



2026 Annual NAADAC Conference

We are excited to announce that our next annual conference will be held from November 9 – 11, 2026, at the Sheraton New Orleans Hotel, 500 Canal Street, New Orleans, LA 70130. We hope you will join us in beautiful New Orleans. Here's what you need to know and do to attend.

2026 Conference Agenda and Presenter Bios.

Attached hereto is the agenda for the 2026 Conference.

2026 Conference Room Rates. Twenty (20) rooms have been allocated at the **government per diem rate of \$157 per night** on a first-come-first-served basis.

Occupants must provide documentation of employment with a government entity to the hotel to receive this rate. Another limited number of rooms has been allocated at the **discounted conference rate of \$219. Both the \$157 government per diem rate and the \$219 discounted conference rate are exclusive of taxes, other charges, and fees** for reserved guest rooms of single or double occupancy. These discounted conference rates are available for reservations three (3) days prior to/after the 2026 Conference, subject to hotel room and rate availability.

Taxes and Service Charges. Conference room rates are subject to applicable city, county, state, or federal taxes, or other imposed fees that may apply at the time of room occupancy. For your information, the current tax rate is 15%, plus an occupancy tax of \$3.00 per room per night, and a New Orleans & Company Tourism Support Assessment of 2.5% per room per night.

Conference Rate Cut-Off Date/Time. To receive the above-mentioned conference rates, you must reserve

your room(s) on or before **October 12, 2026**, or before all allocated conference rate rooms have been reserved, whichever occurs first.

Hotel Reservations. Use the following link to book your room(s) at the available discounted conference rates: [2026 NAADAC Conference Hotel Reservations](#).

Hotel Concessions. All registered conference participants will receive complimentary basic internet in their guest rooms and complimentary wireless internet in conference meeting spaces.

Room Accommodations. After making your reservations, please immediately inform Tequilla McCormick, Group Services Coordinator, of any accommodation needed for your rooms. Tequilla's email address is Tequilla.McCormick@sheraton.com, and her telephone number is (504) 595-6284. Please contact Brian Nelson immediately at 801-376-9863 or brian.nelson1333@gmail.com if you experience any difficulties with your room accommodation requests.

Conference Registration Fees and Deadlines. Your conference registration fee will vary, based upon the following factors: (1) whether you or your employer paid your annual individual or organizational associate dues prior to registration; and (2) whether your registration is tendered by or after the **Early Bird Registration Deadline, which is Monday, August 10, 2026**. That information is summarized below.

- Associate **Early-Bird** Registration: **\$1200**.
To pay online [click here](#).
- Non-Associate **Early-Bird** Registration: **\$1500**.
To pay online [click here](#).
- Associate **Post-Early-Bird** Registration: **\$1500**.
To pay online [click here](#).
- Non-Associate **Post-Early-Bird** Registration: **\$1800**.
To pay online [click here](#).

All monetary sums listed above are in US Dollars and may be paid online, as indicated above, or by check, payable to NAADAC and mailed to Brian Nelson, Executive Director, 2774 W 270 N, Hurricane, UT 84737.

Conference Registration Form. To help us plan more effectively, please complete and submit the attached conference registration form to Brian Nelson, Executive Director, via email to brian.nelson1333@gmail.com, or via mail to 2774 W 270 N, Hurricane, UT 84737.

What Does Your Conference Registration Cover? Your conference registration will give you access to all conference sessions and available presentation materials via CORADA. You will also receive a continental breakfast and lunch from Monday, November 9th, through Wednesday, November 11th. Conference registrants are also invited to a President's Reception on the evening of Sunday, November 8th, where complimentary refreshments will be served.

What Does Your Conference Registration NOT Cover? Your conference registration does not cover your lodging, transportation costs, and all other meals.

2025 Conference Feedback



To all who attended our November 2025 Conference, thanks for your helpful feedback. Each member of the Board carefully reviewed your evaluations, which were also discussed in our December 2025 Board Meeting. Here are some snippets from participants who were willing to be quoted.

- Wonderful Conference! I will be back. Recommend more sessions for ADA Coordinators that work in Court Administration. Dealing with ADA accommodations for people coming into Court and litigants' accommodation requests. K.A.
- This conference was a gift to my learning. It was an extremely welcoming and intimate setting. I felt unbelievably supported as the

environment welcomes challenges and questions on important topics. The huge amount of information provided will help me follow the law and implement best practices. I can't thank the faculty and organizers enough. I am leaving San Diego with a new confidence. Thank you from the bottom of my heart as I know I will be able to support people with disabilities even better! Can't wait until next year! B.R.

- Overall, the conference was AMAZING! Everyone from the speakers to the attendees shared so many gems. 10 out of 10, highly recommend! T.R.
- Please label the files consistently on CORADA. Once transferred/saved, it is hard to navigate based on the current titles (for future conf.). S.R.
- More coffee and tea between sessions. S.A.
- Temperature variations between session rooms led to some attendee discomfort—consistency is better. More protein in breakfast options would be appreciated. Personally, I'd like to see a little more structure to Advanced PA Sessions, such as a short agenda or a few talking points to help generate good conversation. A.D.
- It would help if more power outlets were made available during sessions to connect laptops, tablets, etc. G.D.
- I would like a session to address parking accommodations, and bring back social hour. C.P.

Thanks for your professional preparation and participation, which make our conferences extraordinary and helpful to all. We look forward to seeing you in New Orleans in November.

Brian Nelson, Executive Director

Announcing Recent Changes to NAADAC's Board of Directors

We heartily welcome the following ADA professionals who were recently elected to NAADAC's volunteer Board of Directors. You already know many of them.



Alyse Bass

Alyse worked for over three decades as an Attorney at the United States Department of Justice, Civil Rights Division, enforcing all aspects of the ADA. She is the 2024 Recipient of the Division's Macio Hubbard Award for sustained commitment to the Advancement of Civil Rights. In April 2025 she founded Bass ADA Consulting, LLC, to support employers, state & local governments, and businesses with ADA compliance. For 33 years, Alyse investigated, litigated, and negotiated resolutions in employment discrimination cases related to hiring, termination, reasonable accommodation, retaliation and unlawful medical exams & inquiries. She handled cases which ensured that hospitals, universities, hotels, and other businesses were physically accessible, offered equal access to services, and provided effective communication for people with disabilities. Alyse also led cases aimed at ensuring that people with disabilities had equal access to government services and programs in the contexts of law enforcement, corrections and healthcare.



Tamara Mancini

Tamara is completing her sixth year as Director of Student Disability Services and ADA Coordinator at Texas Tech University Health Sciences Center, TTUHSC, in Lubbock, Texas. Tamara has worked within the Texas Tech University system since 2000 and has been in disability support services since 2005. Her Student Affairs background led her to assist students with their transition to college life, which she did while teaching a freshman seminar, participating in orientation training to develop new leaders, and supporting graduate interns in fieldwork through the disability office. She is a steadfast Red Raider, having earned her B.A. in English and her M.Ed. in Higher Education–Student Affairs from Texas Tech. When not supporting her students, you can find Tamara watching her nephew play football, traveling, and spending time with family. Tamara is grateful to have completed her professional associate program certification in 2017!



Stacey Valrie Peace

Stacey is the Americans with Disabilities Act (ADA) Coordinator for the State of Georgia. She is

responsible for developing and implementing programs and activities to advance and monitor agency compliance with the ADA statewide, which includes the administration of the newly enacted Georgia As Model Employer (GAME) legislation.

From 2014-2019, Stacey served as the Chair for the Georgia Emergency Preparedness Coalition for Individuals with Disabilities and Older Adults. The Coalition is comprised of state and federally funded emergency preparedness and service delivery agencies and organizations.

Prior to becoming the State ADA Coordinator, Stacey was the Assistant State ADA Coordinator for 13 years. Stacey is a member of various collaborative groups and organizations: The National Association of ADA Coordinators; Georgia Council on Human Resources – Enterprise Partner; Tools for Life – Advisory Board; National Disability Employment Awareness Month (NDEAM) Georgia Committee; DBHDD’s Deaf Advisory Group; University System of Georgia’s-Compliance and Risk Management Subgroup; the Georgia Volunteer Organizations Active in Disasters; and the State Bar of Georgia – Government Attorneys Section.

Stacey is a Certified ADA Coordinator with the ADA Coordinator Training Certification Program (ACTCP). Stacey also holds a B.A. in Psychology from Spelman College, a M.S.W. from Clark Atlanta University and a J.D. from the University of Georgia, School of Law.

We bid farewell to the following friends and professionals who, since our last conference, have resigned from the NAADAC Board for personal or professional reasons. Their contributions were enormous, and they will be greatly missed.

Catherine Criswell Spear, J.D., P.A. Catherine serves as the Executive Director for the new Systemwide Office of Civil Rights (SOCR) for the University of California Office of the President, which encompasses the Systemwide Title IX Office, Anti-Discrimination Office, and Disability Rights Office.

June Kailes. June is a Disability Policy Consulting Practitioner in health care; emergency management; aging with disability, stakeholder engagement; and hospitality.

Phong Nguyen, M.D. For 32 years, Dr. Nguyen has served as a physician in emergency medicine. He is also the Medical Director of the Redlands Community Hospital Emergency Department.

Brian Nelson, Executive Director

Introducing NAADAC’s Newest Professional Associates

We are excited to recognize Carole Burrowbridge and Sara Rotunno, two NAADAC Associates who earned their Professional Association Certifications following the November 2025 Conference in San Diego. They were more than willing to share their journeys with us.

Carole Burrowbridge, P.A.



My professional journey began at the University of Florida as a Learning Disabilities Specialist where I learned about Title II of the ADA and Section 504 in higher education and was introduced to the Association on Higher Education and Disability (AHEAD).

I was fortunate to work alongside coworkers with cerebral palsy and Duchenne muscular dystrophy and a staff interpreter who gave me a broader view of the disability community including introducing me to the local CIL. I also worked alongside the ADA

coordinator, Dr. Ken Osfield, who was responsible for campus facility accessibility.

The position at UF included providing services to undergraduates at a multi-campus, land grant university with professional programs in Medicine, Law and Veterinary Medicine.

My move to Mercer University introduced me to Title III of the ADA and put me in the position of developing the disability services program for students into a standalone department and educating the faculty, staff and administrators about the full requirements of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.

I was responsible for overseeing all aspects of the ADA at multiple campuses and professional and graduate schools. In addition to testing accommodations, note-taking services and alternative format textbooks and tests, I oversaw the accessibility of housing, commencement ceremonies and facilities. I worked closely with the academic deans and campus legal counsel to ensure ADA compliance. The department name was changed to Access and Accommodations and my title included “ADA Coordinator” to reflect the scope of my responsibilities.

After 17 years in higher education, I took my current position as ADA Coordinator for Augusta, Georgia. I was the first full-time professional ADA Coordinator for the consolidated city and county government. As ADA Coordinator, I established the first ADA Notice of Nondiscrimination that was distributed to all departments, and departmental employee training was initiated to improve staff knowledge of Titles I and II of the ADA. ADA accommodation and ADA grievance policies were established, and ADA requests and complaints were tracked for the first time.

In 2020, I completed a government-wide ADA Transition Plan Update that established the blueprint for improving accessibility of all programs and services and improving compliance with Titles I and II of the ADA. I have worked closely with our Traffic Engineering, Elections, Recreation and Transit Department, as well as our Judicial Center staff to respond to the needs of our citizens and visitors with disabilities. As we entered 2026, I have worked with

our City Administrator and IT departments to prepare for the Title II web accessibility compliance deadline in April 2026.

Throughout my career, I have found my Professional Associate’s training and conferences to be critical to improving my knowledge of the ADA and Section 504 best practices. I found the National Association of ADA Coordinators (NAADAC) offered me the highest quality opportunities for continuing my professional training. The expert-level training offered by the Professional Associate (PA) program of NAADAC was a perfect fit for me after 20 years of working as a disability compliance professional. The legal and technical speakers that NAADAC offers at the conferences are unsurpassed. The PA program also provides me with a chance to meet with other seasoned ADA professionals and learn from their combined experiences. Pursuing my NAADAC Professional Associate certification has helped me become a better professional, do my job better and provide better service to the community.

Sara Rotunno, P.A.



I am deeply grateful for the opportunities for continued growth and professional development through the National Association of ADA Coordinators (NAADAC). I currently serve as the Director of Accessibility Resources and ADA/504 Coordinator at Colorado College. Prior to this role, I began my journey as a NAADAC Associate with the goal of strengthening my skills and preparing for a position just like the one I hold today.

I entered the disability field in 2015 as an assistant director and quickly discovered my passion for compliance and social justice work that advances access for people with disabilities. I became fascinated by the legal landscape and inspired by the

creativity required to engage in the interactive process and determine appropriate accommodations and supports. I knew this field would never be dull and would always provide opportunities for continued learning and growth.

Early in my career, I pursued professional development through amazing organizations such as the Association on Higher Education and Disability (AHEAD), Accessing Higher Ground, and the Postsecondary Training Institute. While these organizations provided valuable learning experiences, I continued to seek deeper training focused specifically on the ADA Coordinator role.

I was fortunate to have a supervisor who was highly experienced in the work and a huge advocate of NAADAC. As she approached retirement, she encouraged me to pursue additional professional growth and suggested that I become a NAADAC Associate and attend the conference. It quickly became clear that I aspired to follow in her footsteps (Yes, I wanted her job!), and enrolling in the Professional Associate (PA) Certificate Program felt like a natural next step. I attended my first NAADAC conference in 2019 and have remained actively engaged ever since.

During the years when in-person conferences were not possible, I continued to pursue professional development through regional ADA Centers and stayed connected to the NAADAC community. In 2025, I completed the PA Certificate Program and remain incredibly thankful for the depth of knowledge and the meaningful professional relationships I gained along the way.

One of the aspects I value most about NAADAC is its broad, cross-sector perspective. The organization extends beyond higher education, which has helped me think more holistically about compliance and accessibility on our campus. The certificate program, conferences, and professional connections have strengthened my skills, expanded my perspective, and made me a more effective leader. This growth has enhanced my ability to influence positive change and improve the experiences of people with disabilities at Colorado College.

I highly recommend NAADAC and the PA Certificate Program to anyone seeking to deepen their expertise,

broaden their perspective, and grow as an accessibility professional. Who knows—maybe e someday you'll want my job!

Brian Nelson, Executive Director

P.S. Please note that the Board will be implementing changes to NAADAC's Professional Associate Program. Stay tuned.

ADA Coordinators Update: Key Developments and Litigation Trends in Higher Education Guiding Accessibility for Students in 2026 and Beyond

ADA Coordinators in higher education are navigating a rapidly shifting landscape of legal requirements and enforcement, with recent case law underscoring the urgent need for robust accessibility programs. The Office for Civil Rights (OCR) continues to enforce ADA and Section 504, reminding institutions that focus and commitment to equal access remain paramount.

Recent Cases and Areas of Litigation:

- *Schooper v. Western Illinois University* (2024): This case clarified that ADA accommodations are generally forward-looking; courts are unlikely to require academic “do-overs” for past performance, underscoring the need for proactive engagement with students seeking accommodations.
- *White v. Rutgers University* (2024): The court emphasized the necessity for universities and faculty to engage in the “interactive process” and to faithfully implement approved accommodations. Institutions should review procedures to ensure collaborative and timely support for students.
- *Bertelloti v. Regents of the University of California*: Litigation against UCLA spotlighted wide-ranging accessibility concerns, from physical campus barriers and housing accommodations to accessible

transportation. This case demonstrates that ADA compliance extends well beyond academics.

- *Policies for Personal Care Attendants (PCAs):* OCR enforcement actions increasingly require universities to establish clear protocols for students who need PCAs in housing, setting expectations for support and communication.
- *Waiver of Housing Costs:* Recent guidance and resolution agreements direct institutions to waive additional housing costs for PCAs, ensuring students with disabilities are not unfairly burdened when accessing care in university housing.

Key Themes and Compliance Strategies:

- *Designate ADA/Section 504 Coordinators:* Recent OCR resolutions highlight corrective action where institutions lacked clear coordinators or grievance processes. Ensure your campus has designated staff and procedures that address disability discrimination and retaliation.
- *Facility Accessibility:* For buildings last renovated before 1977, litigation and settlements require the creation of program access plans so that inaccessible spaces do not hinder student participation.
- *Digital Accessibility:* Recent lawsuits, including the Miami University settlement, demand comprehensive remediation of websites, LMS, and course materials. New federal regulations (WCAG 2.1 AA) set deadlines for compliance (2026/2027), with enforcement intensifying across both public and private institutions.
- *Housing Accommodations:* Recent cases and OCR guidance require explicit policies for PCAs and waiver of related housing expenses. Review and update institutional policies to ensure clarity and equity. During the fall NAADAC conference many settlement agreements related to campus housing were covered with key takeaways. These

settlements build upon the need to ensure policies, procedures and processes are current and reflect current direction.

- *Legal Precedent:* Supreme Court rulings, such as *A.J.T. v. Osseo Area Schools* (2025), have lowered the threshold for discrimination claims, eliminating the need for students to prove “bad faith.” The focus is now on ensuring equal access and prompt resolution of barriers, especially those related to technology, captions, and alternative text.

Action Steps for ADA Coordinators:

- Confirm designated ADA/Section 504 Coordinators and comprehensive grievance procedures, as consistently required in recent cases and OCR resolutions.
- Review and update program access plans for older facilities to align with best practices established in recent litigation.
- Audit digital platforms for WCAG 2.1 AA compliance, with clear timelines for updates in advance of regulatory deadlines.
- Refine housing accommodation policies, especially concerning PCAs and housing cost waivers, based on recent cases and guidance.
- Provide ongoing training for faculty and staff in accessible technology and the importance of captions, alternative text, and inclusive communication.

*Shelley Ducatt, NAADAC Board President
Higher Education Track Leader*

ADA Title II Web and Mobile Application Accessibility Rule Begins Taking Effect in 2027

With the Department of Justice's new regulation establishing technical accessibility requirements for state and local government websites and mobile applications set to take effect for larger Title II entities in 2027, NAADAC hosted a plenary session on the rule at the November conference in San Diego. The session—led by accessibility experts Joseph Dolson (joedolson.com) and Ken Nakata (convergeaccessibility.com)—gave attendees a clear overview of the regulation's major components, expectations, and implementation challenges.

Revised Deadlines Still Depend on Population Size.

The DOJ rule establishes staggered compliance deadlines based on the size and type of the public entity:

- State or local governments serving 50,000 or more people:
 - **Revised deadline: April 26, 2027** (extended from April 24, 2026);
- State or local governments serving fewer than 50,000 people:
 - **Revised deadline: April 26, 2028** (extended from April 26, 2027)
- Special district governments:
 - **Revised deadline: April 26, 2028** (extended from April 26, 2027)

ADA coordinators will play an essential role in achieving compliance, from coordinating internal reviews to working with IT staff and vendors. To support these efforts, DOJ has posted extensive technical assistance materials—including step-by-step guidance and a recorded webinar—on ADA.gov.

Helpful DOJ Resources.

- State and Local Governments: First Steps Toward Complying with the ADA Title II Web and Mobile Application Accessibility Rule <https://www.ada.gov/resources/web-rule-first-steps/>

- Webinar: ADA Title II Web & Mobile Application Accessibility Rule <https://www.ada.gov/title-ii-web-rule/>
- Small Entity Compliance Guide: Accessibility of Web Content and Mobile Apps <https://www.ada.gov/resources/small-entity-compliance-guide/>
- Fact Sheet: New Rule on the Accessibility of Web Content and Mobile Apps <https://www.ada.gov/resources/2024-03-08-web-rule/>

NAADAC will continue to provide training on the Title II web and mobile application regulation, so keep an eye out for upcoming programs and announcements!

*Jim Bostrom, NAADAC Board Chair
Access, Services, and Design Track Leader*

Expanded Offerings Planned

Based upon direct input from conference attendees and NAADAC associate members, NAADAC is planning to offer webinars, Zoom question and answer sessions, and periodic newsletters in the future to stay better connected with ADA coordinators nationwide. We will also offer one in-person annual conference, continuing the long practice that started more than thirty years ago. The online sessions will be fee-based with a discounted rate offered to NAADAC associates (members). Watch the NAADAC website, adacoordinators.org, and email announcements for dates and topics covered in the sessions. We'd also like to hear suggestions for webinars that could be offered in the future. Email your suggestions to the following address: naadacemail@gmail.com.

*Jim Bostrom, NAADAC Board Chair
Access, Services, and Design Track Leader*

Employment Track Updates and Review

During the 2025 NAADAC conference, the Employment Track was excited to add Alyse Bass as a faculty member and facilitator. Alyse worked for over three decades as an Attorney at the United States Department of Justice, Civil Rights Division, enforcing all aspects of the ADA.

Spotlight Case Law - Stanley v. City of Sanford, Florida, 606 U.S. ---- (2025).

On June 20, 2025, the U.S. Supreme Court issued its long-awaited opinion in Stanley v. City of Sanford, No. 23-997, addressing the scope of protections available to retired workers under Title I of the Americans with Disabilities Act, 42 U.S.C. § 12112(a) (ADA), which generally prohibits disability discrimination against employees. In sum, the Court held that the ADA's antidiscrimination protections do not extend to retired workers who no longer hold or desire a job at the time of the alleged discrimination.

Key Areas of EEOC Case Law Under ADA Title I

1. Definition of Disability and Qualified Individual: Cases clarify what constitutes a disability (impairments substantially limiting major life activities) and a "qualified individual" (able to perform essential job functions with or without a reasonable accommodation).

2. Reasonable Accommodation: A central focus is what accommodations employers must provide (e.g., modified schedules, reassignment, accessible equipment) and when they can claim "undue hardship" (significant difficulty or expense).

3. The Interactive Process: Extensive case law emphasizes the employer's obligation to engage in a good-faith, interactive discussion with the employee to find effective accommodations, with failure to do so often leading to liability.

4. Discrimination in Employment Practices: Covers discrimination in recruitment, hiring, promotion, training, pay, benefits, and social activities, ensuring equal access to opportunities

5. Retaliation Claims: A significant body of law addresses situations where employers punish employees for requesting accommodation or opposing disability discrimination.

6. Medical Inquiries and Examinations: Regulations and cases limit how and when employers can ask about disabilities or require medical exams, especially before extending a job offer.

7. Damages and Remedies: Successful claimants can receive back pay, reinstatement, compensatory/punitive damages (for intentional bias), attorney's fees, and court-ordered policy changes.

*Janel Bravo, NAADAC Board Member
Employment Track Leader*
