



Conference Newsletter - **Update** 3/8/12

The official e-Newsletter of the National Association of ADA Coordinators
Serving the ADA Coordination and 504 Compliance Community Since 1992

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WEB and ADA Professional Edition

March - April 2012

Major Revisions for Title II and III of the ADA Rules and Regulations Compliance Required - March 15, 2012 – Are You Ready?

The Spring 2012 National ADA Conference is a **Must for ADA Professionals**

April 23-26, 2012, Miami, Florida

Major Interactive ADA Track and Workshop Topics:

**Case Law Updates, Program Accessibility, Physical Accessibility, Employment, Higher Education
Law Enforcement, Medical Issues, Emergency Preparedness, What the ADA Coordinator Needs to Do
Future Developments on the Regulatory Front.**

(Update Details on Faculty, Topics, Agenda, and Registration Information pages 8-20)

Spring 2012 Conference to Focus on Practical Solutions, Best Practices as well as Legal Issues

**Read articles below from well-known ADA professional and speakers
about the value of the Association's ADA conferences.**

Thoughts from the Faculty on the Spring 2012 National ADA Conference

The Unique World of the Higher Ed ADA Coordinator/Compliance Officer

Barbara Judy, Former Director and Founder, Job Accommodation Network (JAN);

ADA Coordinator, West Virginia University and ADA Coordinator, State of West Virginia (ret.)

Many times since 1992, because of my background and ADA expertise, I have been asked about the need for ADA training from an Higher Ed as well as other points of view. Here are some very important points to live by:

1. ADA is a federal law and is NOT going away.
2. Institutions of Higher Education are required by the law to have a person to oversee compliance with ADA. (**Required** of all Title II jurisdictions by statute and ADA Title II DOJ's rules and regulations.)
3. If the focus of the institution is to provide current and accurate information to it's students (and everyone else), as it should be, the ADA Coordinator **MUST** stay well informed **and current**. Because the coordinator in HE covers employment, physical access and program access, having all aspects of ADA covered in one conference by DOJ, EEOC, and DOE senior representatives in an interactive process is essential .
4. The faculty of the Association's conferences, as an example, consists of nationally known **LEADERS** in every aspect of ADA. Conference participants leave the conferences well informed.

5. With adequate training, persons with disabilities are increasingly BETTER informed about the various aspects of ADA. In the Association's conference Higher Ed track, the track participants come from all over the country and may well come from institutions that are more compliant than their current one and provide valuable networking for the participants to help with future ADA situations.
6. Since the conference is attended by persons from other institutions throughout the country so the opportunity to discuss concerns with others who have similar issues is abundant to encourage such interaction. All faculty members are usually present for the entire week so they are available also after conference hours to discuss unique problems faced by the participants.
7. The cost of covering even one charge if non-compliance can vastly exceed the cost of one conference. This also provides a cost savings (versus 3 different training programs).
8. Evaluations of the NAADAC conference by attendees have consistently ranked the conference as the MOST INFORMATIVE they have ever attended. – Barbara Judy

What Does Any ADA Coordinator, New or Old, Need?

Michael J Sullivant, ADA Coordinator (ret.), San Francisco Police Department

In February 1993, I was asked to be the ADA Coordinator. I thought for a second and said, "OK, I'll do it. What am I supposed to do?" The answer, "We're not sure." My journey began. I had to learn about Title I and Title II, **yesterday!**

The first thing I did was to look for training. To say there was very little ADA training in 1993 is to understate the issue. There was some training offered by law firms on Title I, but very little on Title II.

As the years went by, more and more training workshops, seminars and conferences of varying quality became available. I quickly learned the best training included the enforcing agencies.

Being able to be able to ask questions of the Department of Justice (DOJ) and the EEOC representatives were, to say the least, incredible. As time progressed, I sought only ADA training which involved DOJ and EEOC representatives combined with presenters who actually dealt with and possessed ADA expertise in the real world.

Does training pay off?

In the years I was the ADA Coordinator for the San Francisco Police Department the information obtained from training had tangible results. In depositions, I was asked where I received my training. When management asked why we needed to follow the ADA, I was able to point out other government entities that didn't and were exposed.

Do you really need an ADA Coordinator? I felt this firsthand when the DOJ, responding to a complaint regarding the 9-1-1 center, came to visit. The first question from the DOJ representative, after the explanation of the complaint, was - "Where is your ADA Coordinator?" It was a very nice feeling to be able to raise my hand.

Still unsure? just look at the Department of Justice's ADA Project Access, every settlement agreement insures there will be or is an ADA Coordinator (as required by federal law) and describes the responsibilities of the ADA Coordinator.

Does training matter? Will it increase your knowledge and effectiveness? For the risk management people, will it reduce liability? Is it less expensive to managers and supervisors to train than litigate?

Do I really need to answer these? – Mike Sullivan

This is What I Know

Melissa Frost, J.D.,

ADA Coordinator/Workers' Compensation Administrator, State of Utah, Salt Lake City, UT

The American's with Disability Act is like technology - progressing every day.

1. I think the most important thing people gain by attending a conference, is the opportunity to hear from the source what the regulations mean and practical methods to implement them.
2. The ability to ask direct questions of officials from the Equal Employment Opportunity Commission (EEOC), Department of Justice (DOJ), and former experts from these agencies who helped draft the new rules and regulations, provides valuable insight that can only be achieved in person. This assistance with proactive rather than reactive compliance is necessary to protect an entity from costly errors.
3. The cost of the conference pales in comparison to the cost savings of preventing even one evidentiary hearing or compliance review. This type of first hand understanding just cannot be surpassed and knowing the information came from the most credible sources is an essential tool in helping guide policy and procedure.
4. The ability to truthfully say "I think I understand how the EEOC, DOJ, and/or DOE would react to this situation based on my discussion with respect to situation X, a similar situation" has tipped the scale for management in favor of a policy, procedure, or pending employment action, that will meet compliance expectations.
5. When this type of information is coupled with the benefit of networking with experienced colleagues who are willing to share their ideas and methods for implementation, there is just nothing out there to compare with these Association conferences.

– Melissa Frost

Medical Pitfalls, the ADA and . . .

**Phong Nguyen, MD, Director, Emergency Medicine; Chair, Medicine Department
Redlands Community Hospital**

One of the major pitfalls facing both ADA Coordinators and Risk Managers are the medical liability issues that develop when the physician provides more *or less* than what you expect or need.

One of the primary benefits of the Association's track workshops at the conference is to present every day scenarios and discuss the processes that the employer need to take and decide the best practices to limit employer legal issues and potential liabilities.

For typical scenario example: A worker has an work related injury to her hand. She is sent to local hospital's emergency room for a the usual worker's compensation evaluation and treatment.

During the evaluation, the physician discovers, unknown to the employee, that the worker is pregnant, and also has a heart condition.

This is an example of the type of unexpected medical issues that employers can receive every day.

How do you handle the medical issues and report? Could there be ADA/FMLA issues? Is there a GINA issue?

How does the employer work with its physician to avoid unwanted medical documentation that can produce potential liabilities which could have been be avoided in the first place?

In this workshop the employer learns what the physician needs in order to provide what the employer wants, and not make the employer liable for violations in the case of GINA and with other confidentiality issues.

– Phong Nguyen, MD

The Spring 2012 National ADA Conference is a Must for ADA Professionals

Major Interactive ADA Tracks and Workshops:

Case Law Updates, Program Accessibility, Physical Accessibility, Employment,
Higher Education, Law Enforcement, Medical Issues, Emergency Preparedness

What the ADA Coordinator Needs to Do

Future Developments on the Regulatory Front

Looking at the Spring 2012 Conference Agenda

Major Revisions for Title II and III of the ADA Rules and Regulations

Effective next Week, March 15, 2012 - Are You Ready?

The new rules are aimed at increasing the accessibility of these places for persons with disabilities. Some of the major changes to the regulations will directly impact pools, spas, and golf courses. Importantly, ***because these standards were not in place when the previous regulations were issued***, there is no “safe harbor” for previously existing facilities, and ***all state and local governments, and public accommodations, MUST comply by this date.***

The new design standards are extensive and specific. Beyond the standards mentioned above, the new regulations impact many other areas, including program accessibility and service animals. Failure to comply with the particular scoping requirements can lead to suits from private individuals who are unable to access the facility or an investigation from the government.

One area that the ADA is being rigorously enforce is in the area of law enforcement. A federal judge recently awarded more than ***\$3.2 million*** to attorneys who successfully sued Orange County, California, for violating the American with Disabilities Act in the county jails.

These areas, program accessibility, effective communication, service animals, and new ADA issues will be discussed at the conference by Allison Nichol, J.D., Chief, Disability Rights Section, DOJ, with John Wodatch, J.D., Assistant Deputy Attorney General, DOJ (ret), and Irene Bowen, J.D., Deputy Chief (ret). They are/were instrumental in developing ***and*** enforcing both the new as well as the initial ADA Title II and III rules and regulations.

For architectural issues, we add Jim Terry, AIA, LEED, Casp, Dean Perkins, RA, and Jack Caitlin, FAIA and former chair of the U.S. Access Board. Heidi Johnson-Wright, ADA Coordinator, Miami-Dade County provides the point of view and expertise from the user point of view.

EEOC and Enforcement

There are also new guidance by the U.S. Equal Opportunity Commission (EEOC). The EEOC Commission has released two revised publications addressing the rights of veterans with disabilities under ADA. (EEOC) has published additional guidance addressing whether an employer violates the Americans with Disabilities Act (ADA) by requiring a high school diploma for a job.

Many jurisdictions and entities have long-standing policies that require employees to submit a doctor's note explaining the medical condition that caused them to miss several consecutive work days. A Federal judge says that's a violation of the ADA.

Also, there is a much of new information about compliance with GINA, such as how to make sure your company is in compliance with the recordkeeping requirements of Title II of the Genetic Information Nondiscrimination Act (GINA), and how long is your company is required to keep GINA-related personnel and employment records.

EEOC charges for retaliation were 37.4% of the total charges containing. How does an employer protect itself from retaliation as well as harassment charges? ***The EEOC discusses the new case law and how it impacts employers.***

Participants at the conference will be able to interact with Jeanne Goldberg, J.D., Senior Attorney Advisor with the ADA/GINA Policy Division at the headquarters of the EEOC in Washington, DC, as well Mary Jo O'Neill, J.D., a EEOC Regional Attorneys. Rounding out the employment track panel is Brian Nelson, J.D., State of Utah, and Michael Sullivan, former ADA Coordinator for the San Francisco Police Department.

Doctor and other medical issues covering ADA, FMLA, Worker's Comp, and GINA are discussed in an interactive workshop with Phong Nguyen, MD, added to our panel from the employment and higher education tracks.

Case scenarios in ADA and workers' comp are discussed in detail as well as throughout the conference employment track on some ADA issues that all ADA Coordinators face daily.

Higher Education and the ADA

Higher Education ADA professionals are in the unique position is that they have to enforce all three ADA Titles. Learn what needs to be done to help with ADA compliance issue in the higher education environment.

One of the more intensive issues facing higher education is how to handle returning veterans with ADA issues. One of our faculty for the higher education track at the conference is Paul Grossman, J.D.. Mr. Grossman is an Adjunct Professor of Disability Law at Hastings College of Law ,University of California. He regularly lectures or publishes on disability law at U.C. Berkeley, U.C. Davis, Ohio State University, LDAA, 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.

Another topic is use of a service dog for psychological disability. In a recently decided case, a student produced medical evidence that her service dog, much like ones used by the blind, helps her cope with life. The college forbade her from bringing the service animal to class. That decision costing the school nearly \$100,000. In the settlement, college officials agreed to pay the student \$20,000, and to write a \$79,900 check to attorneys who argued that the school's ban violated the ADA. Also, the school agreed to train administrators so they understand laws protecting the disabled and learn why service dogs help people overcome a variety of disabilities.

Also, interact on other valuable topics from Barbara Judy, ADA Coordinator (ret), University of West Virginia, Melissa Frost, J.D., ADA Coordinator, State of Utah. Ms. Frost advises Utah's state agencies, school districts and post secondary institutions in addressing and avoiding HR, Family Medical Leave, ADA, Title VII discrimination, and workers' compensation liability, and Michael Paravagna, who works with the Los Angeles Community College District on it ADA requirements.

Over 100 Important ADA Handouts on the Conference USB Drive

There will be **over 100 current and useable ADA handouts** on the Spring 2012 conference USB flash drive. This USB drive is **only available** at the Spring 2012 National Conference in Miami **and is included as part of your conference registration**. Many of these helpful aids will only be available at the conference. The **value** of these materials on the USB drive, if you had to research, compile, and edit, **is estimated at several thousands of dollars**, not to mention the time needed to develop and produce. The content for the handouts is from the enforcing agencies faculty and the conference faculty, some of whom who wrote the rules and regulations. Numerous other useable materials, such as presentations and training scenarios, maybe added by the faculty the conference by the faculty - an added value.

A sample of the materials included on the most recent conference USB Flash drive

(1) Recent case law and settlements for Title I, Title II and Title III; (2) **Money saving** and important: "Tips for the transition to 2012: questions and answers about new construction, alterations, and existing facilities under DOJ's new 2010 ADA Regulations; (3) ADA compliance checklists; (4) **Emergency preparedness**; (5) Information on the **veterans** friendly campus based on Department of Education information as well as information from the Department of Justice on your duties -and responsibilities; (6) a position and **job description** for an ADA Coordinator; (7) **Requirements for Effective Communications**; (8) **Law enforcement** including requirements for **correctional facilities**, and for recruiting first responders; (9) Updated information on **Public Rights of Way, Curb Cuts**, etc; (10) Updated information on **codes of conduct**; (11) licensing requirements; (12) What you may not really know about **the new definition of disability**, the interactive process, reasonable accommodation; (13) the full impact of the focus on "**regarded as**"; and, (14) What is the effect of **GINA** on your Workers' Comp/FMLA and other disability statutes.

In addition, at the conference only, there will be numerous PowerPoint presentations with handouts dealing with many ADA best practices for all ADA titles and how to save time and money using best practices.

An Ounce of Prevention (Training) Is Still Worth Many Pounds of Cure (Expensive accommodations, settlements and litigation)!!!!

ADA training is more essential now for Title II entities than ever before. Lack of training is now a major threat to budgets due to expensive settlements, litigation, and staff time requirements just to investigate charges. Settlements and litigation are very expensive ways to train. And, the ADA is being rigorously enforced as a Civil Rights Law by the enforcing agencies (DOJ, EEOC, DOE). Retaliation and harassment complaints against managers and supervisors have increased dramatically over the last few years.

ADA professionals cannot miss the Association's Spring 2012 National ADA Conference with all the new provisions and requirements of the three new sets of ADA and GINA rules and regulations, and with retaliation and other major litigation issues on the rise!

Thoughts from the Past Conference Attendees

What was said about the Association's Fall 2011 ADA National Conference

Conference Received a 98.4% OUTSTANDING Evaluation from Attendees

The remaining evaluations, 1.6% , rated the conference as EXCELLENT. The comments on the evaluations were outstanding as well. The following comment sums up all the conference evaluation comments:

"Thank you for another great training. As usual I came back with so much ... information ... it's all so important for me and my [constituents] to provide access. Everyone's enthusiasm was great [and] everyone did an excellent job of reaffirming what we work through every day with dealing with ADA issues. THANK YOU for creating excitement in the training but also provid[ing] ... great tips for implementing [the new rules]... as well. I was so honored to be included in this group of such accomplished ... and talented people... [A]ll participants were eager to connect with each other in the bonds of solidarity, while respecting that ... individual opinions may diverge, but yet still act in the ramifications of the law. ... Again, thank you so much for organizing this wonderful conference. ... [Y] all did an amazing job; the conference was very well organized ... simply the BEST conference I have had the privilege of attending." C. U., Disability Coord., Jefferson City, MO.

Also:

"Excellent Accommodations - Very informative conference - Conference faculty very friendly and knowledgeable - Looking forward to the next conference!" D. L., Access Analyst, Simi Valley, CA.

"For someone who is relatively new to this field, I found the conference extremely beneficial. Having attended a number of conferences and being bored, I was truly impressed with the wide knowledge of the faculty." B.B.S., Assistant City Attorney, Richmond, CA.

"This seminar is well worth the investment. I have gained valuable information that I'll use in my day to day job. I will attend next year." S.R.M., Senior Architect, Sacramento, CA.

"This is my first time attending this conference. I am an HR generalist for a mid-size public company. I attended the whole Employment Track & found the speakers & content superb! I particularly found the "scenarios" very helpful. I would definitely attend next year." S.C.B., VP Human Resources, Phoenix, AZ.

REMEMBER - Conference Registration Ends - April 6, 2012

Email ADA Questions for Conference Faculty to: NAADAC4INFO@aol.com

Association Spring 2012 ADA National Conference

Cosponsored by Miami-Dade County, Florida

"The ADA – The New Road Map - Is the Journey Completed?"

April 23 - 26, 2012 - Miami, Florida

Faculty, Agenda and Registration Detailed Information follows

Conference Speakers and Faculty

ADA Enforcing Agency Faculty

Chief, Disability Rights Section (DRS), Civil Rights Division, U.S. Department of Justice (DOJ), Washington, DC

Allison Nichol, J.D.

Ms. Nichol oversees litigation and regulatory and policy development under Title I, II, III of the Americans with Disabilities Act, and the Rehabilitation Act. She serves as the DOJ's point person on the National Strategy on HIV/AIDS. She is a nationally known trial lawyer and lecturer on ADA and HIV/AIDS discrimination issues, trial practice and strategy. Prior to DOJ she was a trial attorney with the Chicago District Office of the Equal Employment Opportunity Commission where in 1993, she was counsel in the first case in the nation brought to jury verdict under Title I of the ADA. She is also an adjunct Professor of Law at the Georgetown University Law Center where she teaches disability discrimination law. She received a B.A. from the University of Indiana, and a J.D. from Valparaiso University.

Senior Attorney Advisor, Office of Legal Counsel, U.S. E.E.O.C., Headquarters, Washington, DC

Jeanne Goldberg

Ms. Goldberg assists the EEOC in interpreting and applying the statutes it enforces, and participates in drafting regulations, policy guidance, and other publications. She provides EEO training presentations throughout the country for managers, supervisors, employees, attorneys, and human resources staff in both the private and public sectors. She is a frequent speaker at the National Association of ADA Coordinators' and other national conferences. From 2010-11, Jeanne served as Public Co-Chair of the National Programs Committee of the American Bar Association's Section of Labor and Employment Law. From 2007-09, she served as a government fellow on the Section's Equal Employment Opportunity Committee. Ms. Goldberg was in private law practice from 1990-1999, and argued EEO cases before the U.S. Courts of Appeals for the Fourth and D.C. Circuits. She served as an adjunct law professor at the College of William and Mary from 1996-1998. Before entering private practice, she served from 1988-1990 as a staff attorney for the U.S. Court of Appeals for the 3rd Circuit. She received her B.A. from Northwestern University and her J.D. from George Washington University.

Deputy Chief, DRS, Civil Rights Division (CRD), U. S. Department of Justice, Washington, DC

Jim Bostrom*

Mr. Bostrom manages the ADA Design Unit where he supervises a team of architects, code specialists, and other members of the professional staff. His unit provides key technical expertise for the Section's enforcement and technical assistance activities. Jim works closely with DOJ's attorneys, investigators, and information specialists. He also works closely with ADA compliance issues for State and local governments. For more than 30 years Mr. Bostrom has focused on accessibility and accessible design, design and human factors research, design consulting, publication development and technical assistance. Mr. Bostrom earned a B. ARCH. and M. ARCH. from Virginia Tech. His background includes research and teaching at Virginia Tech., Georgia Tech., and North Carolina State University.

Deputy Chief, DRS, Civil Rights Division (CRD), U. S. Department of Justice, Washington, DC

Sally Conway*

Ms. Conway directs the Department's wide reaching ADA Technical Assistance Program providing technical assistance directly to businesses and State and local governments. She conducts training sessions, workshops, and presentations on the ADA. She also oversees the Department's innovative ADA Mediation Program, which provides efficient, effective, and voluntary alternatives for resolving complaints under the ADA. Sally serves as Congressional Liaison for ADA and other disability-related matters. Prior to coming to the Department in 1994, Ms. Conway worked as an investigator for the NH Commission for Human Rights and as the Director of Medical Social work in a hospital.

Regional Attorney, U.S. Equal Employment Opportunity Commission, Phoenix, AZ

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 the five states, advises her enforcement colleagues, and is a frequent national trainer/speaker for the E.E.O.C.

ADA Enforcing Agency Faculty (Retired)

***Deputy Chief (ret.), Disability Rights Section, U.S. Department of Justice, Washington, DC
President, ADA One, LLC, Silver Spring, MD (current)***

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 the DOJ, where she oversaw enforcement of the ADA and was actively involved in the development of the original ADA accessibility guidelines as well as DOJ's Title II and Title III regulations and revisions to them. Irene's clients include local governments, colleges and universities, public accommodations, and a Federal agency. She is also a part-time policy advisor for LCM Architects, and she teams with LCM and others in assisting entities with self-evaluations, transition plan, and development of cost effective approaches to compliance. In 2011, Ms. Bowen authored or co-authored three important ADA guides. Irene is a member of the Association's Board of Directors.

Deputy Assistant Attorney General (ret.), DRS, U.S. Department of Justice, Washington, DC

John Wodatch, J.D., P.A.

Mr. Wodatch was responsible for enforcement of Titles I, II and III of the Americans with Disabilities Act. John played a key role in developing every disability policy since 1977. He is the chief author of the Department of Justice's ADA regulations and of the Federal regulations implementing Section 504 of the Rehabilitation Act of 1973. He is one of the foremost civil rights attorneys with more than 40 years experience with the Federal Government, specializing in the rights of persons with disabilities. John is a member of the Association's Board of Directors.

Featured Senior ADA Professional Faculty Members

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

John H. "Jack" Catlin, FAIA

John H. "Jack" Catlin was the first practicing architect to chair the U.S. Access Board, and also chaired the 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. He is also a nationwide trainer for the Department of Housing and Urban Development on the Fair Housing Act.

ADA Coordinator/Workers' Compensation Administrator, State of Utah, Salt Lake City, UT

Melissa Frost, J.D.

Ms. Frost advises Utah's state agencies, school districts and post secondary institutions in addressing and avoiding HR, Family Medical Leave, ADA, Title VII discrimination, and workers' compensation liability. Melissa served as a Liability Prevention Specialist for Utah State's Developmental Center and as an Administrative Law Judge for the Department of Workforce Services. She received her B.A. Degree 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.

Higher Education Disability Law Expert, Berkeley, CA

Paul D. Grossman, J.D.

Paul is an Adjunct Professor of Disability Law at Hastings College of Law, University of California. He regularly lectures or publishes on disability law at U.C. Berkeley, U.C. Davis, Ohio State University, LDAA, 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, U.S. Department of Education, Office for Civil Rights (OCR), San Francisco and Coordinator of OCR's National Disability Network are highlighted in ***Disability Compliance in Higher Education***. Paul will be presenting at this conference in his private capacity only. Paul's insights into this area of law are often drawn from his own challenges attending college and law school as an individual with a disability.

ADA Expert Witness, National Institute on Employment Issues, Rancho Mirage, CA

Paul D. Hagle, P.A.

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 developed and presented one of the first programs dealing with ADA/Workers' Compensation/FMLA, and on the importance of attitudinal and legal issues of Title I of the ADA in 1992. He received his B.A. from the University of Michigan and did graduate work at the University of California, Los Angeles. He is the Association's Executive Director since 1992 and a member of the Association's Board of Directors.

Senior ADA Professional Faculty Members (contd.)

ADA Coordinator, Miami-Dade County Office of ADA Coordination, Miami, FL

Heidi Johnson-Wright, J.D.

Ms. Johnson-Wright has over two decades of compliance experience including expertise in Americans with Disabilities Act, building code issues, human resources, equal employment opportunity, and government regulations and policy. Before joining the County, she was ADA Coordinator for the City of Miami Beach, Florida. Ms. Johnson-Wright also practiced law for over a decade as an attorney with a State of Ohio regulatory agency. She has a B.A. from Kent State University and earned her J.D. from the Ohio State University.

ADA Coordinator/504 Compliance Officer (ret.), West Virginia University, Morgantown, WV

Barbara Judy, R.N., P.A.

Ms. Judy is one of the leading authorities on reasonable accommodations in the world as well as one of the eminent and influential university ADA coordinators in the United States. In 1992 she was elected to the National Hall of Fame for Persons with Disabilities and also designated "Patriot from West Virginia" by the President's Committee on the Employment of People with Disabilities. She is the Association's president and chair of the Board of Directors.

Principal Consultant and Webmaster, Job Accommodation Network (JAN), Office of Disability Employment Policy, U.S. Department of Labor, Morgantown, WV

Beth Loy, Ph.D.

Dr. Loy leads JAN's external evaluation process and internal continuous improvement process, providing leadership to JAN's teams of service delivery and information systems. This includes JAN's outreach and education, training programs, and website development. As JAN's Webmaster, Beth holds a Web Technologies Certificate and is a member of the HTML Writers Guild. Beth is a national researcher and speaker. At JAN, she provides research, writing, and statistics support regarding accommodation benefits and costs and the economic impact of the Americans with Disabilities Act (ADA). Beth presents training throughout the United States and she also works as an adjunct assistant professor for the West Virginia University (W.V.U.). Beth teaches graduate and doctorate level introductory statistics, advanced statistics, and research methods for W.V.U.

Loss Control Administrator, State of Utah, 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. Previous thereto, 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 a member of the Association's Board of Directors.

Director of Medicine and ER Medical Director, Redlands Community Hospital, Redlands, CA

Phong Nguyen, M.D., P.A.

Dr. Nguyen is Base Station Director at Redlands Community Hospital. 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 Vice President of the Association and a member of the Board of Directors.

Los Angeles Community College ADA Program, Los Angeles, CA

Michael Paravagna, M.S., P.A.

Mr. Paravagna oversees the access requirements within a \$6.1 billion bond program and updating all self-evaluation plans across the district. He also has extensive experience in state, city and county government. Mr. Paravagna handles all aspects of ADA compliance. Michael's prior position was Chief of the Disability Access Section for the State of California where he managed policy consultations, training and physical access evaluation services. He is a former member of the Universal Design Advisory Board and the State Personnel Board Select Advisory Panel on Programs. Michael is the treasurer of the Association and a member of the Association's Board of Directors.

Senior ADA Professional Faculty Members (contd.)

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 changes to Department policies, developing procedures and managing practices relating to accessibility for persons with disabilities for agency facilities on the state highway system. He has served as an expert witness in ADA matters. Dean has designed and conducted training in ADA compliance and accessible design and construction for engineering and public works staff around Florida and at national conferences. 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.

Michael 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 is a past member of the President's Committee on the Employment of People with Disabilities. Michael has a B.A. in Health Science with emphasis in Community Health Education from San Francisco State University. Michael is a member of the Association's Board of Directors.

Chief Executive Officer, Evan Terry Associates, Birmingham, AL

James Terry, A.I.A., P.A.

Mr. Terry is a licensed architect in seven 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 printing except as indicated by an *, invited to be confirmed later.

Workshops and faculty subject to change without notice due to unforeseen circumstances.

“The ADA - The New Road Map - Is the Journey Completed?”

DAY ONE - MONDAY, April 23, 2012 - MORNING GENERAL SESSIONS

Time Periods	Workshop Synopsis
7:45a - 8:25a	Continental Breakfast and Registration
8:30a - 9:00a	<p><i>WELCOME AND INTRODUCTIONS</i></p> <p>Barbara Judy, Association President Phong Nguyen, Association Vice President and Conference Coordinator Paul Hagle, Executive Director</p>
(9:00a - 10:20a) (2 PA CEU)	<p><i>THE REVISED TITLE II and III RULES - WHAT’S REQUIRED AS OF 3/15/2012?</i></p> <p>As of March 15, 2012, state and local governments and private sector entities MUST comply with the Accessibility Standards which were effective March 15, 2011, including the 2004 ADA Accessibility Guidelines (ADAAG). These regulations bring specific requirements to numerous policy and program arenas, including physical and program accessibility, effective communication, use of mobility devices, and service animals. Learn about best practices for complying with the rules, including cost containment considerations. Use this opportunity to bring your questions about the changes and learn their many ramifications from those who wrote as well as enforce the ADA.</p> <p style="text-align: center;"><i>Allison Nichol, Chief, Disability Rights Section (DRS), U.S. Department of Justice</i> <i>Sally Conway*, Deputy Chief, DRS, U.S. Department of Justice</i> <i>Irene Bowen, J.D., P.A., Member of the Board, National Association of ADA Coordinators</i> <i>John Wodatch, J.D., P.A., Member of the Board, National Association of ADA Coordinators</i></p>
10:40a - 12 Noon (2 PA CEU)	<p style="text-align: center;"><i>ENFORCEMENT AND TECHNICAL ASSISTANCE</i></p> <p>DOJ is stepping up enforcement of civil rights laws, with emphasis on the ADA. Find out about the litigation the Department of Justice has brought, consent decrees, and settlement agreements. DOJ has also issued new technical assistance materials, with more to come. Hear what has been done and what’s still to be done. Here is a great opportunity to ask your questions as the March 15, 2012 compliance date will be in effect at time of the conference.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Allison Nichol, John Wodatch</i></p>
12:00p - 1:00p	<p><i>Hosted Luncheon</i> <i>National Institute on Employment Issues (conference planner)</i></p>

Workshops and faculty subject to change without notice due to unforeseen circumstances.

Day One - Monday, April 23, 2012 - General Sessions AFTERNOON Workshops

Featured Speakers – **Jeanne Goldberg, J.D.**, Sr. Attorney Advisor, Office of Legal Counsel, U.S. E.E.O.C., Washington, DC and **Mary Jo O’Neill, J.D.**, EEOC Regional Attorney, Phoenix, AZ

Moderator - Paul Hagle, Executive Director, National Association of ADA Coordinators

Time Periods	Workshop Synopsis
<p>1:00p - 2:00p (1 PA CEU)</p>	<p><i>EEOC - UPDATE: THE ADA AMENDMENTS ACT (ADAAA), THE ADA AND THE GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)</i></p> <p>This session will examine key features of EEOC’s new Title I regulations under the ADA Amendments Act (ADAAA) and Title II regulations under the Genetic Information Nondiscrimination Act (GINA).</p> <p><i>Jeanne Goldberg - Mary Jo O’Neill</i></p>
<p>2:15P - 3:15P (1 PA CEU)</p>	<p><i>EEOC - CASE LAW UPDATE</i></p> <p>This session will examine the recent lawsuits and court decisions applying these new rules to ADA and GINA. Emphasis concerning the rising charges on retaliation and harassment issues will be covered.</p> <p><i>Jeanne Goldberg - Mary Jo O’Neill</i></p>
<p>3:30p - 4:30p (1 PA CEU)</p>	<p><i>EEOC - BEST PRACTICES and OPEN FORUM with EEOC</i></p> <p>We will focus on practical compliance advice, with ample interactive question-and-answer time for attendees.</p> <p><i>Jeanne Goldberg - Mary Jo O’Neill</i></p>

You Are Invited to Attend
Association President’s Reception
 Tuesday, April 24, 2012, 4:30p - 6:00p
Hosted by the Miami Airport Marriott Hotel

Day Two - Tuesday, April 24, 2012 - Concurrent MORNING Workshops

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
9:00a - 10:20a (1 PA CEU's ea BASIC)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">ADA: THE NEXT GENERATION</p> <p>The 2010 DOJ regulations bring new requirements and standards for the next decade or more. We'll review the basics, and highlight what has and hasn't changed under the new regulations. And at this first conference after all provisions of the regulations are effective (as of March 15, 2012), we'll assess together how much we really know about the implications and the challenges in meeting the new expectations. Come ready to share what works or what you need to know more about.</p> <p style="text-align: center;">Jim Bostrom*, Irene Bowen, Sally Conway*, Heidi Johnson-Wright, Jim Terry, Dean Perkins, John Wodatch,</p>
	EMPLOYMENT	<p style="text-align: center;">ADA OVERVIEW</p> <p>This foundational session will cover the implications of the ADA Amendments Act and the EEOC regulations with practical case study scenarios and case law analysis.</p> <p style="text-align: center;">Jeanne Goldberg, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</p>
	HIGHER EDUCATION	<p style="text-align: center;">FUNDAMENTAL OF TITLE II AND III COMPLIANCE</p> <p>Learn the "new" basic requirements in light of the new Title I, II, and III regulations and the ADAAA.</p> <p style="text-align: center;">Melissa Frost, Paul Grossman, Barbara Judy, Beth Loy, Michael Paravagna</p>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">WHAT HAPPENS NOW IF YOU BUILD OR ALTER?</p> <p>Applying the 2010 accessibility standards, guidance, and technical assistance materials to buildings or facilities built or altered on or after March 15, 2012 - with tips on navigating the 2010 Standards and sheltering in the safe harbors. What to do with buildings constructed or altered to meet previous Standards, and a summary of the significant changes that affect Title II facilities. We'll touch on how the Fair Housing Act standards and changes to the Florida code relate to the ADA Standards.</p> <p style="text-align: center;">Jim Bostrom*, Jack Catlin, Dean Perkins, Jim Terry,</p>
	EMPLOYMENT	<p style="text-align: center;">DUTIES & RESPONSIBILITIES</p> <p>Utilizing case study scenarios and case law analyses, this session will address the elements of accommodation requests, the importance of the interactive process, and the nature of legitimate undue hardships.</p> <p style="text-align: center;">Jeanne Goldberg, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</p>
	HIGHER EDUCATION	<p style="text-align: center;">CASE LAW UPDATE</p> <p>Relevant cases and OCR settlements that may relate to issues on your campus will be discussed. Best practice recommendations for action you can take to avoid similar situations will be provided.</p> <p style="text-align: center;">Melissa Frost, Paul Grossman, Barbara Judy</p>
12:00-1:00p		Hosted Luncheon National Association of ADA Coordinators

Day Two - Tuesday, April 24, 2012 - Concurrent AFTERNOON Workshops

Time Periods	Track	Workshop Synopsis
1:00p - 2:00p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;"><i>IS THAT REALLY "REASONABLE?"</i></p> <p>A brief recap of the basics of the ADA requirement to make reasonable modifications to policies and practices. Application of the principles to current issues such as use of Segways, ticketing, zoning/waiver practices, eligibility requirements, and separate programs, with interactive exercises.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Heidi Johnson-Wright, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;"><i>HEALTH-RELATED INQUIRIES</i></p> <p>This session will address through the use of practical case study scenarios the appropriate boundaries of health-related inquiries and examinations, including the appropriate use of post-conditional offer examinations.</p> <p style="text-align: center;"><i>Jeanne Goldberg, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;"><i>VETERANS</i></p> <p>Veterans are rapidly becoming a greater portion of the student body in higher education institutions and technical schools. A comprehensive review of veterans and the many issues surrounding their return in ever increasing numbers to higher learning campuses.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barb Judy, Michael Paravagna</i></p>
2:15p - 3:15p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;"><i>BUT I DIDN'T EVEN TOUCH THAT BUILDING!</i> <i>PROGRAM ACCESS, BARRIER REMOVAL, AND OTHER ISSUES ABOUT EXISTING FACILITIES</i></p> <p>A brief review of how the regulations about program access, barrier removal, and equal opportunity apply to existing facilities, along with an examination of the finer points. We'll delve into specific issues through hypotheticals and explore the 2010 requirements about maintenance of accessible features. We'll also learn how to apply the rule's provision allowing for reduction of the level of accessibility in some situations under the 2010 Standards.</p> <p style="text-align: center;"><i>Jim Bostrom*, Irene Bowen, Jack Catlin, Dean Perkins, Jim Terry</i></p>
	EMPLOYMENT	<p style="text-align: center;"><i>CRITICAL ANALYTICAL FACTORS</i></p> <p>In this session, meaningful case scenarios and case law will be used to explore applicable theory and essential practices pertaining to qualification standards, essential functions, and marginal functions.</p> <p style="text-align: center;"><i>Jeanne Goldberg, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;"><i>RESPONDING TO A CHARGE OF DISCRIMINATION</i></p> <p>A scenario work through on this important issue facing ADA coordinators and compliance officers in the higher education setting. A discussion follows with a review of best practices.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barb Judy, Michael Paravagna</i></p>
3:30p - 4:30p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;"><i>TAKE THE BULL BY THE HORNS:</i> <i>HOW TO TELL A SERVICE ANIMAL FROM A COMFORT/ASSISTANCE/EMOTIONAL SUPPORT ANIMAL</i></p> <p>Someone wants to bring a service dog, miniature horse, or emotional support cat to your office, airport, classroom, theater, residence hall, or park. What can you ask? When can you say no? Learn how to apply the ADA's provisions and how they differ from other laws that may also apply, such as Section 504, the Fair Housing Act, and the Air Carrier Access Act.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;"><i>UNDERSTANDING "DIRECT THREAT"</i></p> <p>Understanding and addressing "direct threat" implications will be presented in this session, together with useable case study scenarios and case law analyses.</p> <p style="text-align: center;"><i>Jeanne Goldberg, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;"><i>DISTANCE EDUCATION: DEVELOPMENT, DELIVERY AND ASSESSMENT</i></p> <p>Effective and innovative ways to obtain program access on campus, with attention to important cost issues and considerations. How to stay current, implement reasonable accommodation choices AND address cost factors in the changeable technology world. Computer technology, used for online courses and as a source of information to all students, poses increasing accessibility challenges. We will explore methods for effective communication, homework, and testing.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barbara Judy, Beth Loy, Michael Paravagna</i></p>

Day Three - Wednesday, April 25, 2012 - Concurrent MORNING Workshops

Time Periods	Track	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
9:00a - 10:20a (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;"><i>EVERYBODY IN THE POOL!</i> <i>RECREATION FACILITIES AND OUTDOOR AREAS</i></p> <p>Back by popular demand: "What's Wrong with this Picture?" But this time we'll look at recreation facilities like pools, playgrounds, and exercise equipment – all of which are covered for the first time in the 2010 Standards. You'll see some shining examples of good approaches too. We'll also update you on the status and content of the Access Board's proposed guidelines for outdoor areas such as federal parks and trails, and public rights of way (affecting state and local streets and sidewalks).</p> <p style="text-align: center;"><i>Jim Bostrom*, Jack Catlin, Dean Perkins, Jim Terry</i></p>
	EMPLOYMENT	<p style="text-align: center;"><i>PERFORMANCE, CONDUCT & DISABILITIES</i></p> <p>This session will cover employer and employee options and responsibilities with respect to performance and conduct standards via pragmatic case study scenarios and case law discussions.</p> <p style="text-align: center;"><i>Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;"><i>SELF-EVALUATION AND TRANSITION PLANS: MORE THAN CHECKLISTS</i></p> <p>With the 2010 accessibility standards, can an entity determine compliance without reviewing the former transition plan and completing a new self evaluation of the current state of the physical and program access? Recent settlement agreements will highlight important aspects of compliance. Methods to scrutinize, prioritize, and plan transition to compliance will be presented.</p> <p style="text-align: center;"><i>Irene Bowen, Melissa Frost, Paul Grossman, Barbara Judy, Michael Paravagna</i></p>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;"><i>EFFECTIVE COMMUNICATION WITH ALL - FOR PEOPLE WITH ALL SENSORY DISABILITIES, INCLUDING COMPANIONS</i></p> <p>This session brings a refresher on the principles of effective communication, as well as updates from the DOJ 2010 regulations and an exploration of persistent issues. With a greater variety of auxiliary aids now in use, what's "effective" when, who's entitled to effective communication, and what role does cost play? Who's a qualified interpreter or reader under the new rules and who decides what auxiliary aid to provide (and how)? When can companions be used as interpreters? Case updates and hypotheticals help us apply the principles.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Heidi Johnson-Wright, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;"><i>ACCOMMODATION CHALLENGES</i></p> <p>Presentation/discussion concerning uniquely challenging accommodation issues: blanket policies; leave requests; reassignment; drug/alcohol use; and challenging health conditions. Time for interactive questions on the case study scenarios.</p> <p style="text-align: center;"><i>Beth Loy, Brian Nelson, Allison Nichol, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;"><i>POLICIES, POLICIES, POLICIES</i></p> <p><i>Bring your policies to this hands on group self evaluation session for major campus policies such as Code of Conduct, Grievance Procedure, and the Accommodation Process. Best practice checklists and sample policy language will be discussed. Group work with best practice checklists and sample policy language .</i></p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barbara Judy, Michael Paravagna</i></p>
12:00p-1:00p	Hosted Luncheon Medical Education Development and International Consulting	

Day Three - Wednesday, April 25, 2012 - Concurrent AFTERNOON Workshops

Time Periods	Track	Workshop Synopsis
1:00p - 2:00p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">LESSONS LEARNED FROM PROJECT CIVIC ACCESS</p> <p>DOJ recently reached its 200th Project Civic Access agreement. Hear from DOJ about how it approaches its wide-ranging reviews of state and local governments, what the settlement agreements include, and the areas that are newly addressed. We'll focus on what DOJ expects from polling places this year.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;">LIABILITY AVOIDANCE</p> <p>This session will cover significant liabilities using down-to-earth case study scenarios and case law pertaining to disability-related harassment, retaliation, confidentiality, and associational discrimination. Bring your questions to this session.</p> <p style="text-align: center;"><i>Brian Nelson, Allison Nichol*, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;">PUTTING ASSISTIVE TECHNOLOGY TO USE</p> <p>Things to consider when campus accommodations involve technology or software issues including web page compliance, effective communications, online courses, accessible formats and more. Come ready to discuss your questions and challenges.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barbara Judy, Beth Loy, Michael Paravagna</i></p>
2:15p - 3:15p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">DIFFICULT ISSUES</p> <p>Bring your questions or discuss questions raised earlier but not completely addressed. This is your chance to dig deeply into difficult issues or air your concerns about Title II issues.</p> <p style="text-align: center;"><i>Jim Bostrom*, Irene Bowen, Jack Catlin, Sally Conway*, Dean Perkins, Jim Terry, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;">DISABILITY MANAGEMENT</p> <p>This session will address common challenges and best practices in coordinating FMLA, ADA, workers compensation, and other disability benefits using case study scenarios similar to those you deal with in your day-to-day job.</p> <p style="text-align: center;"><i>Brian Nelson, Allison Nichol*, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;">ACADEMIC ADJUSTMENTS - PART 1</p> <p>We start by covering a limited number of fundamentals and then plunge right into scenario-based problem solving using OCR case issues to highlight best practice recommendations.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barbara Judy, Beth Loy, Michael Paravagna</i></p>
3:30p - 4:30p (1 PA CEU ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">SELF-EVALUATIONS AND TRANSITION PLANS - DO-OVERS OR UPDATES?</p> <p>Do you need to do a new or revised self-evaluation and transition plan in light of the 2010 regulations or other changes? Where do you start, what do you do, and what tools will help you? We'll wrap up with any lingering questions.</p> <p style="text-align: center;"><i>Irene Bowen, Jack Catlin, Sally Conway*, Heidi Johnson-Wright, Dean Perkins, Jim Terry, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;">BAD & BEST PRACTICES</p> <p>The most common mistakes employers make with reference to actual cases; the consequences and costs of litigation will also be analyzed and best practices will be provided.</p> <p style="text-align: center;"><i>Beth Loy, Brian Nelson, Allison Nichol*, Mary Jo O'Neill, Michael Sullivan</i></p>
	HIGHER EDUCATION	<p style="text-align: center;">ACADEMIC ADJUSTMENTS - PART 2</p> <p>Further actual OCR cases issues are presented using scenario-based problem solving to explore more best practices.</p> <p style="text-align: center;"><i>Melissa Frost, Paul Grossman, Barbara Judy, Michael Paravagna</i></p>

Day Four - Thursday, April 26, 2012 - Concurrent MORNING Workshops

Time Periods	Designated Sessions	Workshop Synopsis
8:15a - 9:00a		Continental Breakfast and Registration
	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">LAW ENFORCEMENT AND TITLE II</p> <p>Significant case law updates, settlement agreements and MOU's. Is your agency ready for the effective date of the 2010 Standards? Are your law enforcement facilities accessible? What needs to be accessible in Law Enforcement facilities? Do law enforcement agencies have programs, services, and activities? Where do you start in building a successful working relationship with a law enforcement agency? How to evaluate existing training and policies to provide both programmatic and physical access in a law enforcement setting? What is a "Medical Model", people first language, awareness v. sensitivity training? How disability-based behaviors can be misinterpreted in a law enforcement setting. Interview, interrogation, Miranda Warning and the use of ASL interpreters.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Michael Paravagna, Michael Sullivan, John Wodatch</i></p>
9:00a - 10:20a (2 PA CEU's ea)	EMPLOYMENT	<p style="text-align: center;">HELPING THE PHYSICIAN AID YOU</p> <p>Using practical case study scenarios, the panel talks about how to approach the medical issues ADA coordinators and risk management professionals face everyday. Discussion of the different information requirements the employer needs to provide the primary care, the urgent care/emergency, and the workers' comp physician.. The importance of the employer providing essential functions when working with each medical discipline. How does one choose the correct course when physicians disagree? Understanding better the complexities of providing reasonable accommodations to person with mental disorders. How do GINA and HIPAA impact the world of the ADA Coordinator and Risk Manager?</p> <p style="text-align: center;"><i>Melissa Frost, Barbara Judy, Mary Jo O'Neill, Brian Nelson, Phong Nguyen</i></p>
	HIGHER EDUCATION	<p style="text-align: center;">MUST UNDERSTAND HOT TOPICS FOR HIGHER EDUCATION - PART 1</p> <p>There are many hot ADA topics that need to be understood by higher education professionals. It is highly recommended, in order to receive the best and broadest understanding from ADA professionals on these related higher education issues, that attendance at these workshops on Medical Information and/or Law Enforcement is a must. Higher Ed PA credits will be earned for PA program associates attending those workshops. The general Sessions on Emergency Preparedness, and ADA Coordinator are recommended by the higher education track faculty as very important college and higher issues that ADA professionals need to understand.</p> <p style="text-align: center;"><i>Note: Higher Education Faculty - Barb, Melissa, and Michael are panel members on these important workshops to respond to Higher Education related questions.</i></p>
10:40a - 12 Noon (2 PA CEU's ea)	ACCESS, SERVICES, & DESIGN	<p style="text-align: center;">LAW ENFORCEMENT: CORRECTIONS</p> <p>We will update the impact of the new rules on court/correctional/holding cells facility requirements, program issues relating to prisoners program access. Update of case law and DOJ guidance for correctional facilities. Problem areas for Corrections and the pitfalls of program access/new construction and alteration and the use of substitute cells. Also covered will be providing physical access to existing facilities, including security aspects and more.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Michael Paravagna, Michael Sullivan, John Wodatch</i></p>
	EMPLOYMENT	<p style="text-align: center;">MEDICAL INFORMATION AND THE INTERACTIVE, ACCOMMODATION PROCESS</p> <p>Continuing with the use of pragmatic case study scenarios, the panel works interactively with the session participants to explore further the other day-to-day medical/psychological issues and how to guide the interactive process in order to facilitate the reasonable accommodation process.</p> <p style="text-align: center;"><i>Melissa Frost, Barbara Judy, Mary Jo O'Neill, Brian Nelson, Phong Nguyen</i></p>
	HIGHER EDUCATION	<p style="text-align: center;">MUST UNDERSTAND HOT TOPICS FOR HIGHER EDUCATION - PART 2</p> <p>Continuation of higher education topic workshops on Medical Information and Law Enforcement. Higher Ed PA credits earned for PA associates attending those workshops.</p>
12:00-1:00p		<p style="text-align: center;"><i>Hosted Luncheon</i> National Association of ADA Coordinators</p>

Day Four - Thursday, April 26, 2012 - AFTERNOON General Sessions

Time Periods	Designated Sessions - All Participants
<p>1:00p - 2:00p (1 PA CEU)</p>	<p style="text-align: center;">EMERGENCY PREPAREDNESS</p> <p>Explore the basics of emergency preparedness, current issues, and the implications of recent developments for state and local governments and colleges and universities. We'll follow (1) developments in litigation filed after Hurricane Irene in New York City, (2) settlement efforts after the landmark decision finding the City of Los Angeles in violation of the ADA because of its failure to include people with disabilities and their needs in the City's planning for emergencies, and (3) Broward County's refusal to enter a proposed agreement with DOJ on emergency preparedness. We hone in on best practices and the latest guidance in emergency preparedness, response, evacuation, sheltering, and recovery.</p> <p style="text-align: center;"><i>Irene Bowen, Heidi Johnson-Wright, Michael Sullivan, John Wodatch</i></p>
<p>2:15p - 3:15p (1 PA CEU)</p>	<p style="text-align: center;">NEW RELEASES AND COMING ATTRACTIONS: DEVELOPMENTS ON THE REGULATORY FRONT</p> <p>Satisfy your curiosity about the latest from the federal government: recently issued or proposed guidelines and requirements from the Department of Transportation, DOJ, the Access Board, and other agencies. Topics may relate to transportation, public rights of way, outdoor areas, web accessibility, equipment, Section 504, or whatever has appeared on the horizon.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Allison Nichol*, Dean Perkins, John Wodatch</i></p>
<p>3:30p - 4:30p (1 PA CEU)</p>	<p style="text-align: center;">YOU'RE THE ADA COORDINATOR: IF YOU'RE NOT AT THE TABLE, YOU'RE STILL ON THE MENU</p> <p>An open forum: This is the opportunity to meet with the workshop faculty and get answers to questions from experienced ADA Coordinators and professionals in the field. A handout will be distributed for your files covering what ADA Coordinators do in addition to a job description. Topics can include how to get better results working with management and other departments, handling funding requests, and providing training to your executive managers and staff on ADA civil rights issues. This is also a final chance to ask any lingering questions.</p> <p style="text-align: center;"><i>Irene Bowen, Sally Conway*, Melissa Frost, Heidi Johnson-Wright, Barbara Judy, Mary Jo O'Neill Michael Paravagna, Dean Perkins, Michael Sullivan, John Wodatch</i></p>

Spring 2012 Conference Registration and Information - April 23 - 26, 2012 - Miami, Florida

Must Pre-Register

NO Registrations Accepted at the Door

To **RESERVE** your space, please **FAX** this completed registration form to: **(877) 480-7858** or
email scanned, completed PDF copy to: NIEIEMAIL@AOL.COM

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. All registrations **must be paid in full and received no later than April 6, 2012**, or space and materials are not reserved or guaranteed.

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

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

CONFERENCE AND HOTEL INFORMATION

The conference is held at the **Miami Airport Marriott Hotel**, 1201 NW Le Jeune Road, Miami, Florida 33126. Complimentary shuttle provided from/to Miami International Airport. Self-parking is \$5 per day, in/out. **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 \$110 per night, plus taxes (single/double) if reserved by **4/10/2012**, provided room block has not been sold out. To make lodging reservations **call (305) 649-5000 or (800) 228-9290**; 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 at the hotel.

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

(The Association must know of accommodations required for training *no later than 03/17/2012*. If an assistant attends, the person must register, attend same conference workshop sessions as person requiring the accommodation, and pay \$225 per day to cover costs of food and materials.)

CONFERENCE REGISTRATION INFORMATION

includes hosted continental breakfast(s), breaks, and luncheon(s) for Mon thru Thurs.

(Federal Tax Number is 33-0595554, nonprofit 501(c)(3) corporation.)

<u>Conference Dates</u>	<u>Associate Rates</u>	<u>Non-Associate Rates</u>
Mon. 4/23/2012	[] \$550	[] \$670
Tue. 4/24/2012	[] \$550	[] \$670
Wed. 4/25/2012	[] \$550	[] \$670
Thu. 4/26/2012	[] \$550	[] \$670

For all Four Days of the ADA Conference

Associates Only [] \$1,900 Non-Associates [] \$2,475

Associate Number: _____ **Amount \$** _____
 You must be a current, up-to-date associate of the Association at time of registration to register at the Associate rates. **ANY CANCELLATION must be in writing to us no later than 3/21/2012 (no exceptions)** and is subject to a processing fee of \$500. Remaining balance, after processing fee is deducted for any cancellation on or after 3/21/2012, can only be applied to the Association's Fall 2012 or Spring 2013 national conferences. There are no refunds or credits for any no shows on or after 4/20/2012.

JOIN or RENEW YOUR ASSOCIATE STATUS

The Association offers many benefits including reduced rates for workshops/conferences, bi-monthly newsletter, annual Associates' Directory for networking purposes, and 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 **\$50 application fee per application**, to become a participant in the Association's Professional Associate 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 4/2/2012, and be accepted and invoiced by the National Association of ADA Coordinators** or space will not be 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: _____

In which Conference Track are you most interested? _____ **(If not provided, participant assigned to ACCESS Track)**

Organization: _____

Address: _____ City: _____ State: _____ 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: _____ (WB-0412)