

# NAADAC Associate Application

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
Organization: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ E-mail: \_\_\_\_\_

Please check appropriate boxes:

- Individual Associate
- Organization Associate
- Additional Pin
- Sweatshirt

\$ 175  
\$ 325  
\$ 25  
\$ 50

Visa/MasterCard  Amex  Check  Purchase order # \_\_\_\_\_

Total amount \$ \_\_\_\_\_

(Note: Credit cards processed for the Association by National Institute on Employment Issues)

Card Holder: \_\_\_\_\_ Card number: \_\_\_\_\_ Expiration: \_\_\_\_\_

The Association is a non-profit 501 (c) (3) organization. The Employer Tax ID Number for the Association is 33-0595554.



Barbara Judy  
*President*  
Paul D. Hagle  
*Executive Director*

### NAADAC Board of Directors

Ronald Binggeli  
*ADA/Safety Coordinator*  
*Public Transit Director*  
*City of Pocatello*  
*Pocatello, ID*

Sandra Chapek  
*Secretary, NAADAC*  
*Employee Services Manager*  
*City of El Cerrito*  
*El Cerrito, CA*

Paul D. Hagle  
*Executive Director, NAADAC*  
*Rancho Mirage, CA*

Dan Holder  
*Director (ret.), Miami-Dade, Office on ADA Coordination*  
*Miami, FL*

Barbara Judy  
*President, NAADAC*  
*Director (retired), Job Accommodation Network (JAN)*  
*Director (ret.), ADA/504 Compliance, WV University*  
*Morgantown, WV*

Allan Leno  
*Treasurer, NAADAC*  
*President, Leno & Associates*  
*Newbury Park, CA*

Phong Nguyen, M.D.  
*Medical Director, Redlands Community Hospital*  
*Redlands, CA*

Michael Paravagna  
*Chief, Disability Access Section*  
*California Department of Rehabilitation*  
*Sacramento, CA*

James Terry, A.I.A.  
*CEO, Evan Terry Associates*  
*Birmingham, AL*



P. O. Box 958  
Rancho Mirage, CA 92270  
Voice/Relay (800) 722-4232  
Fax (877) 480-7858  
naadac@aol.com  
www.jan.wvu.edu/naadac

## The Americans with Disabilities Act

The Americans with Disabilities Act of 1990 (ADA), an outgrowth of the federal Rehabilitation Act of 1973, became law on July 26, 1990.

### What entities need to know about the ADA

The ADA, a federal civil rights law, requires employers to provide accommodations for qualifying disabled employees and applicants, and requires all public agencies and private businesses to remove accessibility barriers. Failure to comply can subject entities to considerable expense and inconvenience. Non-complying entities have already paid several billion dollars in damages, defense costs, and remedial actions since the ADA was implemented.

The most common factor in non-compliance is not intentional discrimination against individuals with disabilities but, instead, lack of familiarity with the requirements of the ADA. The problem for most organizations is how to close the knowledge gap in an era of limited resources and overworked staff.

### What is the National Association of ADA Coordinators?

The National Association of ADA Coordinators (NAADAC) is a non-profit organization founded in 1992 by a group of public and private sector professionals who saw a need to educate entities regarding both the requirements and the opportunities of the ADA. In a few short years, NAADAC has become the leader in providing effective and economical seminars and workshops for ADA Coordinators employed by both public and private entities.

NAADAC brings together ADA policy-makers from federal agencies such as the U. S. Equal Employment Opportunity Commission, U. S. Department of Justice, U. S. Department of Transportation, U.S. Department of Education, and the U. S. Access Board. NAADAC works with the Job Accommodation Network (JAN), ADA-knowledgeable professionals from colleges and universities, state and local governments, private industry, and other agencies specializing in addressing ADA issues.

These individuals share their knowledge and expertise, successes in implementing ADA programs, problem-solving methods, procedures, etc. NAADAC believes these intensive information-sharing conferences and workshops provide the most cost-effective means for educating key personnel and avoiding the great cost and public relations problems associated with ADA non-compliance.

### What are the benefits of joining NAADAC?

Hundreds of individuals and organizations have already joined NAADAC and attended its training conferences and workshops. There are numerous associate benefits, and the list continues to grow. Some of the benefits are:

- Reduced rates for conferences
- Bi-monthly newsletter
- Association's ADA Pin
- Confidential Associate list
- Networking among peers
- Department of Justice CD-ROM

## Other services by NAADAC

NAADAC can bring customized ADA training workshops to your area. NAADAC's professionals each have ten or more years of hands-on ADA and/or Section 504 experience in addition to expertise in their specialties.

NAADAC's expertise includes:

- ❖ ADA technical awareness training
- ❖ ADA attitudinal awareness training
- ❖ Essential function analysis
- ❖ Reasonable accommodation development
- ❖ Undue hardship/direct threat guidance
- ❖ ADA/FMLA/Workers' Compensation link
- ❖ Transition/self-evaluation plan guidance
- ❖ Program accessibility compliance
- ❖ Physical accessibility compliance

### What are NAADAC goals?

- ◆ to keep its associates on the leading edge of ADA compliance issues;
- ◆ to provide assistance with ADA compliance issues by providing a national forum for networking purposes; and,
- ◆ to make the ADA work using common sense and "good faith" approaches.

The summary of these goals is encompassed in the mission statement of NAADAC — **"Professionals Making the Americans with Disabilities Act Work"**.

An associate application for the **National Association of ADA Coordinators** is included. If you have any questions about the organization, please call our office at (800) 722-4232 (voice/relay).