### Conference Program - Page 1

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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<tr>
<td>7:45a - 8:30a</td>
<td>Continental Breakfast and Registration</td>
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<tr>
<td>8:30a - 8:55a</td>
<td><strong>WELCOME</strong>&lt;br&gt;Phong Nguyen, Association Chairman of the Board and Conference Coordinator&lt;br&gt;Kevin L. Faulconer, Mayor of San Diego (invited)&lt;br&gt;Paul Hagle, Executive Director</td>
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<td>9:00a - 9:30a</td>
<td><strong>THE FURTHER BACK I LOOK, THE FURTHER FORWARD I CAN SEE</strong>&lt;br&gt;The ADA Today and Tomorrow - Conference Keynote&lt;br&gt;John Wodatch, J.D., P.A.&lt;br&gt;*Deputy Assistant Attorney General (ret.), U.S. Department of Justice, Washington, DC&lt;br&gt;*Association President - Member of the Board of Directors</td>
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<td>9:30a - 10:30a</td>
<td><strong>WHAT’S HAPPENING AT THE DOJ - DOJ KEYNOTE</strong>&lt;br&gt;This session will update you on several Notices of Proposed Rulemaking (NPRM) dealing with the definition of disability, web accessibility and regulations will be discussed. This is an opportunity to review what has occurred in recent months at the U.S. Department of Justice. We will cover current and important emerging ADA case law, issues and the work of DOJ with U.S. Attorneys offices throughout the U.S. A review of the new DOJ (6/8/2015) technical assistance document, <em>ADA Update: A Primer for State and Local Governments</em>.&lt;br&gt;With the goal of avoiding litigation while assuring your ADA policies and decisions are up-to-date, we open the floor to your questions relating to best practices and how we can help you be your most effective in meeting your responsibilities.&lt;br&gt;<em>Eve Hill, Esquire</em>&lt;br&gt;<em>Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice</em></td>
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<td>10:45a - 12:00p</td>
<td><strong>WHAT’S HAPPENING AT EEOC - EEOC KEYNOTE</strong>&lt;br&gt;This is an interactive session covering important issues such as harassment, retaliation, the interactive process, reasonable accommodations, leave policies and reassignment. An important update on new, important ADA case law and Title I and II regulations from a practical point of view is also presented. This is the participants’ opportunity to ask questions to determine the impact the cases will have on their respective workplaces as well as best practices that can be considered by employers.&lt;br&gt;Other discussions will include the newly issued EEOC guidance on <em>LGBT Discrimination Protections</em>, and <em>Pregnancy</em> related ADA issues. The session will revolve around cases that are moving through the courts on many issues including GINA other civil rights issues that impact the ADA and ADAAA.&lt;br&gt;<em>Christopher Kuczynski, J.D., LL.M.</em>&lt;br&gt;<em>Acting Associate Legal Counsel &amp; ADA/GINA Policy Director, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C.</em></td>
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<tr>
<td>12:00p - 1:00p</td>
<td><strong>Hosted Luncheon</strong>&lt;br&gt;<em>National Institute on Employment Issues</em></td>
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*Conference sessions and faculty subject to change *without notice due to unforeseen circumstances.*
Conference information includes Early Bird Discount

**EARLY BIRD**, full conference, registration fee (*see below*) available if registration and payment, by credit card or check only, is received by the Association, **no later than August 21, 2015. (No exceptions)**

If three or more participants from the same entity wish to register and pay in full at the same time, please call for special registration rates.

To **RESERVE** your space, please FAX this completed registration form to: (877) 480-7858, OR scanned PDF copy to NIEEMAIL@aol.com

Regular registrations **must be paid in full and received no later than October 2, 2015**, or space/materials will be not reserved.

For information, please call 888-679-7227 and leave message with your contact number and best time to contact you.

Mail registrations and make payments to: National Association of ADA Coordinators, P.O. Box 958, Rancho Mirage, CA 92270

**CONFERENCE AND HOTEL INFORMATION**
The conference is being held at the San Diego Marriott Mission Valley Hotel, 8757 Rio San Diego Drive, San Diego, CA 92108. Complimentary shuttle provided from/to San Diego International Airport. Guestroom Internet is complimentary. Self-parking available for $8/day. Participant is responsible for making own lodging reservation. Credit card guarantee is required. The Association has negotiated a special conference rate from three days before/after the conference at a per room rate of $149.00 per night, plus taxes (single/double) if reserved by 9/28/2015; provided room block has not been sold out. To make lodging reservations call Marriott reservations at (800) 228-9290 or the hotel at (619) 692-3800; and mention you are attending the National Association of ADA Coordinators conference. Persons with disabilities: Please make requests for any sleeping room accommodations at the time you reserve room.

In order to participate in the training, I have need of:

(9/19/2015)

**JOIN or RENEW YOUR ASSOCIATE STATUS**
The Association offers many benefits including reduced rates for workshops/conferences, a bi–monthly newsletter, an annual Associates’ Directory for networking purposes, and a lapel pin. To join, complete contact information, check appropriate associate box below and include your fee. If you join or renew and pay the first year dues at the time of registration, you can attend the conference at the Associate’s rate.

[ ] Individual Associate  – $175;

[ ] Organization Associate  – $325

See our web site (www.askJAN.org/NAADAC) for updated information on the Professional Associates (PA) Program: You must include a completed copy of the PA application form found on the web site and include an additional one-time [ ] $100 application fee per application, to become a participant in the Association’s P.A. program.

**TOTAL AMOUNT and METHOD OF PAYMENT**

[ ] Visa/MasterCard [ ] Amex [ ] Check

Cardholder: ____________________________________________________________

Card number: __________________________________________________________

Expiration: __________________ Total Amount: __________________

(Credit cards processed for the Association by conference planner, will show the words National Institute on Employment Issues - NIEI on your statement)

[ ] Purchase order #:____________________________________________________

A copy of a fully approved purchase order by your organization must be received with registration form(s) no later than 10/2/2015, and be accepted and invoiced by the National Association of ADA Coordinators or space will not reserved. Any P.O. must be paid within ten days after the conference or an additional charge of $100 may be applied.

**PARTICIPANT/ASSOCIATE INFORMATION**

Name: ____________________________________________________________

Title: ____________________________________________________________

**PLEASE: Indicate conference track of most interest to you:__________________________________________ “ACCESS” ENTERED, IF LEFT BLANK**

Organization: ______________________________________________________

Address: ____________________________________________________________

City: ___________________ ST: _______ Zip: _________________________

Phone:(______)____________________ FAX:(______)____________________ Email:__________________________________________

May we list your email in the conference participant list for networking purposes? Please circle: Yes No

Signature Required:____________________________________________________ Date Approved:__________________________
### Time Periods

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<th>Time Periods</th>
<th>Workshop Synopsis</th>
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| 1:00p - 2:00p and 2:15p - 3:15p (2 PA CEU) | **THERE IS NO SUCH THING AS PUBLIC OPINION. THERE IS ONLY PUBLISHED OPINION.**  
This session will continue to examine the recent settlements and Circuit Court decisions applying the rules and regulations of ADA and GINA. Participants are encouraged to ask questions about Title I rules and regulations as well as GINA (Genetic Information Nondiscrimination Act).  
*Christopher Kuczynski, EEOC  
Acting Associate Legal Counsel, ADA/GINA Policy Director, Office of Legal Counsel, U.S. E.E.O.C., Washington, D.C.* |
| 3:30p - 4:30p (1 PA CEU) | **HOW TO SUCCEED - FUNDING AND RESOURCES**  
_Negotiating the Bureaucracy and Other Issues_  
The session will strive to help you work within your bureaucracy to ensure you will have the knowledge, funding, and resources - and buy-in - you’ll need to succeed. You are your agency’s/entity’s/company’s ADA Coordinator. Where do you start? How do you make progress? What do you need to know? What training and/or resources will you and your co-workers (and managers) need? Who do you have to work with/under? How do you convince them that what you need to do is required and important?  
*Irene Bowen, Eve Hill*, Chris Kuczynski, Paul Grossman, John Wodatch |

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**You’re Invited**

**Association President’s and Board’s Reception**  
Tuesday, October 20, 2015, 4:45p - 6:00p

**Semi-Annual Karaoke Night and Conference Attendee Get Together**  
Wednesday, October 21, 7:30 - 10:30 PM  
Donated First Prize of $100, and three other donated prizes of $30 each based on audience voting.

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**Snacks and Refreshments for All Participants at Both the Above Events**
## Day Two - Tuesday, October 20, 2015 - Concurrent MORNING Workshops

**Conference Program - Page 3**

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<td>8:15a - 9:00a</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td>Continental Breakfast and Registration</td>
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| 9:00a - 10:20a | ACCESS, SERVICES, & DESIGN | **FOR THOSE ELIGIBLE IN THE PROFESSIONAL ASSOCIATE (P.A.) PROGRAM ONLY:** There will be advanced workshops available for the next two consecutive time slots for the Access, Services, Design Track, Employment Track, and Higher Education tracks. *Eligible PAs will be contacted after registration & prior to conference to confirm attendance.*

**“GETTING TO KNOW YOU” - ADA BASICS - ACCESS TO SERVICES & PROGRAMS**
Understanding the ADA Basics or learning to walk before we can run. This session covers ADA basic principles in public and private entities. We look at equal opportunity; reasonable modification of policies, practices, and procedures; effective communication; services in integrated settings and a broad coverage of persons with disabilities and how all these apply to your programs, services and activities.

*Irene Bowen, Jack Catlin, Dean Perkins*  
*(Jim Terry and John Wodatch to lead Advanced P.A. Access session)*

**MEASURE FOR MEASURE**
Turning to the statute and the regulations, this session focuses on the language of the ADA and its implementing regulations. Definitions, rules of construction, major life activities, and substantial limitations are all explored, helping the new ADA Coordinator gain context and understanding of the ADA. Questions and discussion of real-life situations are encouraged, providing enhanced value to the session.

*John Golom, Brian Nelson, Mary Jo O’Neill*  
*(Chris Kuczynski and Paul Hagle to lead advanced P.A. Employment session)*

**FUNDAMENTALS I**  
**Compliance Requirements for the ADA Coordinator**
This session will explain the basic requirements for an ADA Coordinator and provide practical suggestions for best practices to comply with the ADA-AA and the DOJ Title II and Title III regulations. Overlapping issues including cultural diversity, athlete requests, and modifications requested for Title IX issues, international students and confidentiality will also be discussed.

*Melissa Frost, Paul Grossman*  
*(Jim Long will lead the advanced P.A. Higher Education session)*

| 10:40a - 12 Noon | EMPLOYMENT | **LET’S ADD AN ELEVATOR TO THE “STAIRWAY TO HEAVEN”:**  
**The Basics of New Construction, Alterations, and Existing Facilities**  
How do you make new and altered buildings accessible or provide program access to existing facilities? We will highlight the 2010 ADA Accessibility Standards, the new standards on recreation facilities, cover how to avoid the most common compliance pitfalls, and use drawings and photos to illustrate the most important of these ADA ‘basic’ principles.

*Jack Catlin, Dean Perkins, Jim Terry*

| 12:00 - 1:00p | EMPLOYMENT | **THE TAMING OF THE SHREW**  
Establishing qualification standards, employment testing, and medical testing are often misunderstood in the context of the ADA. This session provides clarification on how employers can stay away from problematic employment practices while still meeting business needs. Faculty will also address GINA considerations when conducting medical testing.

*John Golom, Brian Nelson, Mary Jo O’Neill*

| 12:00 - 1:00p | HIGHER EDUCATION | **FUNDAMENTALS II**  
**Documentation and the Interactive Process**  
This session will discuss best practice in applying the new Title III regulations and the LSAC consent decree and panel best practice recommendations for high stake testing to your documentation process. Learn how to effectively communicate with healthcare professionals to get the information you need.

*Melissa Frost, Paul Grossman, Phong Nguyen*

<p>| 12:00 - 1:00p | <strong>Hosted Luncheon</strong> | <strong>National Association of ADA Coordinators</strong> |</p>
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<td>1:00p - 2:00p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td><strong>“A BRIDGE OVER TROUBLED WATERS” – CREATING AN EFFECTIVE COMPLIANCE PROGRAM</strong>&lt;br&gt;This interactive session explores how to establish and strengthen an effective ADA implementation program. Whether you’re a new or experienced ADA Coordinator or have other types of responsibilities, you have something to offer and something to learn. We’ll consider the topics you choose, including these possibilities: the basics of a effective program, how to establish and strengthen the ADA Coordinator’s role, how to develop policies, how to assess compliance, and how to work with your entity and your community. Together we explore challenges, ideas, successes. <em>Irene Bowen, Jack Catlin, Dean Perkins, Jim Terry, John Wodatch</em>**</td>
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<td>EMPLOYMENT</td>
<td><strong>MUCH ADO ABOUT NOTHING</strong>&lt;br&gt;It’s inevitable. Just when an employer is about to discipline an employee for workplace conduct, she/he discloses that she/he has a disability. This session explores options for employers when employees try to link disability-related limitations to either workplace performance or workplace conduct. Participants are encouraged to contribute to the discussion with real-life situations. <em>John Golom, Chris Kuczynski, Brian Nelson, Mary Jo O’Neill</em>**</td>
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<td>HIGHER EDUCATION</td>
<td><strong>A STITCH IN TIME SAVES NINE – FUNDAMENTAL ALTERATION</strong>&lt;br&gt;This scenario-based session will explore how to determine the academic and technical elements of a department, program and class and will discuss best practice for analyzing requests for substitution and waiver, attendance or homework modifications, and other accommodations. The session will also address the distinction between testing entities covered by Title III and Title II that administer tests, and post-secondary institutions covered by Title III only. Finally, the session will also include discussion of the “undue financial/administrative burden”. <em>Melissa Frost, Paul Grossman, Jim Long</em>**</td>
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<td>2:15p - 3:15p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td><strong>DON’T BE “LIVIN’ ON A PRAYER”</strong>&lt;br&gt;Making Reasonable Modifications to Policies, Programs, and Procedures&lt;br&gt;Public and private entities too frequently misunderstand their obligation to make reasonable modifications in their policies, programs, and procedures where necessary to ensure equal opportunity. Learn how the DOJ regulations, recent case law, and precedent-setting Federal agency decisions apply. The session will address what’s “necessary” and what a fundamental alteration is, and provide guidance on service animals and other mobility devices. <em>Irene Bowen, John Wodatch</em>**</td>
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<td>EMPLOYMENT</td>
<td><strong>THE TEMPEST</strong>&lt;br&gt;Turning again to the actual text of the statute and the regulations, this session will focus on scenarios helping employers determine whether an employee poses a direct threat. Employer obligations for accommodation and the propriety of requesting an independent medical examination will also be explored. <em>John Golom, Chris Kuczynski, Brian Nelson, Mary Jo O’Neill</em>**</td>
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<td>HIGHER EDUCATION</td>
<td><strong>IF I HAD A CRYSTAL BALL – ASSESSING AND ACCOMMODATING TEMPORARY DISABILITIES</strong>&lt;br&gt;How do you handle requests for accommodation for pregnancy, pregnancy-related conditions or concussions? From athletics to extracurricular activities, this scenario-based discussion will aid you in learning how to access and provide interim accommodations for disabilities of uncertain duration. <em>Melissa Frost, Paul Grossman, Jim Long</em>**</td>
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<td>3:30p - 4:30p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td><strong>“I’M BEGINNING TO SEE THE LIGHT” – THE ADA IN PHOTOS: FAILURES/SUCCESSES IN DESIGN</strong>&lt;br&gt;Can you spot the ADA problem? Does the design solution pass muster? You won’t have more fun than this all week - unless it’s Karaoke! Our team of expert architects will share photos of accessibility challenges and solutions taken from their travels around the United States. <em>Jack Catlin, Dean Perkins, Jim Terry</em>**</td>
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<td>EMPLOYMENT</td>
<td><strong>COMEDY OF ERRORS</strong>&lt;br&gt;An employer’s policies are often Exhibit #1 in litigation. Developing employment policies that do not run afoul of the myriad of employment laws requires both skill and finesse. The session focuses on crafting policies that are both necessary and defensible. This is a highly interactive session. <em>John Golom, Chris Kuczynski, Brian Nelson, Mary Jo O’Neill</em>**</td>
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<td>HIGHER EDUCATION</td>
<td><strong>WHEN THEY COME A’ KNOCKING – RESPONDING TO AN OCR CHARGE OF DISCRIMINATION</strong>&lt;br&gt;This electronic information technology (E.I.T.) scenario-based section will explain the new Dear Colleague letter for effective communication including web-based technology, provide changes in the new OCR case processing manual and address effectively responding to a charge of discrimination. <em>Paul Grossman, Jim Long</em>**</td>
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| 9:00a - 10:20a   | **ACCESS, SERVICES, & DESIGN** | **IT'S NOT “HELTER SKELTER” -- ACCESS TO EXISTING PROGRAMS/FACILITIES**  
Do you understand program accessibility? This session tackles how the ADA applies to a public entity’s existing facilities. What are non-architectural solutions? What does “as a whole” mean? Learn the criteria that the Department of Justice applies when determining how many facilities of the same type to make accessible. The session will look at the 2010 Justice standards for pools, playgrounds, and other recreation facilities, and how to approach polling place access.  
*Irene Bowen, Jack Catlin, Jim Terry, John Wodatch* |
|                  | **EMPLOYMENT**                | **AS YOU LIKE IT -- PART 1**  
Reasonable accommodation and the interactive process are two of the most fundamental components of the ADA. This session reviews the reasonable accommodation requirement and an employer’s obligations once a request for an accommodation is received. Thorough discussions of essential functions and job descriptions provide invaluable guidance and realistic assistance.  
*John Golom, Paul Hagle, Brian Nelson, Mary Jo O’Neill* |
|                  | **HIGHER EDUCATION**         | **YESTERDAY, TODAY AND TOMORROW -- THE LEGAL YEAR IN REVIEW**  
Recent case law and OCR settlement agreements will demonstrate the requirements for campus accessibility compliance.  
*Paul Grossman* |
| 10:40a - 12 Noon | **ACCESS, SERVICES, & DESIGN** | **CAPTIONING “THE SOUND OF MUSIC” -- EFFECTIVE COMMUNICATION**  
How does your agency communicate with the general public? With your clients and customers? Do you effectively communicate with persons with disabilities, including persons who are blind or have low vision and persons who are deaf or hard of hearing? You will learn what effective communication is, what auxiliary aids are effective, what the most persistent issues are, and five steps toward compliance.  
*Irene Bowen, John Wodatch* |
|                  | **EMPLOYMENT**                | **AS YOU LIKE IT -- PART 2**  
This session continues the discussion of reasonable accommodation under the ADA. Focus in this session is on the interactive process and the associated responsibilities of both the employee and the employer. The undue hardship defense is addressed and scenario-based, complex situations provide opportunities for questions, argument, and engagement.  
*John Golom, Brian Nelson, Mary Jo O’Neill* |
|                  | **HIGHER EDUCATION**         | **THE WILD SIDE -- CODE OF CONDUCT**  
This scenario-based session will present the policy essentials for best practice to address conduct issues including threat assessments, conduct dismissal, readmission, not otherwise qualified, grievance procedures and the possible overlap between disability and Title IX issues.  
*Melissa Frost, Paul Grossman, Jim Long* |
<p>| 12:00p-1:00p     | <strong>Hosted Luncheon</strong>           | National Association of ADA Coordinators                                                             |</p>
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<td>1:00p - 2:00p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td>‘MY FAVORITE THINGS’ – SELF-EVALUATIONS AND TRANSITION PLANS</td>
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<td>The Department of Justice’s ADA regulations have detailed requirements for planning in meeting the public entity’s obligation to make all its programs accessible. Learn the ADA requirements for self-evaluations of policies and practices along with transition plans for facilities, and receive practical, detailed guidance on how to put the theory into practice.</td>
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<td>Irene Bowen, Jack Catlin, Dean Perkins, Jim Terry</td>
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<td>EMPLOYMENT</td>
<td>THE PASSIONATE PILGRIM</td>
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<td>With mental health diagnoses becoming more and more common, employers face difficult challenges in addressing an ever-increasing number of requests for accommodation. This session focuses on mental health issues in the workplace and strategies for employers in providing appropriate and effective accommodations. Resources for employers will also be explored.</td>
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<td>John Golom, Brian Nelson, Mary Jo O’Neill</td>
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<td>HIGHER EDUCATION</td>
<td>WHAT IF? EFFECTIVELY ACCOMMODATING STUDENTS WITH PSYCHIATRIC DISABILITIES</td>
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<td>This session will use scenarios to discuss the characteristics of some of the most common mental health issues on campus. It will also address requests for accommodations such as memory aids, formulas, open-book, open-note, and homework and testing flexibility.</td>
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<td>Melissa Frost, Paul Grossman, Jim Long</td>
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<td>2:15p - 3:15p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td>“BOTH SIDES NOW” – PUBLIC/PRIVATE ENTITIES AND CONTRACTING</td>
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<td>Is a public entity still responsible when it contracts with a private entity to carry out a program? This session explores the often-misunderstood relationship between public entities covered by Title II of the ADA and private entities covered by Title III of the ADA, from the perspective of the public entity. Understand the respective responsibilities under grants, contracts for services and products or other types of cooperative ventures, and explore ways to draft and monitor contracts and other agreements.</td>
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<td>Irene Bowen, Jack Catlin, John Wodatch</td>
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<td>EMPLOYMENT</td>
<td>THE MERCHANT OF VENICE</td>
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<td>Employers that focus on the cost of providing accommodations are clearly focusing on the wrong thing. In fact, providing accommodations for employees rarely impacts the bottom line. Decisions made based on unintentional bias, incorrect perceptions or ignorance can, however, be very costly indeed. This session focuses on managerial bias and the real cost of engaging in discriminatory behaviors.</td>
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<td>John Golom, Paul Hagle, Brian Nelson, Mary Jo O’Neill</td>
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<td>HIGHER EDUCATION</td>
<td>IN THE CLASSROOM AND BEYOND - ACCOMMODATIONS FOR CLINICALS AND STUDY ABROAD</td>
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<td>Title II and III require that accessibility extend beyond the classroom. This scenario-based discussion will highlight legal requirements and present a variety of accessibility options for accommodating students participating in clubs, medical, education, or other clinical settings, and best practice for study abroad accommodation requests.</td>
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<td>Melissa Frost, Paul Grossman, Jim Long</td>
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<td>3:30p - 4:30p</td>
<td>ACCESS, SERVICES, &amp; DESIGN</td>
<td>“IT WAS A VERY GOOD YEAR” – HEADLINE NEWS AND QUESTIONS</td>
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<td>There is so much ADA action, across the nation, it’s tough to stay current. Learn the latest headlines and developments, recent court actions, next steps in Federal rulemaking, Federal agency findings and cases, the most recent trends and happenings. We’ll help you get the information you need to stay on top of current ADA issues.</td>
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<td>Irene Bowen, Dean Perkins, John Wodatch</td>
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<td>EMPLOYMENT</td>
<td>WINTER’S TALE</td>
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<td>Ever wonder what a healthcare provider really thinks about all the requests, forms, phone calls, and other miscellaneous items she/he receives from employers? This session will tell you. ADA, FMLA, Workers’ Compensation, back-to-work programs, and employee restrictions will all be addressed by a treating physician, providing unique perspective into engagements with healthcare providers.</td>
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<td>John Golom, Brian Nelson, Phong Nguyen, Mary Jo O’Neill</td>
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<td>HIGHER EDUCATION</td>
<td>TWENTY-FOUR/SEVEN – LIVING ON CAMPUS</td>
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<td>This scenario-based session will cover requests for single student with a disability to occupy a double room, food service accommodations, assistance animals (service animal v. emotional support), mobility devices and emergency preparedness.</td>
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<td>Melissa Frost, Paul Grossman, Jim Long</td>
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| 8:15a - 9:00a     | Continental Breakfast and Registration | **“GEE, OFFICER KRUPKE” WHERE’S THE INTERPRETER? LAW ENFORCEMENT AND THE ADA**  
How the ADA applies to the arrest process is much in the news. Recent headlines provide more and more stories of contact between law enforcement and people with disabilities - sometimes with undesirable outcomes. Some of these contacts lead to agreements with expensive settlements at all levels of law enforcement including courts, jails, and prisons and some bring us case law to learn from and understand. The session will provide a practical and real world application of Title II to the police and law enforcement.  
*Irene Bowen, Michael Sullivan, John Wodatch* |
| 9:00a - 10:20a    | **ACCESS, SERVICES, & DESIGN**  | **TWO GENTLEMEN OF VERONA**  
Stepping away from the general focus of reasonable accommodation, this session will address two other potentially problematic employer issues - disparate treatment and harassment. Using case-based scenarios, claims of “hostile work environment” will be explored, and discussion will focus on potentially discriminatory decisions and the necessary responses by an employer when it receives a complaint of harassment or discrimination.  
*John Golom, Brian Nelson, Mary Jo O’Neill* |
| 9:00a - 10:20a    | **ACCESS, SERVICES, & DESIGN**  | **YES, YOU CAN GET THERE FROM HERE — DEVELOPMENTS IN TRANSPORTATION**  
Discussing new standards, technical assistance and proposed guidelines for transportation facilities, we’ll hit the highlights of the *Guidelines for Accessible Public Rights of Way* (final rule expected in 2016 with potential adoption by DOT in late 2016); current *Standards for Transportation Facilities* covering street crossings, curb ramps & detectable warnings; construction & alternate routes; and outdoor developed areas, trails & shared use paths. We’ll also discuss the DOJ-DOT Joint Technical Assistance on resurfacing; alterations vs. maintenance.  
*Jack Catlin, Dean Perkins* |
| 10:40a - 12 Noon  | **EMPLOYMENT**                  | **ALL’S WELL THAT ENDS WELL**  
As the final session of the conference, this is the opportunity for participants to have any outstanding questions addressed and to “pick the brains” of the panel members. A final series of ADA scenarios will be presented to engage and challenge the participants into applying what they have learned throughout the conference.  
*John Golom, Paul Hagle, Brian Nelson, Mary Jo O’Neill* |
| 12:00p-1:00p      | **HIGHER EDUCATION**            | **IT TAKES A CAMPUS — EVENT ACCESSIBILITY**  
From ticketing to accessible routes, sign language interpreters to accessible seats and vending, learn effective strategies to ensure every campus event is accessible.  
*Irene Bowen, Melissa Frost, Jim Long* |

**LUNCH**
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| **1:00p - 2:00p** | **PROGRAM ACCESS TO STREETS AND SIDEWALKS, AND MOBILITY DEVICES**  
We’ll survey requirements for ensuring program access to streets and sidewalks, best practices or new guidelines to follow, and policies about mobility devices.  

*Irene Bowen, Dean Perkins* |
| **2:15p - 3:15p** | **NAVIGATING THE DIGITAL LANDSCAPE – Part 1**  
Public Entities, Web Sites, and Electronic and Information Technology  
There’s no reason to wonder any longer if web sites and electronic and information technology (EIT) are “covered” by the ADA. The federal government has stepped up enforcement and rulemaking, and advocates are making strides in requiring accessibility even in the absence of federal standards. This session addresses the principles of access to the digital landscape and how to approach it – including web sites, e-book readers, kiosks, digital formats of materials, video recordings, and email.  

*Irene Bowen, Dean Perkins, Melissa Frost, John Wodatch* |
| **3:30p - 4:30p** | **NAVIGATING THE DIGITAL LANDSCAPE – Part 2**  
What will the ADA Coordinator (Not the T.) Need to Understand?  
508, W3C & WCAG 2.0, ETC.  
What’s new and upcoming in regulations and guidance for providing accessibility to electronic and information technology: i.e., your websites, and e-mails, videos, and . . . .?  
We’ll cover DOJ’s rulemaking for Title II websites, the proposed TEACH Act for post-secondary education, the Access Board’s update of section 508 standards, settlements, cases, and best practices.  

*Irene Bowen, Melissa Frost, Dean Perkins, John Wodatch* |

**Have a safe trip home!**

**Now is the time to plan for the Association’s 55th National ADA Conference**  
April 11 - 14, 2016  
Tampa, Florida
John Wodatch is a disability rights attorney who retired after 42 years of Federal government service. He authored the Federal government’s first comprehensive disability rights regulations, the regulations implementing section 504 of the Rehabilitation Act. He is one of the drafters of the Americans with Disabilities Act as he served as the Department of Justice’s chief technical expert during the writing and passage of the ADA. He was the chief author of the Department of Justice’s 1991 ADA regulations, created DOJ’s initial ADA technical assistance programs, and assembled the Department’s ADA enforcement staff. From 1990 until 2011 he served as the Director and Section Chief overseeing all interpretation, technical assistance, and enforcement of the ADA at the Department of Justice. Just before he retired, he was responsible for the first major revision of the Department’s ADA regulations, including the 2010 Standards for Accessible Design. In 2010 he was honored with the Presidential Distinguished Rank Award for exceptional achievement in his career. He is now serving clients as an expert in the application of the ADA’s requirements for accessible design and program accessibility for State and local governments and private businesses. On the international level, John is continuing his work seeking U.S. ratification of the United Nations Convention on the Rights of Persons with Disabilities. He received a B.A. from Trinity College, an M.P.A. from Harvard University, and a J.D. from the Georgetown University Law School. John is the President/CEO of the Association and is a member of the Association’s Board of Directors.

Mr. Kuczynski joined the Commission in February 1997 as Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy Division). Chris supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and Title II of the Genetic Information Nondiscrimination Act (GINA), and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. His leadership was critical in the issuance of final regulations implementing GINA (published in November 2010) and the ADA Amendments Act (published in March 2011).

Chris has made 29 presentations on the ADA, and more recently on GINA, to our Association’s national conference audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defence counsels. He has been interviewed on the ADA and GINA by numerous media outlets including The New York Times, USA Today, The Wall Street Journal, and The Washington Post. He has done radio or television interviews for ABC News, the CBS Morning News, and MSNBC, and has been a guest on C-SPAN’s Washington Journal.

From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University, where he was a member of Phi Beta Kappa and from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion; a J.D. from Temple Law School; and an LL.M. from Yale Law School.
Ms. Hill works with the U.S. Department of Justice Civil Rights Division, where she practices disability rights enforcement. She implemented the Americans with Disabilities Act (ADA) Mediation Program, supervised 11 investigators handling investigations and settlements of cases under the ADA, and implemented the program for certifying state and local building codes under the ADA. Ms. Hill has implemented and enforced disability civil rights laws in the state government, federal government, and private nonprofit sectors. She was the District of Columbia’s first Director of the Office of Disability Rights, responsible for implementation of the ADA throughout District Government. She was a Supervisory Attorney with the U.S. Department of Justice’s Disability Rights Section, where she supervised ADA investigations, created the Department’s ADA Mediation Program, and developed the Department’s ADA building code certification program. She was also a Visiting Associate Professor at Loyola Law School and an Adjunct Professor at the University of Southern California School of Law and Loyola Marymount University. Eve received her J.D., cum laude, from Cornell Law School, and her B.A., magna cum laude, from Sweet Briar College. She is admitted to practice law in Maine, California, and the District of Columbia.

Mary Jo O’Neill, J.D.

Ms. O’Neill began her work at the E.E.O.C. as a trial attorney, then as a supervisory trial attorney, until she was selected as the Regional Attorney in 2002. Mary Jo manages the legal staff, litigates employment discrimination cases in federal court in five states, advises her enforcement colleagues, and is a frequent national trainer/speaker for the E.E.O.C.

Irene Bowen, J.D., P.A.

Ms. Bowen is a nationally recognized ADA consultant, trainer, and speaker. Before starting her firm in 2009, she was Deputy Chief of the Disability Rights Section at DOJ, where she oversaw enforcement of the ADA and was actively involved in the development of the ADA accessibility guidelines as well as DOJ’s Title II and Title III regulations. Irene’s clients include local governments, colleges and universities, public accommodations, and a Federal agency. She teams with architectural firms and others in assisting entities with self-evaluations and transition plans, and development of cost-effective approaches to compliance. Since 2011, Ms. Bowen presented internationally, assisted in self-evaluations of Fulton County, GA, the City of Chicago, IL, several universities, and health-care providers; and authored or co-authored six ADA guides including three in 2015 (an ADA guide for nonprofits; a resource for accommodating students who are deaf or hard of hearing at post-secondary level from pepnet 2; and a guide for court officials). Irene is a member of the Association’s Board of Directors.

Paul D. Grossman, J.D.

Paul is an Adjunct Professor of Disability Law at Hastings College of Law and the University of California. He regularly lectures or publishes on disability law at U.C. Berkeley, U.C. Davis, Ohio State University, LDA, and the National Association of ADA Coordinators. Paul was one of the first individuals to bring the issue of educating returning war veterans to the attention of the higher education community and to develop both compliance and best practice strategies for this population. Many of Paul’s compliance decisions, developed in his capacity as Chief Regional Attorney and Coordinator of OCR’s National Disability Network are highlighted in the online publication “Disability Compliance in Higher Education.” Paul is co-author of The Law of Disability Discrimination (8th edition). Insights into this area of law are often drawn from his own challenges attending college and law school as an individual with a disability.
Jim Long served for more than 10 years in the Office for Civil Rights of the U.S. Department of Education. Before joining the Office for Civil Rights he served as a litigation counsel for U.S. Department of Energy. Jim served as an officer in the Army’s Judge Advocate General’s Corp for 23 years. As the Chief Counsel at the Walter Reed Army Medical Center, he handled his first ADA case, involving deaf students from Gallaudet College. He also served as the Command Judge Advocate for the Army’s Medical Command. Jim was the Legal Advisor to the Surgeon General of the Army. He was an assistant professor at the U.S. Military Academy, West Point. He has an undergraduate degree from Creighton University and went to the University of Texas School Of Law. Jim was recently elected to the Association’s Board of Directors.

**Featured Senior ADA Professional Faculty Members**

**Former Chair, U.S. Access Board, Washington, D.C.; Partner, LCM Architects, Chicago, IL**

**John H. Catlin, FAIA**

Mr. Catlin was the first practicing architect to chair the U.S. Access Board, and also chaired the ad hoc subcommittee on the revision of the ADA Accessibility Guidelines. He applied universal design principles to the Access Living headquarters building in Chicago, for which he received the Barrier-Free America Award from the Paralyzed Veterans of America. LCM Architects manages HUD’s Fair Housing Accessibility FIRST technical assistance program. Jack provides nationwide design and construction training as part of the FHA FIRST program. Jack is a member of the Association’s Board of Directors.

**Director Equal Opportunity & Affirmative Action, Title IX Coordinator, Equity Officer**

**Utah Valley University, Orem Utah**

**Melissa L. Frost, J.D.,**

Melissa has a history of public service that includes: Executive Director of Provo School District, State of Utah as the ADA Coordinator, Workers’ Compensation Administrator, and a Loss Control Consultant advising all state agencies, school districts and post-secondary institutions regarding Family Medical Leave, ADA, Title VII discrimination, PDA, Title IX and other campus/student issues. She has also served the state as a Liability Prevention Specialist for the Developmental Center and as an Administrative Law Judge for the Department of Workforce Services. Prior to state service, Melissa worked fourteen years in healthcare management and administration in both California and Washington D.C. Melissa received her B.A. in Government and Politics from the University of Maryland and her J.D. from the J. Reuben Clark Law School at Brigham Young University. Melissa is a member of the Association’s Board of Directors.

**Risk Management Division, State of Utah, Salt Lake City, UT**

**John Golom**

Mr. Golom joined the Utah Division of Risk Management in September 2013. John now provides HR/ADA/Sec 504 consultation to 18 colleges and universities around the State of Utah, and to six of the larger school districts. Mr. Golom has 13 years in human resource offices across the State of Utah. John served as the Human Resource Director for the Utah Department of Corrections, the second largest agency in state government. He was with the Utah Labor Commission and served as a Hearing Officer for the Wage and Hour Division and as the Manager of the Utah Anti-discrimination Division. Prior to his state employment, John served as a Special Agent in the Air Force Office of Special Investigations. John received his undergraduate degree from the Southern Illinois University at Carbondale and received his graduate degree from the Brigham Young University. John was recently elected to the Board of Directors.
Mr. Hagle has been associated with the ADA since its passage in 1990. He is recognized for his seminars on ADA Title I throughout the United States. He has recently served as an expert witness for a major hospital, and also for a major airport, automobile company, airline, and fast food chain. He developed and presented one of the first programs dealing with ADA/Workers’ Compensation/FMLA, and the importance of disability awareness perception and legal issues of Title I of the ADA since 1992. He was on the original Board of Directors and appointed the Association’s Executive Director in 1992. He serves as Vice Chair, Parks and Recreation Commission; and works with the City Council on ADA issues for the City of Rancho Mirage, CA. He received his B.A. from the University of Michigan and did graduate work at the University of California, Los Angeles. **Paul is a member of the Association’s Board of Directors.**

**Assistant Director, State of Utah Risk Management, Salt Lake City, UT**  
**Brian Nelson, J.D., P.A.**

Mr. Nelson directs a team of loss control professionals, who are charged with recognizing and avoiding physical and nonphysical losses among all state agencies, public schools, and institutions of higher education. Previously, Brian served as ADA/504 Coordinator advising and directing all public state institutions to effect compliance with the ADA. He received his J.D. from Brigham Young University. **Brian is an Emeritus Member of the Board.**

**Medical Director, Redlands Yucaipa Medical Group, Past Chief of Staff for Redlands Community Hospital, Adjunct Professor, University of California Medical School, Riverside, CA**  
**Phong Nguyen, M.D., P.A.**

Dr. Nguyen is Medical Director for a large medical group. Phong is a member of the Interdisciplinary Committee; Medical Director of the Redlands, Rialto/Loma Linda, and San Manuel Fire Departments; Medical Director for the Paramedic Program at Crafton Hills College; Medical Director for Aeromedics, and ACLS Course Director/Instructor. **Phong is the Chairman of the Board, Vice President of the Association, and is the Conference Coordinator**

**ADA Coordinator City of Sacramento (ret.); Member, CA Commission on Disability Access, Sacramento, CA**  
**Michael Paravagna, M.S., P.A.**

Mr. Paravagna retired after more than 32 years with the CA Department of Rehabilitation. Michael served as a Rehabilitation Counselor, in management roles in the Habilitation Program and Business Enterprise Program for the Blind. He was Statewide Administrator for the Vocational Rehabilitation / Work Activities Program. For 13 years he served as Chief of the Disability Access Section. Mr. Paravagna was appointed to the CA Buildings Standards Commission. After retiring from state government, Mike served as Sacramento City ADA Coordinator. He was ADA lead of the Los Angeles Community College Districts $6.1 billion dollar bond project. In 2013, he was appointed to the California Commission on Disability Access. Paravagna holds a MS Counseling from California State University, Sacramento, and a BA in psychology from California State University, **Michael is Treasurer for the Association and a member of the Board of Directors.**

**ADA Coordinator, Florida Department of Transportation, Tallahassee, FL**  
**Dean Perkins, R.A., P.A.**

An architect since 1984, Dean Perkins joined the Florida Department of Transportation in 1988 to manage rest area design and production projects. He was appointed as the FDOT’s statewide ADA Coordinator in January 1992. In this position, Dean is principal in initiating Department policies, developing procedures and managing practices related to accessibility for persons with disabilities for agency services and facilities along the state highway system and for buildings owned and operated by the Department. He has served as an expert witness in ADA matters. Dean designs and conducts training in ADA compliance around Florida and at national conferences. He provides technical support on accessible design and construction for city and county engineering and public works staff. He has a Master of Architecture from Florida A&M University. **Dean is the Secretary of the Association and a member of the Association’s Board of Directors.**
ADA Consultant for Law Enforcement Issues, Michael Sullivan ADA Consulting, Petaluma, CA

Michael J. Sullivan, B.A., P.A.

Mr. Sullivan is a nationally known and award-winning consultant specializing in ADA law enforcement issues. Michael also advises on both program and physical accessibility issues. He has extensive expertise in developing reasonable accommodations and implementing training for peace officers regarding the ADA requirements and responsibilities. Michael was the San Francisco Police Department’s ADA Coordinator for 17 years and was honored for his work by the City of San Francisco, the California State Legislature, U.S. Congress, and numerous community groups and non-profits. Michael was a member of the Executive Board of the President’s Committee on the Employment of People with Disabilities from 1999 through 2001. Michael has a B.A. in Health Science with emphasis in Community Health Education from San Francisco State University. Michael is an emeritus member of the Board of Directors.

Chief Executive Officer, Evan Terry Associates, Birmingham, AL

James Terry, AIA, CASp, P.A.

Mr. Terry is a licensed architect in eight states with extensive access training and consulting experience in corporate, municipal, healthcare, schools, universities, libraries, retail, and recreational facilities. Under his leadership, ETA assists organizations in understanding their access requirements, cataloging barriers, and managing the implementation of their ADA and local access compliance plans. Jim is a member of the Association’s Board of Directors.

Faculty confirmed at time of publication unless denoted invited, awaiting confirmation, by an “*”. Conference announcements, agendas and faculty subject to change without notice due to unforeseen circumstances.