO ADA COORDINATORS</p> <p>With several federal agencies having completed their section 504 regulations and others starting the process, this session will provide an update on the process and highlight the implications to the work of ADA coordinators and ADA professionals.</p> <p align="center"><i>John Wodatch and Paul Grossman</i></p>
	Employment	<p align="center">ACCOMMODATION REQUESTS AND MEDICAL INQUIRIES</p> <p>This session will focus on the nuances of accommodation requests, employee responsibilities, and employer duties. We will also address employer limitations on making medical inquiries for prospective and current employees.</p> <p align="center"><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, and Angela Sisney</i></p>
2:15 – 3:15	Access, Services, and Design and Higher Education	<p align="center">EFFECTIVE COMMUNICATION (CROSS-TRACK)</p> <p>The ADA requires effective communication with all the participants in your programs: clients, customers, students, faculty, visitors, and the public. And it applies to 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.</p> <p align="center"><i>John Wodatch, Catherine Spear, and Rachel Weisberg</i></p>
	Employment	<p align="center">ESSENTIAL FUNCTIONS AND QUALIFICATION STANDARDS</p> <p>This session will cover qualification standards and the factors that are considered in determining whether job functions are truly essential.</p> <p align="center"><i>Janet Bravo, Mary Jo O’Neill, and Angel Sisney</i></p>
3:15 – 3:30	BREAK	
3:30 – 4:30	Access, Services, and Design	<p align="center">EXISTING FACILITIES AND PROGRAM ACCES -- PART 1</p> <p>This session will address all the different accessibility laws and standards, along with the major obligations, and major exceptions to those obligations that apply under each. It is designed to help ADA Coordinators and consultants remember what they need to think about when they’re trying to decide which obligations apply under a given set of facts and which exceptions might apply.</p> <p align="center"><i>Jim Terry</i></p>

Thursday, November 14, 2024		
Track Breakout Sessions		
3:30 – 4:30	Higher Education and Access, Services, and Design	<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><i>John Wodatch and Rachel Weisberg</i></p>
	Employment	<p>WHERE DOES IT END?</p> <p>This session will cover and discuss how far employers must go to accommodate their employees and what is reasonable vs. unreasonable. We will discuss various scenarios and issues, including teleworking, scent-free workplaces, "bossectomies," job reassignment, support animals, and more.</p> <p><i>Janel Bravo, Mary Jo O'Neill, and Angela Sisney</i></p>
4:30	ADJOURN	
Friday, November 15, 2024		
Track Breakout Sessions		
9:00 – 10:20	Access, Services, and Design	<p>EXISTING FACILITIES AND PROGRAM ACCESS -- PART 2</p> <p>This session will address all the different accessibility laws and standards, along with the major obligations, and major exceptions to those obligations that apply under each. It is designed to help ADA Coordinators and consultants remember what they need to think about when they're trying to decide which obligations apply under a given set of facts and which exceptions might apply.</p> <p><i>Jim Terry</i></p>
	Higher Education	<p>ANNUAL LEGAL UPDATE, PART 1</p> <p>Join us for a deeper dive into what is new in disability law for higher education.</p> <p><i>Paul Grossman</i></p>
	Employment	<p>ACCOMMODATING MENTAL ILLNESS IN THE WORKPLACE</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><i>Janel Bravo, Mary Jo O'Neill, and Angela Sisney</i></p>
10:20 – 10:40	BREAK	

Friday, November 15, 2024		
Track Breakout Sessions		
10:40 – 12:00	Access, Services, and Design	<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</i></p>
	Higher Education	<p>ANNUAL LEGAL UPDATE, PART 2</p> <p>Join us for the continuation of a deep dive into what is new in disability law for higher education.</p> <p><i>Paul Grossman</i></p>
	Employment	<p>THE INTERACTIVE PROCESS</p> <p>This session will cover the legal framework of the interactive process, including what triggers the interactive process, how to engage in the interactive process, results of failing to engage in the interactive process, and lessons learned from case law.</p> <p><i>Janel Bravo, Rachel Weisberg, Mary Jo O'Neill, and Angela Sisney</i></p>
12:00 – 1:15	LUNCH	
1:15 – 2:15	Access, Services, and Design	<p>POLICY MODIFICATIONS: AN ESSENTIAL PART OF MAKING THE ADA WORK</p> <p>A central, sometimes overlooked, ADA requirement is the obligation to make "reasonable modifications in policies, practices, and procedures" to avoid unnecessary exclusion of individuals with disabilities. This session will cover the legal underpinning for this requirement and review its application in a variety of contexts from service animals to ticketing policies to emergency management practices and procedures.</p> <p><i>John Wodatch and Rachel Weisberg</i></p>
	Higher Education	<p>THE INTERSECTION BETWEEN TITLE IX AND DISABILITY</p> <p>Join us for this informative discussion of the intersection between Title IX and Section 504/ADA. This session will include information regarding the role of Title IX and Section 504/ADA Coordinators, accommodations and supportive measures, pregnant and parenting students with a focus on the connection between Title IX offices and Disability Services Offices.</p> <p><i>Catherine Spear</i></p>

Friday, November 15, 2024		
Track Breakout Sessions		
1:15 – 2:15	Employment	<p>PERFORMANCE AND CONDUCT STANDARDS AND THE ADA</p> <p>This session will focus on balancing accommodation requests with the challenges of addressing employee performance and conduct issues.</p> <p><i>Janel Bravo, Mary Jo O’Neill, and Angela Sisney</i></p>
2:15 – 3:15	Access, Services, and Design	<p>ACCESSIBLE MEDICAL DIAGNOSTIC EQUIPMENT STANDARDS AND HEALTHCARE</p> <p>With final Medical Diagnostic Equipment Standards adopted in the new Department of Health and Human Services section 504 regulations and in the Justice Department’s title II regulation, there will soon be accessibility requirements for diagnostic equipment such as examination tables and chairs, radiologic equipment, weight scales and other medical diagnostic equipment. This session will provide an overview of the new requirements and deadlines for implementation.</p> <p><i>Jim Bostrom and John Wodatch</i></p>
	Higher Education	<p>STUDENT MISCONDUCT: WHEN YOU FIND YOURSELF AT THE CROSSROADS OF MENTAL HEALTH, THREAT ASSESSMENT, AND THREAT TO SELF</p> <p>How should you address the confluence of mental health issues and misconduct among students on your campus? What is or should be the role of the ADA Coordinator related to campus Threat Assessment Teams and what about confidentiality? What approaches are possible with respect to threat to self-situations?</p> <p><i>Catherine Spear and Shelley Ducatt</i></p>
	Employment	<p>DRUGS & ALCOHOL IN THE WORKPLACE</p> <p>This session will focus on avoiding discrimination in the workplace and balancing accommodation requests with the challenges of addressing past and current drug and alcohol use/abuse.</p> <p><i>Janel Bravo, Mary Jo O’Neill, and Angela Sisney</i></p>
3:15 – 3:30	BREAK	
3:30 – 4:30	Access, Services, and Design and Higher Education	<p>BRING YOUR DIFFICULT QUESTIONS (CROSS TRACK) AND PRACTICES AND STRATEGIES THAT MIGHT HAVE AVOIDED LITIGATION AND COMPLAINTS</p> <p>This session will provide a chance to ask any ADA questions that have not been answered and to also learn more about proactive strategies for meeting ADA requirements.</p> <p><i>Rachel Weisberg, John Wodatch, and Shelley Ducatt</i></p>

Friday, November 15, 2024		
Track Breakout Sessions		
3:30 – 4:30	Employment	<p>RESOLVING HEALTH CARE INFORMATION 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.</p> <p><i>Janel Bravo, Brian Nelson, Mary Jo O’Neill, and Angela Sisney</i></p>
4:30	ADJOURN – THANKS FOR ATTENDING!	

CAVEAT: Due to speaker and faculty schedules and evolving issues and conflicts the above agenda may be modified prior to and during the conference.
September 24, 2024