



**AGENDA**

**8:00 AM  
REGISTRATION**

**8:30 AM  
OPENING REMARKS**  
Kenyen R. Brown, U.S. Attorney

**8:35-10:15 AM  
DESIGN AND CONSTRUCTION**  
Diane Perry, Department of Justice

**10:15-10:30  
BREAK**

**10:30-11:30  
DESIGN AND CONSTRUCTION: Q&A**  
Diane Perry, Department of Justice

**11:30AM –1:00 PM  
LUNCH**

**12:30 –1:00 PM  
REGISTRATION**

**1:00–1:40 PM  
THE AMERICANS WITH  
DISABILITIES ACT OF 1990**  
Honorable Callie V. S. Granade

**1:40-2:00 PM  
EMPOWERING INDEPENDENCE FOR  
PEOPLE WITH DISABILITIES**  
Michael Davis, Independent Living Center

**2:00-2:20 PM  
RAISING A CHILD WITH DISABILITIES**  
Honorable Michael E. McMaken

**2:20-2:35 PM  
HIV/AIDS DISCRIMINATION**  
Gary A. Moore, Assistant U.S. Attorney  
Silvia Glover, Advocate

**2:35-2:45 PM  
BREAK**

**2:45-3:05 PM  
EFFECTIVE COMMUNICATION**  
Michelle Jones, Alabama Institute for Deaf and Blind

**3:05-3:25 PM  
INDIVIDUALS WITH DISABILITIES EDUCA-  
TION ACT:**  
James D. Sears, Esquire

**3:25-3:45 PM  
MENTAL ILLNESS AND INTELLECTUAL  
DISABILITIES**  
Patrick Hackney, ADAP Attorney

**3:45-4:05 PM  
DESIGN AND CONSTRUCTION:  
A Brief Overview**  
Diane Perry, Department of Justice

**4:05-5:00 PM  
PANEL DISCUSSION / Q&A**  
**Moderator:** Teresa Bettis, Center for Fair Housing

**5:00 PM  
CLOSING REMARKS**  
Kenyen R. Brown, U.S. Attorney

A CIVIL RIGHTS SUMMIT

# ACCESSIBILITY AND DISABILITY RIGHTS

June 28, 2011



**HONORABLE CALLIE V. S. GRANADE**  
UNITED STATES DISTRICT JUDGE  
SOUTHERN DISTRICT OF ALABAMA

Ginny S. Granade has been a United States District Judge in the Southern District of Alabama since February 2002. Prior to assuming the bench, Judge Granade worked as a federal prosecutor in this district from 1977 until her appointment. She served as a line AUSA, Chief of the Criminal Division, First Assistant U.S. Attorney, and Interim U.S. Attorney. Her prosecution of a multi-defendant, far-reaching, racketeering/public corruption case in 1990 still holds the record as the lengthiest jury trial in the Southern District of Alabama. Judge Granade served as the Chief Judge for the United States District Court, Southern District of Alabama from February 2003 to February 2010.

**DIANE PERRY**  
ARCHITECT

**DISABILITY RIGHTS SECTION, CIVIL RIGHTS DIVISION  
U.S. DEPARTMENT OF JUSTICE  
WASHINGTON, D.C.**



Ms. Perry is an architect with the Civil Rights Division of the U.S. Department of Justice, where she has worked for over fifteen years with the Disability Rights Section assisting in the enforcement of the Americans with Disabilities Act and the architectural requirements of the ADA Standards for Accessible Design. She currently works with U.S. Attorney's offices nationwide reviewing facilities during the investigation of accessibility complaints and compliance reviews involving alleged violations of the barrier removal, alteration, and new construction requirements of Title II and Title III of the ADA. Prior to her employment with the Department of Justice, she worked at architectural firms in the Washington, DC metro area and Pittsburgh, Pennsylvania. She is a registered architect in the District of Columbia and a graduate of the Pennsylvania State University.



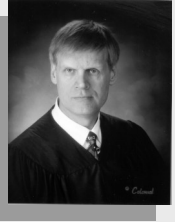
**KENYEN R. BROWN**  
**UNITED STATES ATTORNEY**  
**SOUTHERN DISTRICT OF ALABAMA**

A graduate of the University of Alabama and the University of Tennessee Law School, Kenyen R. Brown has devoted his career to public service. Upon graduating from law school in 1995, Mr. Brown moved to Montgomery, Alabama, to work as an Assistant District Attorney for the Fifteenth Judicial Circuit. He moved to Mobile shortly thereafter, accepting a position as an Assistant United

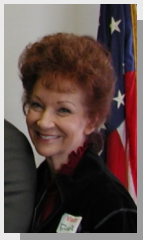
States Attorney for the Southern District of Alabama, where he prosecuted drug offenses and general crimes. Immediately prior to his recent appointment, Mr. Brown spent the last ten years working for the ethics committees of the United State Senate and the House of Representatives, culminating in service as Senior Counsel and Director of Education and Training for the Senate Ethics Committee, and more recently as Acting Chief Counsel and Staff Director of the House Ethics Committee. President Barack Obama nominated Mr. Brown on August 6, 2009, to serve as United States Attorney for the Southern District of Alabama. He was confirmed by the Senate on November 21, 2009.

Michael E. McMaken has been a district judge of Mobile County since January 1987, and has presided over the Mobile Drug Court since 1993. Prior to his service on the bench, Judge McMaken worked as an Assistant District Attorney with the Mobile County District Attorney's Office from January 1977 to March 1979, and engaged in the general practice of law from 1979 until 1987.

**HONORABLE MICHAEL E. MCMAKEN**  
**CHIEF DISTRICT JUDGE**  
**13TH JUDICIAL CIRCUIT**  
**MOBILE, ALABAMA**



Judge McMaken received his BA from Purdue University, and earned his JD and MBA from the University of Alabama. He is involved in a wide range of civic and service organizations including membership of the Goodwill-Easter Seals Board of Directors and the Mobile Mental Health Board of Directors. Judge McMaken served as the First President of the Board of Directors of the Child Advocacy Center, Inc., and is a graduate and past member of the Partners in Policymaking Alabama, which is a nine-month training program for parents of children with disabilities.



**SILVIA GLOVER**  
**MOTHER AND ADVOCATE**  
**MOBILE, ALABAMA**

A native of Peoria, Illinois, she has lived in Mobile, Alabama for 40 years. Mrs. Glover and her late husband, Dick Glover, were foster parents to over 70 children, they have 3 natural children and 2 adopted children. In addition to their positive impact and active participation in the local foster child program, Mr. and Mrs. Glover recently became advocates for those with

HIV/AIDs. Their son, Caleb, was discriminated against at a local RV-theme park by being denied access to the common facilities. Mrs. Glover worked with the U. S. Department of Justice (Disability Rights Section) and the U. S. Attorney's Office for the Southern District of Alabama in bringing a successful case under the Americans with Disabilities Act: *United States v. Wales West RV Park*. Since the entry of the Consent Decree settling that case, Mrs. Glover has been a guest speaker in California, Minnesota, and locally addressing discrimination against those with HIV/AIDs, promoting advocacy responsibilities and explaining in lay terms the ease of working with the Department of Justice to address such discrimination.

Dick Glover passed away during the litigation, but he left a legacy of advocacy for those with disabilities which is continued by the good work of Silvia Glover.

Michael Davis has served as Executive Director for the Independent Living Center of Mobile since May of 1991. At age 13, Mr. Davis became a quadriplegic due to a diving accident. He graduated from high school with honors, obtained a bachelors degree in psychology from the University of South Alabama, and also received a master's degree in rehabilitation counseling.

**MICHAEL DAVIS**  
**EXECUTIVE DIRECTOR**  
**INDEPENDENT LIVING CENTER**  
**MOBILE, ALABAMA**

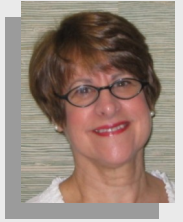


Mr. Davis currently serves as the president and director of the Davis Singers, a gospel group that has traveled throughout the country and abroad. His civic and advocacy activities include: Co-Chairman of the Mobile Advisory Commission for the Disabled; a member of the U. S. Commission on Civil Rights Advisory Council; a member of the Alabama S.I.L.C.; a member of the Alabama Disabilities Action Coalition and a member of the Alabama Council for Development Disabilities. Mr. Davis is proud to serve as an advocate for people with disabilities.



Michelle Forstall Jones, a native of New Orleans, Louisiana received her BA from Spring Hill College and her MA from the University of Alabama in Education of the Deaf. She spent 14 years in the classroom, first with Mobile County Public Schools and then with the Preschool for the Sensory Impaired, as a teacher of deaf and hard of hearing students. In 1999, Ms. Jones became an Early Intervention Service Coordinator with Alabama Institute for Deaf and Blind (AIDB)/Mobile Regional Center. She completed course work at the University of Alabama in Birmingham in Education of the Visually Impaired and received certification in that field in 2001. Ms. Jones was honored as Early Interventionist of the Year for Alabama in 2002. She was named Director of the Preschool for the Sensory Impaired in September 2002 and Regional Director for AIDB/Mobile Regional Center in February 2004. She is a 2008 graduate of Leadership Mobile. Ms. Jones is also active in her community through service clubs and organizations.

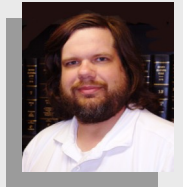
**MICHELLE JONES**  
**REGIONAL DIRECTOR**  
**ALABAMA INSTITUTE FOR DEAF AND BLIND**  
**MOBILE, ALABAMA**



**JAMES D. SEARS**  
**ATTORNEY AT LAW**  
**LAW OFFICES OF SEARS AND SEARS, PC**  
**DAPHNE, ALABAMA AND BIRMINGHAM, ALABAMA**

Mr. Sears has a rich career history of advocacy for disabled persons in our larger community. Following his doctorate degree from the University of Florida with a major in Special Education/Mental Retardation, he was a professor at the University of Alabama and Director of West Alabama Comprehensive Services (a university sponsored program for adults with severe disabilities). After graduation from the University of Alabama Law School, he has concentrated on Special Education Law (representing children with disabilities) and Criminal Defense Law (representing defendants with intellectual disabilities and/or mental illness). Mr. Sears is a frequent lecturer to numerous advocacy groups and has held leadership roles in drafting and implementing rules, regulations and policies concerning the rights of the disabled. He maintains law offices in Daphne and Birmingham, Alabama.

**PATRICK HACKNEY**  
**SENIOR STAFF ATTORNEY**  
**ALABAMA DISABILITIES ADVOCACY PROGRAM**  
**TUSCALOOSA, ALABAMA**



Patrick Hackney currently serves as a Senior Staff Attorney for ADAP, and is the team leader for the Community Access Team, which represents adults with various disabilities. He represents individual clients who have experienced discrimination on the basis of disability, which include, but are not limited to, the Americans with Disabilities Act, community integration, medicaid waiver services, guardianship, and higher education. Mr. Hackney has also conducted numerous disability rights training sessions throughout the State of Alabama, and has taught several courses at the Birmingham School of Law and the University of Alabama. Mr. Hackney received his BA from Samford University in 1994 and his JD from the University of Alabama School of Law in 1998. While in law school, he was recognized with several awards and scholarships based upon his commitment to community service.

**TERESA BETTIS**  
**EXECUTIVE DIRECTOR**  
**CENTER FOR FAIR HOUSING, INC.**  
**MOBILE, ALABAMA**



Teresa Bettis, Executive Director, for the Center for Fair Housing, has over 11 years experience with Fair Housing laws. Beginning in 1999, Mrs. Bettis served as the Center's Compliance Officer, being promoted to Executive Director in May of 2001. Currently, she oversees the daily operations of the Center, and provides fair housing training, technical assistance, and policy development to housing industry professionals, local governments and advocates. She is a supporter of communities without a voice, the disabled and underserved. Mrs. Bettis continues to be involved with community and economic development, including the rebuilding efforts post Hurricane Katrina. In addition to her work provided through the Center for Fair Housing, Mrs. Bettis serves on the board for the Gulf Coast Fund, and is a member of the Mobile County Housing Committee, and the Housing and Environmental Justice Initiative. Additionally, she is working with a small group of Alabama Stakeholders regarding the potential of an Alabama focused National Policy Strategy Network.

**GARY ALAN MOORE**  
**ASSISTANT UNITED STATES ATTORNEY**  
**SOUTHERN DISTRICT OF ALABAMA**



Mr. Moore is an honors graduate of the University of South Alabama and of Cumberland School of Law. He interned in the office of U. S. Senator James B. Allen (D-Ala.). Following a decade of private law practice, he served as Assistant District Counsel with the U. S. Army Corps of Engineers for 16 years, and joined the U. S. Attorney's Office in 2004. His civil practice docket includes injury and death case defense, environmental and maritime matters, and most recently affirmative civil rights issues. Mr. Moore serves on the City of Fairhope's Planning & Zoning Commission and its Economic and Industrial Development Board. He has been active with ACT-II (All Congregations Together) in Baldwin County which has been engaged in a variety of community needs over the years.





U.S. Department of Justice

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Other Federal Agencies with ADA Responsibilities

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## U.S. Department of Justice Americans with Disabilities Act

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[Enforcing the ADA: A Status Report from the Department of Justice](#)

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[Service Members with Disabilities and the ADA](#)

Businesses and Non-Profit Service Providers

[ADA Guide for Small Businesses](#)

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**FUTURE SUMMIT TOPICS:**

- VOTING RIGHTS
- HATE CRIMES AND CIVIL PROTECTIONS
- EQUAL OPPORTUNITY IN THE WORKPLACE
- FAIR CREDIT/LENDING ISSUES



## ADA ENFORCEMENT

Through lawsuits and settlement agreements, the Department of Justice has achieved greater access for individuals with disabilities in hundreds of cases. Under general rules governing lawsuits brought by the Federal government, the Department of Justice may not sue a party unless negotiations to settle the dispute have failed.

The Department of Justice may file lawsuits in federal court to enforce the ADA, and courts may order compensatory damages and back pay to remedy discrimination if the Department prevails. Under title III, the Department of Justice may also obtain civil penalties of up to \$55,000 for the first violation and \$110,000 for any subsequent violation.