

ADACC State Conference

Celebrating the 26th Anniversary of the Signing of the ADA

Friday, October 28, 2016

8:00 a.m. - 4:00 p.m.



**Newington Senior & Disabled Center
120 Cedar Street, Newington, CT 06111**

This year's conference will feature...

- ♦ Official Welcome followed by a question/answer period about the ADA in CT
- ♦ 4 Comprehensive Core Educational Sessions
- ♦ Exhibit booths
- ♦ Scrumptious buffet lunch
- ♦ A good chance to network, mingle and socialize with some other ADA coordinators and professionals from around the state
- ♦ Power networking hour to complete the educational experience
- ♦ **Receive a Certificate of Attendance from ADACC towards state-wide certification**

Conference Schedule

- ◆ 8:00am: Exhibit Hall Opens/Coffee/And...
- ◆ 8:00am—8:30am: Check-In
- ◆ 8:30am—9:00am: Welcome/Q&A

- ◆ 9:00am—9:45am Session 1

Effective Communications by Kathy Gips

Do all municipalities have to purchase assistive listening systems? Do you know what they are? Do videos need to be captioned? Do you know how to request sign language interpreters? Is your city report required to be available in Braille? This session discusses how Title II and Title II entities have an obligation to provide effective communication to individuals with disabilities. That requirement might include using auxiliary aids and services and an "undue burden" analysis.

- ◆ 10:00a.m.—10:45a.m. Session 2

Title I by Kathy Gips, Dir. of Training, NE ADA Center

Twenty six years later and we are still confused about the employment requirements in the ADA. This session discusses how Title I addresses the rights of individuals with disabilities in employment settings, the basic requirements of Title I, and non-discriminatory employment practices and procedures. We will also review case law and Equal Employment Opportunity Commission settlement agreements to see how Title I plays out in the enforcement procedure.

- ◆ 11:00a.m.—11:45a.m. Session 3

Reasonable Accommodations by Kathy Gips

Do employees need to put accommodation requests in writing? What happens when an employee has used all their leave but needs more time off? How can employers determine if a job function is marginal or essential? What is an employer's obligation to discuss reasonable accommodation if an employee's work performance is lagging? Reasonable accommodations are modifications or adjustments to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. The ADA requires employers in both the public and private sector to provide reasonable accommodations for qualified applicants or employees with disabilities. We will review examples of reasonable accommodations, discuss the informal interactive process and try to untangle an "undue hardship" analysis.

12:00p.m.—1:30p.m. LUNCH

- ◆ 1:45p.m.—2:30p.m. Session 4

Emergency Planning by Therese Nadeau

This session discusses how ADA Coordinators should be involved in the process of preparing for and responding to emergencies to ensure that people with disabilities have access to these critical services. It also discusses awareness of the ADA regulations that affect readiness for emergencies for persons with disabilities and the importance of coordination among local, state, and federal agencies and first responders.

2:30p.m.—4:00 p.m.

Power Networking Hour to complete the educational experience

***These four classes qualify as credit towards
ADA Coordinator State Certification.**

HISTORY OF ADACC

Americans with Disabilities Act Coalition of CT (ADACC) is an organization that has been devoted to ADA Compliance and Education since 1992. ADACC is CT's gateway to the National ADA Network.

This network, comprised of 10 Regional Centers across the country with affiliates in each state, provides information and assistance to foster the implementation of the ADA. We are not an enforcement or regulatory agency, but a helpful resource supporting the ADA's mission to "make it possible for everyone with a disability to live a life of freedom and equality." ADACC is the local affiliate of the New England ADA Center, located in Boston. We are a volunteer-based organization and your support helps to further our mission.

Our goal is to connect you with information, guidance, technical assistance, and training about your rights and responsibilities under the ADA. ADACC has a membership of ADA Coordinators from CT municipalities, state agencies, private enterprises, educational institutions, non-profit organizations, and also libraries. Join by Sept. 16th for a \$100 yearly membership fee and you will receive a 20% discount on the Conference, making the Conference fee only \$68 for your members. We design and present training on various ADA-related topics. **Contact us at: adacoalitionct@gmail.com or by phone or text at (860)800-2ADA, which is (860)800-2232, to join today!** Visit our website at www.adacc.net for ADA news updates.

To Register...

To register, please complete the below Registration Form, detach and mail with payment (check) to:

New Britain Parks & Recreation Department
Attention: ADA State Conference
City Hall Room 302
27 West Main Street
New Britain, CT 06051

Make checks payable to "ADACC".

*If you have questions: contact Sandy Keefe at
(860) 826-3362 or skeefe@newbritainct.gov*

The ADACC is looking for sponsors at the Gold, Silver, and Bronze Levels. For more information please see the attached flyer. If you have any questions, please call Bill DeMaio at (860) 665-8669.

Registration Form

Full name: _____

Title: _____

Organization: _____

Street address: _____

City/State/Zip _____

Cell Phone: _____

Work Phone: _____

Email: _____

Cost per Person: \$110

AMOUNT ENCLOSED: \$ _____

Check or PO Number: _____

**REGISTRATION DEADLINE:
FRIDAY, OCTOBER 14, 2016**

If you need an accommodation, including special meal requests, please contact us.