

ADA Update 2015 Session Descriptions

Wednesday, September 16 1:00 PM – 4:30 PM

Pre-Conference Session: ADA Overview

--Marian Vessels and Stacey Kernisan, Mid-Atlantic ADA Center

This session is designed for those new to the Americans with Disabilities Act (ADA) or anyone needing a refresher. The presentation will provide a basic outline of the three major sections of the ADA: Title I, the employment provisions of the ADA, Title II, the provisions covering state and local governments, and Title III, the provisions covering public accommodations and services operated by private entities. The three-hour session will provide a working knowledge of the major concepts and regulations of the ADA.

Thursday, September 17 9:15 AM

Federal Agency Panel

Representatives from the U.S. Department of Justice, U.S. Equal Employment Opportunity Commission, U.S. Access Board and U.S. Department of Transportation will each make short presentations on their agencies current initiatives and activities related to the Americans with Disabilities Act and/or the ADA Amendments Act and take questions from the audience.

Moderator: Richard Luecking, TransCen, Inc.

Presenters:

- Joyce Walker-Jones, Senior Attorney Advisor with the ADA/GINA Policy Division, U.S. Equal Employment Opportunity Commission
- Sally Conway, Deputy Chief, Disability Rights Section, Civil Rights Division U.S. Department of Justice
- Marsha Mazz, U.S. Access Board
- John Day, Federal Transit Administration, U.S. Department of Transportation

Thursday, September 17, 12:30 PM

Keynote Address

Michael Gamel-McCormick, Ph.D.,

Associate Executive Director for Research and Policy, Association of University Centers on Disabilities

Thursday, September 17, 1:30 PM

Breakout Session #1.1: EEOC: Case Law Update

--Joyce Walker-Jones, U.S. Equal Employment Opportunity Commission

This session includes a detailed discussion of significant court cases and their impact on implementation of the ADA. A major focus of the session will be court cases decided since the enactment of the ADA Amendments Act.

Breakout Session #1.1: Ask DOJ: Title II and Title III

--Sally Conway and Jim Bostrom, U.S. Department of Justice

This is your opportunity to get the answers to your burning questions on the ADA regulations under Title II and Title III. Sally Conway, and Jim Bostrom will field questions from participants.

Breakout Session #1.3: Ask the Access Board

-- *Marsha Mazz, U.S. Access Board*

The Access Board is an independent federal agency that promotes equality for people with disabilities through leadership in accessible design and the development of accessibility guidelines and standards. A representative from the Access Board will talk about the Board's latest initiatives and updates and answer participant questions.

Breakout Session #1.4: Transit & ADA Updates

--*John Day, Federal Transit Administration*

The Federal Transit Administration's John Day will discuss the latest updates to the Department of Transportation's ADA Regulations as well as emerging topics in accessible transportation.

Thursday, September 17, 3:15 PM

Breakout Session #2.1: Ask EEOC

-*Joyce Walker-Jones, U.S. Equal Employment Opportunity Commission*

This is your opportunity to get the answers to your burning questions on Title I issues. Joyce Walker-Jones will field questions from participants.

Breakout Session #2.2: Service Animals and the ADA

--*Sally Conway, Department of Justice*

This session will provide information about the Department of Justice's regulatory requirements related to service animals. This interactive session will discuss how the ADA applies to title II and title III entities and will include discussion of the definition of service animals, permissible questions, certification and documentation requests, coverage of emotional support animals and more. Bring your questions!!

Breakout Session #2.3: 2010 Standards for Accessible Design

--*Jim Bostrom, U.S. Department of Justice*

Whether you are new to using the 2010 Standards or you have been wondering how to interpret certain requirements, this is session for you! We'll spend about a hour on an overview of the 2010 Standards followed by your questions about applying Standards.

Breakout Session #2.4: ADA in Action: Resources and Best Practices to Enhance Implementation of the ADA

--*Marian Vessels, Director, Mid-Atlantic ADA Center, Misty Dion, Executive Director, Roads to Freedom, CILNCP*

This session, a roundtable discussion, is designed for advocates and others to learn about strategies and resources that can be used in the community to enhance implementation of the ADA. The panel discussion will include opportunities for audience questions. The panel will include a representative from a national advocacy organization, a CIL staff member and a representative from the ADA National Network.

Friday, September 18, 9:00 AM

Breakout Session #3.1: Reasonable Accommodation: An EEOC Perspective

--*Jeanne Goldberg, Equal Employment Opportunity Commission*

The ADA requires that employers provide reasonable accommodations for applicants and employees with disabilities to remove workplace barriers and provide equal employment opportunity. For many employers, understanding when and how they must comply can be complex. This session will help employers develop effective policies, procedures, and best

practices that can assure full compliance as well as help to successfully respond to reasonable accommodation requests and needs through the interactive process. It will also help employees understand what to expect in the reasonable accommodation process

Breakout Session #3.2: Self-Evaluation and Transition Plans Part 1 of 2

--Sally Conway, U.S. Department of Justice

Part 1 of a 2 part session. Are you one of those public entities that are slightly behind in doing a self-evaluation and transition plan? Are you asking yourself, "What is a self-evaluation and transition plan?". Well then, this is the session for you. All public entities subject to Title II of the ADA must complete a self-evaluation. For public entities that have 50 or more employees, there is also a requirement to have in place a transition plan that addresses structural changes that are necessary for achieving program accessibility. Come to this two-part session if you are interested in learning more about how to approach conducting a self-evaluation and how to integrate the information gathered into a transition plan.

Breakout Session #3.3: Department of Justice Perspective on Design: New Construction, Alterations, and Barrier Removal

--Jim Bostrom, U.S. Department of Justice

The 2010 Standards for Accessible Design are part of the Justice Department's title II and title III ADA regulations. Although some think of the 2010 Standards like a "code" the requirements are based in civil rights law. Jim Bostrom, U.S. Department of Justice, will be discussing the 2010 Standards from the viewpoint of the DOJ. This is a must-attend, hands-on training for designers, ADA Coordinators, code officials and others involved in applying or interpreting the 2010 Standards. Attendees will not only see the requirements from a new vantage point, but they will better understand how to use the Standards and to find background information. Further, this program examines other applicable ADA regulations that – while not specifically part of the 2010 Standards – are applicable and important to accessible design interpretation and enforcement.

Breakout Session #3.4: Effective Practices for Employment Preparation and Support for Youth with Disabilities

--Laura Owens, President, TransCen, Inc.

As we approach the 40th anniversary of IDEA and the 25th anniversary of the ADA, it is important to reflect on our accomplishments in order to ensure that every individual with a disability, regardless of severity, is provided equal opportunity to achieve the American dream and become a valued, contributing member of society. Employment is a desired outcome for all individuals – including youth with disabilities. For many, employment is both an intervention and an outcome. Research has shown that one of the key indicators of whether youth with disabilities have succeeded in the transition from school to adult life is whether or not they are employed after they leave high school. This presentation will address why we should presume all youth can be employed through stories and discussion of the latest professional research.

Friday, September 18, 10:45 AM

Breakout Session #4.1: Psychiatric Disabilities in the Workplace

--Jeanne Goldberg, Equal Employment Opportunity Commission

Cognitive and psychiatric disabilities may affect a person's awareness, memory and ability to learn, process information, interact with others, communicate and make decisions. They can often be "hidden disabilities" that do not receive the public awareness of visible disabilities. What are the rights of people with cognitive and psychiatric disabilities under the ADA? What types of accommodations and auxiliary aids do individuals with these disabilities often need?

How does the expanded definition of disability under the ADA Amendments Act effect who is considered to be a “qualified” individual with a cognitive and/or psychiatric disability under the ADA?

Breakout Session #4.2: Self-Evaluation and Transition Plans Part 2 of 2

--Sally Conway, U.S. Department of Justice

A continuation of Session #3.2. Are you one of those public entities that are slightly behind in doing a self-evaluation and transition plan? Are you asking yourself, "What is a self-evaluation and transition plan?". Well then, this is the session for you. All public entities subject to Title II of the ADA must complete a self-evaluation. For public entities that have 50 or more employees, there is also a requirement to have in place a transition plan that addresses structural changes that are necessary for achieving program accessibility. Come to this two-part session if you are interested in learning more about how to approach conducting a self-evaluation and how to integrate the information gathered into a transition plan.

Breakout Session #4.3: The Ins and Outs of a Facility Survey

John Salmen and Andy Yarrish, Universal Designers and Consultants, Inc.

This session will cover the essentials of conducting a facility accessibility survey in assessing compliance with the 2010 ADA Standards. Proper measuring techniques and information recording is essential in determining compliance especially for scoping issues that may not be evaluated until after all the survey information is collected. Some of the less common survey tools, such as digital slope meters and pressure gauges, will also be discussed.

Breakout Session #4.4: History of the Disability Rights Movement

--John Wodatch, Former Section Chief, Disability Rights Office of Civil Rights, U.S. Department of Justice

The 25th anniversary of the ADA is on July 26th this year. The history of this landmark legislation, however, began long before the signing ceremony on the White House lawn 25 years ago. This session will provide an overview of the activities and organizations that started an independent living movement and ultimately led to the passage of the ADA. John Wodatch brings a first-hand perspective and insights to the events and activities that are part of the disability rights movement. Don't miss the opportunity to hear from this key figure on the inclusion of people with disabilities in American life.

Friday, September 18, 1:15 PM

Breakout Session #5.1: Engaging in the Interactive Process

--Paula McMahon, Virginia Commonwealth University

This session will provide an overview of the ‘interactive process’ from the perspective of employees and employers. The speaker will address how to effectively negotiate the request for accommodation, what to disclose and what not to disclose and review potential accommodations and accommodation resources. This interactive session will include participant discussion of case examples and real-life scenarios.

Breakout Session #5.2: Private/Public Entities, Contracts and Partnerships: How does the ADA Apply?

--Irene Bowen, ADA One LLC and Nancy Greene, Montgomery County (MD) Government

Most state and local governments routinely use contracts, grants, memorandums of understanding, and creative public-private partnerships to provide a wide variety of government programs and services. This session, designed for participants with a good working knowledge

of Title II, will examine the relationship between public entities covered by Title II of the ADA and private entities covered by Title III, from the perspective of the public entity.

Breakout Session #5.3: Public Right-of-Way – Difficult Ain't Infeasible

--Linda Osiecki and Joe Ellis, Delaware Department of Transportation

Building or improving pedestrian facilities in the public right-of-way for accessibility and ADA compliance can be challenging, especially when they are adjacent to existing features. After reviewing how design elements address various types of disabilities, challenging locations will be shown, described, and discussed, with the ultimate goal of realizing that barriers can be overcome; even though a location may be difficult, it should rarely be infeasible.

Breakout Session #5.4: Increasing Accessibility to Arts and Culture in Your Community

--Betty Siegel, Kennedy Center for the Performing Arts and Anne Mulgrave, Greater Pittsburgh Arts Council

This session will examine the latest trends in accessibility to cultural venues and lessons learned from a community's initiative to increase accessibility to the arts. The Kennedy Center's Betty Siegel will discuss some creative new ways to make effective communication and access to arts happen. Anne Mulgrave will share the experiences of the Greater Pittsburgh Arts Council's successful initiative in welcoming people with disabilities as visitors, patrons, artists, employees and volunteers to the arts and culture community. This session will engage the audience in discussing new ideas and best practices for inclusive arts and cultural programs.