

NATIONAL ASSOCIATION OF ADA COORDINATORS FALL 2026 CONFERENCE AGENDA

SUNDAY, NOVEMBER 8, 2026	
4:00 – 6:00 REGISTRATION	
6:00 – 7:00 PRESIDENT’S RECEPTION Join Board President, Shelley Ducatt, for complimentary refreshments to kick off the conference. Reunite and network with your peers and NAADAC Board Members and Faculty.	
MONDAY, NOVEMBER 9, 2026	
8:00 – 9:00 REGISTRATION & NETWORKING CONTINENTAL BREAKFAST	
9:00 – 10:30 LEGAL UPDATE: TITLES I, II, & APPLICABLE TITLE III <i>Presenter: Eve Hill</i>	
10:30 – 10:40 BREAK	
10:40 – 12:10 ROLE OF THE ADA COORDINATOR: PRESENT PRACTICES & THE FUTURE <i>Presenters: Shelley Ducatt, Stacey Peace, and Janel Bravo</i>	
12:10 – 1:25 LUNCH & NETWORKING	
1:25 – 2:25 SERVICE ANIMALS & EMOTIONAL SUPPORT ANIMALS <i>Presenters: Tamara Mancini, Spencer Scruggs, and Larry Phillippe</i>	
PA Session/AADAC Practicum / Elective READING THE TRENDS: ADA CASE LAW & ENFORCEMENT PATTERNS <i>Facilitators: Shelley Ducatt and Stacey Peace Guest Experts: Eve Hill and Laurie Jaeckel</i>	
2:25 – 2:35 BREAK	
2:35 – 3:35 EFFECTIVE COMMUNICATION – PART 1: AUXILIARY AIDS Title II and III requirements for auxiliary aids and services; primary consideration standard under title II; determining the appropriate aid or service; the coordinator’s responsibilities. <i>Presenters: John Wodatch and Alyse Bass</i>	
PA Session/AADAC Practicum / Elective DIGITAL ACCESSIBILITY: WHY IT MATTERS FOR ADA COORDINATORS Orientation and context-setter. Why digital and AI accessibility is a growing ADA compliance frontier; the coordinator's role in institutional digital access; key legal obligations under the 2024 DOJ Title II web rule. Facilitates Day 2 advanced workshop. <i>Facilitators: Shelley Ducatt and Stacey Peace Guest Experts: Ken Nakata and Joe Dolson</i>	
3:35 – 3:45 BREAK	

MONDAY, NOVEMBER 9, 2026 (continued)

3:45 – 4:45

EFFECTIVE COMMUNICATION – PART 2: WEB/DIGITAL ACCESS & 2024 DOJ RULE

Discussion of the requirements under Title II including sources of information, methods for providing access, and strategies for complying with the new Title II web accessibility rule.

Presenters: Joe Dolson and Ken Nakata

PA Session/AADAC Practicum / Elective

OPENING PRACTITIONER ROUNDTABLE

This session will provide an overview of AADAC competency areas and what the two-year program builds toward. Participant introductions and faculty-facilitated discussions will follow.

Panel: Shelley Ducatt and Stacey Peace

4:45

ADJOURN

TUESDAY, NOVEMBER 10, 2026

8:00 – 9:00

PRECONFERENCE CONTINENTAL BREAKFAST & NETWORKING

9:00 – 10:30

ADA GRIEVANCE PROCEDURES: DESIGNING, ADMINISTERING & DEFENDING YOUR PROCESS

Title II requires grievance procedures. Covers legal standard, required elements, accessible design, staff responsibilities, recordkeeping, and common procedural failures.

Presenters: Stacey Peace and Cheryl Ann Frazier

PUBLIC RIGHTS OF WAY GUIDELINES (PROWAG)

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

Presenter: Juliet Shoultz

ADA BASICS FOR HIGHER EDUCATION: ROLE OF THE ADA COORDINATOR & WHAT OCR EXPECTS

Foundational HE session. ADA/Section 504 compliance in higher education; what OCR expects; principles of reasonable accommodation.

Presenters: Spencer Scruggs and Steven Gordon

PA Session/AADAC Practicum / Elective

ADVANCED LEGAL ANALYSIS: ENFORCEMENT TRENDS, CONSENT DECREES & SYSTEMIC RISK

How to read and interpret a consent decree; identifying systemic compliance failures; risk-tiered approach to compliance priorities for senior leadership.

Facilitator: Shelley Ducatt | Guest Experts: Kathleen Wolfe and Cheryl Ann Frazier

10:30 – 10:40

BREAK

TUESDAY, NOVEMBER 10, 2026 (continued)

10:40 – 12:10

REASONABLE ACCOMMODATION PROCESS

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

Presenters: Janel Bravo and Melanie Daly

HOW TO READ ARCHITECTURAL PLANS FOR THE NON-ARCHITECT

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

PROCESS, PROCESS, PROCESS: FUNDAMENTAL ALTERATION, UNDUE BURDEN & THE INDIVIDUALIZED INTERACTIVE PROCESS

Wynne v. Tufts / Guckenberger process; accommodation determinations in medical, nursing, and law programs.

Applied HE elective — pairs with ADA Basics for HE.

Presenters: Spencer Scruggs and Tamara Mancini

PA Session/AADAC Practicum / Elective

DIGITAL & AI ACCESSIBILITY LEADERSHIP: FROM COMPLIANCE TO STRATEGY

SUBSTANTIVE AADAC WORKSHOP — builds directly on the Day 1 orientation. Building and managing a digital accessibility program; procurement accountability frameworks; AI content governance; cross-departmental coordination.

Facilitators: Shelley Ducatt and Stacey Peace | Presenters: Ken Nakata and Joe Dolson

12:10 – 1:25

LUNCH & NETWORKING

1:25 – 2:55

PHYSICAL ACCESS & THE BUILT ENVIRONMENT

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 Rex Pace

STATE & LOCAL JUDICIAL: PART 1

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

Presenter: Janel Bravo and Melanie Daly

ACCOMMODATING MENTAL ILLNESS IN THE WORKPLACE

Mental health conditions: interactive process when condition is episodic or fluctuating; common accommodations; confidentiality when managers are involved.

Presenter: Angela Sisney

PA Session/AADAC Practicum / Elective

UNIFIED SECTOR PRACTICUM – PART 1 OF 2

This session will elicit complex sector-specific scenarios from actual, current challenges faced by participants and facilitate cross-sector peer discussions and reasoned analyses. Faculty facilitate cross-sector analysis — how a Healthcare solution maps to a Higher Education problem, how an Employment consent decree informs a Law Enforcement review. Scenarios drawn from participant intake responses, not a pre-set case bank. All sectors represented: Employment, Law Enforcement, Corrections, Judicial, Healthcare, Higher Ed, Facilities, Public Services.

Facilitators: Alyse Bass, Steve Gordon, Shelley Ducatt, Jim Bostrom, Stacey Peace, John Wodatch, and Cheryl Ann Frazier

2:55 – 3:05

BREAK

TUESDAY, NOVEMBER 10, 2026 (continued)

3:05 – 4:05

SELF-EVALUATIONS & TRANSITION PLANS – PART 1

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

Presenters: Jim Terry and Rex Pace

PERFORMANCE & CONDUCT STANDARDS & THE ADA

When and how workplace standards may be applied to employees with disabilities. The ADA does not excuse misconduct or poor performance but accommodations need to be considered when conduct is a direct manifestation of a disability.

Presenters: Laurie Jaeckel and Angela Sisney

STATE & LOCAL JUDICIAL: PART 2

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

Presenter: Janel Bravo and Melanie Daly

PA Session/AADAC Practicum / Elective

UNIFIED SECTOR PRACTICUM – PART 2 OF 2

CONTINUATION of Part 1. Open peer consultation block. Participants raise live challenges from their own practice for group input — no pre-set agenda for this segment. Faculty anchor and add legal precision, but the content is driven by who is in the room and what they bring.

Facilitators: Shelley Ducatt and Stacey Peace (continuing from Part 1) | Guest experts continue as in Part 1

4:05 – 4:15

BREAK

4:15 – 5:15

MEDICAL INQUIRIES, CONFIDENTIALITY & DIRECT THREAT

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 and Laurie Jaeckel

THE ADA IN LAW ENFORCEMENT AND CORRECTIONS — PART I: ADA FOUNDATIONS AND CRIMINAL JUSTICE SYSTEMS

This three-part workshop examines how ADA Title II applies across the criminal justice continuum. Part I covers the ADA, ADA Amendments Act, and Title II responsibilities for criminal justice agencies — individualized assessments, reasonable modifications, effective communication, and both apparent and non-apparent disabilities. Also covers the infrastructure for sustainable compliance: self-evaluations, policy development, grievance procedures, ADA Coordinators, staff training, procurement, and partnerships with behavioral health providers and disability organizations — building compliance as a shared organizational responsibility.

Presenters: Cheryl Ann Frazier and Steven Gordon

SELF-EVALUATIONS & TRANSITION PLANS – PART 2

From planning to implementation. Conducting and documenting barrier surveys; stakeholder engagement; writing transition plan entries; sequencing barrier removal using the DOJ four-priority framework.

Presenters: Jim Terry and Rex Pace

PA Session/AADAC Practicum / Elective

BUILDING A DATA-DRIVEN ADA COMPLIANCE PROGRAM: METRICS, RISK REGISTERS & BOARD REPORTING

APPLIED WORKSHOP FORMAT. Faculty present the metrics framework and risk register structure (20 minutes). Each participant then sketches one compliance metric or one risk register entry for their own entity — using their actual programs, not a hypothetical.

Defensible ADA metrics framework; risk register development; board-level compliance dashboard; structuring executive reporting that drives resource allocation decisions.

Facilitators: Shelley Ducatt and Stacey Peace | Session Guest Expert: Brian Nelson

5:15

ADJOURN

WEDNESDAY, NOVEMBER 11, 2026

8:00 – 9:00

PRECONFERENCE CONTINENTAL BREAKFAST & NETWORKING

9:00 – 10:30

WHERE DOES IT END – PART 1: UNDUE HARDSHIP, INTERACTIVE PROCESS LIMITS & ATTENDANCE ACCOMMODATIONS

We will discuss various scenarios and issues, including teleworking, scent-free workplaces, “bossectomies,” parking, and more.

Presenter: Janel Bravo

THE ADA IN LAW ENFORCEMENT AND CORRECTIONS — PART II: CUSTODIAL AND CORRECTIONAL SETTINGS

ADA responsibilities in jails, detention facilities, prisons, transportation, holding facilities, and community corrections — intake, classification, housing, medical and mental health services, medication administration (including opioid use disorder and MOUD), communication access, visitation, education, and disciplinary proceedings. Also covers accessible facilities, durable medical equipment, mobility accommodations, and effective communication with individuals who are deaf, hard of hearing, blind, or DeafBlind.

Presenters: Cheryl Ann Frazier and Steven Gordon

PA Session/AADAC Practicum / Elective

SYSTEMIC ADA COMPLIANCE: WHAT ENFORCEMENT DATA TELLS US

PARTICIPANT-LED DISCUSSION FORMAT. Faculty open with a brief data framing: aggregate enforcement patterns from DOJ and EEOC — what kinds of entities, what kinds of failures, what sequence of events. Each participant then identifies one systemic failure pattern they have witnessed in their own entity or fear is developing. Faculty facilitate cross-entity pattern recognition: which failure patterns appear across sectors, which are sector-specific, and what early-warning signals connect isolated incidents to systemic risk. Remaining time: DOJ investigations, consent decrees, and enforcement letters as diagnostic tools — how to read what they reveal about organizational conditions.

Facilitators: Shelley Ducatt and Stacey Peace | Guest Experts: Kathleen Wolfe and Laurie Jaeckel

10:30 – 10:40

BREAK

10:40 – 12:10

WHERE DOES IT END? – PART 2: REASSIGNMENT, LEAVE & REMOTE WORK

We will discuss various scenarios and issues, including leave of absence, modified schedules, transitional duty, job reassignment, and more.

Presenter: Angela Sisney

THE ADA IN LAW ENFORCEMENT AND CORRECTIONS — PART III: PUBLIC SAFETY AND COMMUNITY ENGAGEMENT

ADA responsibilities in public-facing criminal justice activities — 911/988 response, behavioral health crisis response, investigations, interviews, arrests, booking, emergency planning, and victim services. Examines interactions involving mental health disabilities, autism, intellectual/developmental disabilities, dementia, traumatic brain injuries, and communication disabilities, emphasizing reasonable modifications, effective communication, de-escalation, and collaborative crisis-response models.

Presenter: Steven Gordon

PA Session/AADAC Practicum / Elective

ADVANCED EMERGENCY MANAGEMENT: LEAVE NO ONE BEHIND

ADA coordinator's leadership role in ensuring emergency management systems are fully accessible. Individualized emergency plans; accessible shelter standards under FEMA guidance.

Facilitators: Stacey Peace and Shelley Ducatt, Guest Expert: Cheryl Ann Frazier

12:10 – 1:25

LUNCH & NETWORKING

WEDNESDAY, NOVEMBER 11, 2026 (continued)

1:25 – 2:25

HEALTHCARE ACCESS

ADA obligations in healthcare settings; effective communication with patients;
accessible examination rooms; service animal policies in clinical settings

Presenter: Alyse Bass

ACCESSIBLE HOUSING UNDER THE FAIR HOUSING ACT & SECTION 504

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

Presenter: Rex Pace

PA Session/AADAC Practicum / Elective

SPECIALTY DEEP-DIVE WORKSHOP

Sector-specific deep-dive workshop for advanced candidates. Complex case analysis in the candidate's chosen specialization.

Facilitators: Shelley Ducatt and Stacey Peace | Guest Experts: Larry Phillippe, Tamara Mancini, Steve Gordon, and Cheryl Ann Frazier

2:25 – 2:35

BREAK

2:35 – 3:35

ETHICS, DOCUMENTATION & PROFESSIONAL JUDGMENT

Ethical obligations of the ADA coordinator role; documentation principles that protect both the institution and individuals;
professional judgment in legally ambiguous situations; navigating pressures from administration.

Presenters: John Wodatch and Brian Nelson

PA Session/AADAC Practicum / Elective

COMMANDING THE ROOM: AUTHORITY AND PRESENCE FOR THE ADA EXPERT

Projecting authority and executive presence in high-stakes accessibility decisions; translating ADA compliance
obligations into institutional value; navigating power dynamics and pushback from leadership.

Facilitators: Shelley Ducatt, Janel Bravo, and Stacey Peace

3:35 – 3:45

BREAK

3:45 – 4:45

CLOSING PLENARY SESSION – ROUND TABLES OF HOT TOPICS

Structured plenary bringing all attendees together with faculty for 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.

4:45 ADJOURN

**CAVEAT: THE FOREGOING AGENDA (INCLUDING LISTED PRESENTERS AND PANELISTS) IS SUBJECT TO
CHANGE DUE TO UNFORSEEABLE CONFLICTS THAT MAY ARISE PRIOR TO OR DURING THE CONFERENCE. July 14, 2026**