

# 2026 Conference Session Agenda

NAADAC Annual Conference · Sheraton New Orleans Hotel · November 8–11, 2026

*All sessions open to all registered attendees. [CORE] sessions are required for ADACP certification. [ELECTIVE] sessions count toward elective credits. [PA & AADAC TRACK] sessions are restricted to PA holders and AADAC enrollees and run concurrently with Core/Elective sessions.*

## Session Key

[ CORE ★ PLENARY — ALL ATTENDEES ] All conference attendees together. Dual credit toward ADACP and AADAC.

[ CORE ] All attendees — no enrollment needed. Required for ADACP. Credits bank from day one.

[ ELECTIVE ] All attendees. Counts toward ADACP elective credits.

[ PA & AADAC TRACK ] PA holders and AADAC enrollees only — restricted room. Enrollment and eligibility verification required before the conference.

## Sunday, November 8, 2026

**[REGISTRATION]** 4:00–6:00 pm

### Hotel check-in and conference registration

Collect your materials and welcome packet.

**[PRESIDENT'S RECEPTION]** 6:00–7:00 pm

### Welcome Reception

Join NAADAC Board President Shelley Ducatt for complimentary refreshments. Meet fellow attendees, board members, and faculty.

## Monday, November 9, 2026 (ADACP Year 1 · Day 1 of 3 | AADAC Year 1 · Day 1 of 3)

**[CORE ★ PLENARY]** 9:00–10:30 am

### Legal Update: ADA Titles I, II & Applicable Title III — 1.5 cr — Dual credit: ADACP + AADAC

Comprehensive review of current enforcement priorities, recent case law, and regulatory developments across Titles I, II, and applicable Title III.

*Presenters: Eve Hill*

**[CORE ★ PLENARY]** 10:40 am–12:10 pm

### Role of the ADA Coordinator: Present Practice & the Future — 1.5 cr — Dual credit: ADACP + AADAC

The evolving ADA coordinator role: legal duties, institutional authority, professional standing, and the landscape ahead.

*Presenters: Shelley Ducatt, Stacey Peace, and Janel Bravo*

12:10–1:25 pm — *Lunch & Networking*

**[CORE]** 1:25–2:25 pm

**Service Animals & Emotional Support Animals** — 1.0 cr

ADA and FHA requirements for service animals and emotional support animals across all sectors. Distinguishing between service animals and ESAs; inquiry rights; policies and exclusions.

*Presenters: Tamara Mancini, Spencer Scruggs, and Larry Phillippe*

**[PA & AADAC TRACK — AADAC-A]** 1:25–2:25 pm

**Reading the Trends: ADA Case Law & Enforcement Patterns** — 1.0 cr

Examine recent ADA enforcement actions and case law alongside faculty and fellow advanced practitioners. Sharpen your ability to spot emerging compliance risks.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Experts: Eve Hill and Kathleen Wolfe*

**[CORE]** 2:35–3:35 pm

**Effective Communication – Part 1: Auxiliary Aids & Primary Consideration** — 1.0 cr

Title II and III requirements for auxiliary aids and services; primary consideration standard; determining the appropriate format; coordination responsibilities.

*Presenters: John Wodatch and Alyse Bass*

**[PA & AADAC TRACK — AADAC-B]** 2:35–3:35 pm

**Digital Accessibility: Why It Matters for ADA Coordinators** — 1.0 cr

Digital and AI accessibility as a growing ADA compliance frontier. Legal landscape including obligations under the 2024 DOJ Title II web rule. Context-setter for the Day 2 advanced digital workshop.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Experts: Ken Nakata, Joe Dolson*

**[CORE]** 3:45–4:45 pm

**Effective Communication – Part 2: Web/Digital Access & 2024 DOJ Rule** — 1.0 cr

Compliance requirements of the 2024 DOJ Title II web accessibility rule. Technical standards, timelines, exceptions, coordinator obligations, and practical implementation.

*Presenters: Joe Dolson and Ken Nakata*

**[PA & AADAC TRACK — AADAC-B]** 3:45–4:45 pm

**Opening Practitioner Roundtable** — 1.0 cr

Overview of AADAC competency areas and what the two-year program builds toward. Participant introductions and faculty-facilitated preview. This is where the AADAC cohort becomes a working community.

*Presenters: Shelley Ducatt and Stacey Peace*

**Day 1 Credit Summary — ADACP: 6.0 cr Core | AADAC: 6.0 cr**

**Tuesday, November 10, 2026 (ADACP Year 1 · Day 2 of 3 | AADAC Year 1 · Day 2 of 3)**

**[CORE]** 9:00–10:30 am

**ADA Grievance Procedures: Designing, Administering & Defending Your Process** — 1.5 cr

Title II requirement for grievance procedures. Legal standard, required elements, accessible design, staff responsibilities, recordkeeping, and common procedural failures.

*Presenters: Stacey Peace*

**[ELECTIVE]** 9:00–10:30 am

**Public Rights of Way Guidelines (PROWAG)** — 1.5 cr

ADA accessibility requirements for public rights of way — sidewalks, pedestrian crossings, on-street parking, and shared use paths.

*Presenters: Juliet Shoultz and Jim Bostrom*

**[ELECTIVE]** 9:00–10:30 am

**ADA Basics for Higher Education: Role of the ADA Coordinator & What OCR Expects** — 1.5 cr

ADA/Section 504 compliance in higher education; what OCR expects; principles of reasonable accommodation for students.

*Presenters: Spencer Scruggs and Steven Gordon*

**[PA & AADAC TRACK — AADAC-A]** 9:00–10:30 am

**Advanced Legal Analysis: Enforcement Trends, Consent Decrees & Systemic Risk** — 1.5 cr

How to read a consent decree as an expert practitioner. Analyze real or composite consent decrees in small groups. Leave with a sharper eye for systemic risk in your own organization.

*Presenters: Shelley Ducatt; Guest Experts: Kathleen Wolfe, Cheryl Ann Frazier*

**[CORE]** 10:40 am–12:10 pm

**Reasonable Accommodation Process** — 1.5 cr

Full accommodation lifecycle: when the interactive process is triggered, employer obligations, evaluating effectiveness, undue hardship analysis, documentation, and common process failures.

*Presenters: Janel Bravo, Angela Sisney, and Alyse Bass*

**[ELECTIVE]** 10:40 am–12:10 pm

**How to Read Architectural Plans for the Non-Architect** — 1.5 cr (in-person only)

Reading architectural drawings and construction documents; applying ADA Standards to floor plans; identifying barriers in new construction and alteration drawings.

*Presenters: Jim Terry and Jim Bostrom*

**[ELECTIVE]** 10:40 am–12:10 pm

**Process, Process, Process: Fundamental Alteration, Undue Burden & the Individualized Interactive Process** — 1.5 cr

Accommodation determinations in medical, nursing, and law programs. Applied higher education elective.

*Presenters: Spencer Scruggs*

**[PA & AADAC TRACK — AADAC-B]** 10:40 am–12:10 pm

**Digital & AI Accessibility Leadership: From Compliance to Strategy** — 1.5 cr

Building and managing a digital accessibility program — procurement accountability, AI content governance, cross-departmental coordination. Hands-on workshop.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Experts: Ken Nakata, Joe Dolson*

*12:10–1:25 pm — Lunch & Networking*

**[CORE]** 1:25–2:55 pm

**Physical Access & the Built Environment — 1.5 cr**

2010 ADA Standards for Accessible Design; new construction and alteration provisions; path-of-travel obligations; program access requirements for existing facilities.

*Presenters: Jim Terry and Jim Bostrom*

**[ELECTIVE]** 1:25–2:55 pm

**State & Local Judicial: Part 1 — 1.5 cr**

Program access in court facilities and proceedings; effective communication with parties, jurors, witnesses; accommodation obligations for court-involved individuals.

*Presenters: Janel Bravo*

**[ELECTIVE]** 1:25–2:55 pm

**Accommodating Mental Illness in the Workplace — 1.5 cr**

Mental health conditions and the interactive process when a condition is episodic or fluctuating; confidentiality when managers are involved.

*Presenters: Angela Sisney, Brian Nelson, and Alyse Bass*

**[PA & AADAC TRACK — AADAC-C]** 1:25–2:55 pm

**Unified Sector Practicum – Part 1 of 2 — 1.5 cr**

Bring a live compliance challenge from your own sector into a cross-sector practicum with your AADAC cohort. Sectors: Employment, Law Enforcement, Corrections, Judicial, Healthcare, Higher Ed, Facilities, Public Services.

*Presenters: Steve Gordon, Shelley Ducatt, Jim Bostrom, Stacey Peace, John Wodatch, and Cheryl Ann Frazier*

**[CORE]** 3:05–4:05 pm

**Self-Evaluations & Transition Plans – Part 1 — 1.0 cr**

Title II self-evaluation and transition plan requirements. What a self-evaluation must cover; identifying and documenting barriers; transition plan triggers and required elements.

*Presenters: Jim Terry and Rex Pace*

**[ELECTIVE]** 3:05–4:05 pm

**Performance & Conduct Standards & the ADA — 1.0 cr**

When and how workplace standards may be applied to employees with disabilities. Exceptions when conduct is a direct manifestation of disability.

*Presenters: Angela Sisney, Brian Nelson, and Alyse Bass*

**[ELECTIVE]** 3:05–4:05 pm

**State & Local Judicial: Part 2 — 1.0 cr**

Juror accommodation obligations; self-evaluation and transition planning for court facilities; emerging issues in online court access.

*Presenters: Janel Bravo*

**[PA & AADAC TRACK — AADAC-C]** 3:05–4:05 pm

**Unified Sector Practicum – Part 2 of 2** — 1.0 cr (combined with Part 1: 2.5 cr total)

Open peer consultation block — participants raise live challenges from their own practice for group input.

*Presenters: Shelley Ducatt, Stacey Peace*

**[CORE]** 4:15–5:15 pm

**Medical Inquiries, Confidentiality & Direct Threat** — 1.0 cr

Permissible medical inquiries at each employment stage; confidentiality requirements and separate-file rule; direct threat standard; intersection with accommodation requests and fitness-for-duty evaluations.

*Presenters: Alyse Bass, Angela Sisney, and Janel Bravo*

**[ELECTIVE]** 4:15–5:15 pm

**The ADA in Correctional Settings: Legal Obligations, Practical Strategies, and Coordinator Role** — 1.0 cr

Title II obligations of state and local correctional agencies; program access and physical access standards in jail, prison, and detention facility environments.

*Presenters: Cheryl Ann Frazier and Steve Gordon*

**[ELECTIVE]** 4:15–5:15 pm

**Self-Evaluations & Transition Plans – Part 2** — 1.0 cr

From planning to implementation. Conducting and documenting barrier surveys; writing transition plan entries; sequencing barrier removal.

*Presenters: Jim Terry, Rex Pace, and Jim Bostrom*

**[PA & AADAC TRACK — AADAC-D]** 4:15–5:15 pm

**Building a Data-Driven ADA Compliance Program: Metrics, Risk Registers & Board Reporting** — 1.0 cr

Applied workshop: each participant drafts a compliance metric or risk register entry using their real programs. Leave with materials you can put to use immediately.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Expert: Brian Nelson*

**Day 2 Credit Summary — ADACP Core: 6.5 cr | ADACP Elective: varies (max ~7.5 cr available) | AADAC: 6.5 cr**

**Wednesday, November 11, 2026 (ADACP Year 1 · Day 3 of 3 | AADAC Year 1 · Day 3 of 3)**

**[CORE]** 9:00–10:30 am

**Where Does It End? – Part 1: Undue Hardship, Interactive Process Limits & Attendance Accommodations** — 1.5 cr

Extended and recurring leaves; reassignment as last-resort accommodation; light-duty arrangements; position transfers.

*Presenters: Janel Bravo, Alyse Bass, and Angela Sisney*

**[ELECTIVE]** 9:00–10:30 am

**Law Enforcement: ADA Obligations in Policing, Arrests & Investigations – Part 1**  
— 1.5 cr

ADA obligations for law enforcement agencies; effective communication during arrests and investigations; disability identification; accommodation in safety-sensitive environments.

*Presenters: Steven Gordon*

**[PA & AADAC TRACK — AADAC-A]** 9:00–10:30 am

**Systemic ADA Compliance: What Enforcement Data Tells Us** — 1.5 cr

Aggregate enforcement patterns from DOJ and EEOC. DOJ investigations, consent decrees, and enforcement letters as diagnostic tools.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Experts: Kathleen Wolfe, Cheryl Ann Frazier*

**[CORE]** 10:40 am–12:10 pm

**Where Does It End? – Part 2: Reassignment, Leave & Remote Work** — 1.5 cr

ADA interaction with FMLA, workers' comp, and state leave; remote work as an accommodation; the emerging post-pandemic landscape.

*Presenters: Janel Bravo, Alyse Bass, and Angela Sisney*

**[ELECTIVE]** 10:40 am–12:10 pm

**Law Enforcement: ADA Obligations in Policing, Arrests & Investigations – Part 2**  
— 1.5 cr

ADA application to employment within criminal justice agencies; essential function analysis for law enforcement and corrections positions.

*Presenters: Steven Gordon*

**[PA & AADAC TRACK — AADAC-B]** 10:40 am–12:10 pm

**Advanced Emergency Management: Leave No One Behind** — 1.5 cr

Assess your organization's emergency management accessibility. Faculty frame legal standards and FEMA guidance; participants share emergency plan gaps for group analysis.

*Presenters: Stacey Peace, Shelley Ducatt; Guest Expert: Cheryl Ann Frazier*

*12:10–1:25 pm — Lunch & Networking*

**[ELECTIVE]** 1:25–2:25 pm

**Healthcare: Accessible Services, Communication & Emergency Care** — 1.0 cr

ADA obligations in healthcare settings; effective communication with patients; accessible examination rooms; service animal policies in clinical settings; emergency care and disability.

*Presenters: Alyse Bass*

**[ELECTIVE]** 1:25–2:25 pm

**Accessible Housing Under the Fair Housing Act & Section 504** — 1.0 cr

Coordinator's role in housing accessibility; FHA design and construction standards; reasonable modifications vs. reasonable accommodations; Section 504 obligations.

*Presenters: Rex Pace*

**[PA & AADAC TRACK — AADAC-C]** 1:25–2:25 pm

**Specialty Deep-Dive Workshop** — 1.0 cr

Sector-specific deep-dive for advanced ADA coordinators. One or two participants present a real case from their practice; the full group analyzes it with faculty guidance.

*Presenters: Shelley Ducatt, Stacey Peace; Guest Expert: Sector specialist confirmed two weeks before conference*

**[CORE ★ PLENARY]** 2:35–3:35 pm

**Ethics, Documentation & Professional Judgment** — 1.0 cr — Dual credit: ADACP + AADAC

Ethical obligations of the ADA coordinator role; documentation principles; professional judgment in legally ambiguous situations; navigating pressures from administration.

*Presenters: John Wodatch and Brian Nelson*

**[PA & AADAC TRACK — AADAC-B]** 2:35–3:35 pm

**Commanding the Room: Authority and Presence for the ADA Expert** — 1.0 cr

Build authority and communication skills to handle pushback from HR, facilities, and organizational leadership. Practice responding to realistic pushback scenarios with direct faculty coaching.

*Presenters: Shelley Ducatt, Stacey Peace; Co-Facilitator: Janel Bravo*

**[CORE ★ PLENARY]** 3:45–4:45 pm

**Closing Plenary — Round Tables of Hot Topics** — 1.0 cr — Dual credit: ADACP + AADAC

All ADACP and AADAC candidates attend together. Facilitated round-table discussions on the most pressing current issues in ADA compliance. Hot topic tables drawn from the conference program and current enforcement landscape.

**Day 3 Credit Summary — ADACP Core: 5.0 cr | ADACP Elective: up to 5.0 cr | AADAC: approx. 5.5 cr**

**Conference 1 Total (ADACP) — Typical candidate earns 22–28 cr at Conference 1.**

## **Inter-Conference Webinar Series — December 2026 through September 2027**

Eleven webinars are delivered between Conference 1 and Conference 2. Nine are Core webinars (W1–W9) required for ADACP certification; two are Elective (W10–W11). All sessions are recorded immediately after live delivery; recordings count toward ADACP credit. All 9 Core webinars must be completed before Conference 2 (November 2027).

| When          | Webinars                                                                                                                                 | Credits | Type |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------|---------|------|
| January 2027  | W3: ADA Standards, Definitions & Coverage   W5: Grievance Procedures & Complaint Resolution                                              | 2.0 cr  | Core |
| February 2027 | W1: History, Purpose & Structure of the ADA   W2: Basics of the ADA for ADA Coordinators: Overview of Titles I–V                         | 2.0 cr  | Core |
| March 2027    | W4: Modifying Policies, Practices & Procedures   W8: ADA Standards Technical Primer: New Construction, Alterations & Existing Facilities | 2.5 cr  | Core |

| When           | Webinars                                                                                                                                                     | Credits | Type            |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------------|
| April 2027     | W6: ADA in Employment: Coverage & Key Concepts<br>  W7: Program Access Under Title II: Planning, Policies & Procedures                                       | 2.5 cr  | Core            |
| May 2027       | W9: ADA Standards vs. Building Codes: Coordination, Conflicts & the 'Meets Code' Problem  <br>W10: PROWAG Companion: Public Rights of Way & Shared Use Paths | 2.0 cr  | Core + Elective |
| September 2027 | W11: Building Your ADA Coordinator Career: Networking, Certification & Next Steps — Capstone career panel before Conference 2.                               | 1.0 cr  | Elective        |

**Webinar Series Total: 9.0 cr Core (W1–W9) + 2.0 cr Elective (W10–W11)**

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NAADAC — National Association of ADA Coordinators | [adacoordinators.org](https://adacoordinators.org) | New Orleans, November 8–11, 2026