

# MATTHEW W. DIETZ

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## Professional Experience

### **NOVA SOUTHEASTERN UNIVERSITY, SHEPARD BROAD LAW SCHOOL • Fort Lauderdale, FL**

#### **Director, Children and Family Law Clinic, 2022 – Present)**

Responsible for directing the Law School's AIDD Disability Law, in-house, live-client clinic. The AIDD Clinic provides representation to persons with disabilities on civil law matters through the use of law students, including law students certified by the Supreme Court of Florida to practice law in conjunction with NSU Law's Clinical Law Program. Responsibilities include supervision of student interns as well as support staff. Primarily responsible for providing legal advice, case selection, supervision of legal work, court appearances, and other aspects of civil practice.

### **DISABILITY INDEPENDENCE GROUP, INC. • Miami, FL**

#### **Litigation Director & President (2014 – Present)**

Oversee litigation for legal advocacy center for Disability Rights concentrating in consulting, training and litigation in cases involving disability discrimination under local, state and federal laws. Founded non-profit organization with goal of providing a holistic method to improve the rights of persons with disabilities through litigation, education, legislation, and activism. Oversee end-to-end operations, from talent management and recruiting to financial management, technology integration, and human resources.

### **LAW OFFICES OF MATTHEW W. DIETZ, P.L. • Miami, FL**

#### **Founder and Managing Partner (2001 – 2013)**

Launched general practice with focus on consulting and litigation in cases involving civil rights and disability discrimination, including the Americans with Disabilities Act, Fair Housing Amendments Act, employment discrimination, and other federal and state anti-discrimination laws.

## Education & Professional Training

**Juris Doctor**, cum laude, 1996 - Brooklyn Law School, Brooklyn, NY

**Bachelor of Science in Business Administration**, 1992 - Boston University, Boston, MA

## Admissions

- All Florida State Courts, 1996
- All New York State Courts, 1999
- All Georgia Courts, 2011
- U.S. District Court, Florida Southern District, 1997
- U.S. District Court, Florida Middle District, 2000
- U.S. Circuit Court, Eleventh Circuit, 1999
- U.S. District Court, Florida Northern District, 2009
- U.S. Supreme Court, 2019

## Legal Publications

- Matthew Dietz, What We Got Here is Failure to Communicate – The legal, ethical and monetary considerations of effective communication, Florida Bar Journal, 96 Fla. Bar J. 26 (May/June 2022)
- Mathew Dietz., Animal Law: Assistance Animals in Foster Care, 91 Fla. Bar. J. 40 (October 2017)
- Matthew Dietz, A Safe Haven: for people with disabilities, finding safe housing that meets their needs can be a difficult process, but fair housing laws offer some protection, American Association for Justice, Trial Magazine (October 2016)
- Matthew Dietz, How Can the State of Florida Improve Accessibility for Persons with Disabilities and Benefit the Business Community, 15 Fl. Coastal L. Rev. 277 (Winter 2014)
- Matthew Dietz, Reasonable Accommodations for Attorneys with Disabilities, Florida Bar Journal, April 2007

- Matthew Dietz, The ADA's Requirements for Sign Language Interpreter Services, Civil Rights Section Newsletter, (Summer 2005)
- Matthew Dietz, Fair Housing: Know your Rights, MS Focus, p. 4, Vol. 6, Issue 4, Fall 2004
- Matthew Dietz, Racial Profiling at the Mall or the Local Diner, Civil Rights Section Newsletter, p.1 (Winter 2003)
- The Application of the Americans with Disabilities Act of 1990 to Personal Injury Claims, Civil Rights Section Newsletter, p.1 (Spring 2003)
- Matthew W. Dietz and Bill Hoppe, from dispensing drugs to indispensable advice: The expanding duty and liability of pharmacists, (Spring 1998)
- Comment, Equal Electoral Opportunity: The Supreme Court Reevaluates the Use of Race in Redistricting in *Johnson v. De Grandy*, Journal of Law and Policy, 497 (1995)

### ***Advances in Law (Highlights out of over 700 cases throughout 20 years)***

#### **Disability-related obligations by public entities**

- Time frame for statute of limitations for ADA claims does not commence until a person with a disability has standing to bring an action. (*Karantalis v. City of Miami Springs, Fla.*, 17 F.4th 1316 (11th Cir. 2021))
- Child protective investigators must provide accommodations in the dependency system and are not protected by qualified immunity. (*Freyre v. Chronister*, Case No.: 8:13-cv-02873, 910 F.3d 1371 (11th Cir. 2018))
- Child Protective Investigators must do an individualized evaluation of a person with a disability before removing her newborn infant. (*Cesaire v. Sheriff Gregory Tony*, 20-CV-61169 (S.D. Fla. 2020) *currently pending*).
- Standard for deliberate indifference in a prison setting. (*Higgins v. Inch*, Case No.: 4:19cv308 RH-CAS, 2020 WL 8085373 (N.D. Fla. 2020), *appeal pending*)
- Limitations of investigation into mental health or alcohol abuse for the Florida Board of Bar Examiners. Case No.: (*Hobbs v. Florida Board of Bar Examiners*, Case No.: 4:17-cv-00422, 2018 WL 5905467 (N.D. Fla. 2018))
- Obligations for police not to assume that men who are autistic are all dangers. (*Soto v. City of North Miami*, Case No.: 1:17-CV-22090-RNS, 2017 WL 4685301 (S.D. Fla. 2017))
- Obligations to provide commercial driver's licenses to deaf applicants. (*McClain v. Florida Dep't of Highway Safety & Motor Vehicles*, 6:16-CV-1734, 2017 WL 4541575 (M.D. Fla. 2017))
- Objection to Amendments to Florida Bar Rule 2-13.1 regarding investigations of applicant's mental health or substance use disorders. (*In Re: Amendments to the Rules of the Supreme Court Relating to Admissions to the Bar – Rule 2-13.1 and 3-11*, Case No. SC20-850.)

#### **Deinstitutionalization of children with disabilities**

- Provision of adequate home health care for medically fragile children held in pediatric skilled nursing facilities (*A.R. v. Dudek*, Case No. 0:12-cv-60460-RSR (S.D. Fla.))
- Prevention of forced transfer from KidCare to managed care services. (*A.R., et al., v. Florida Department of Health*, Case No.: 15-3735RU, 2015 WL 5676956 (Fl. Dept. of Admin. 2015))

#### **Disability: Public Accommodations**

- Extraterritorial application of the Americans with Disabilities Act on foreign flagged cruise vessels. (*Access Now, Inc. v. Carnival Corp.*, Case No. 00-7233 (S.D.Fla. 2000); *Access Now, Inc. v. Holland America Line-Westours, Inc.*; 147 F.Supp.2d 1311 (S.D.Fla. 2001); *Stevens v. Premier Cruises, Inc.*, 284 F.3d 1187 (11th Cir. 2002))
- Mootness determination in Title III ADA cases and entitlement to damages under Section 504 of the Rehabilitation Act. (*Sheely v. MRI Radiology Network P.A.*, 505 F.3d 1173 (11th Cir. 2007))
- Applicability of the Florida Civil Rights Act to removal of architectural barriers and other discrimination under the ADA. (*McGuire v. Peabody Hotel Group*, 99 So. 3d 984 (Fla. 1st DCA 2012))
- Inclusion of policy to protect persons with mobility impairments who need road service. *Long v. AAA Auto Club South*, 02-22699 (S.D. Fla. 2002)

#### **Disability: Removal of architectural barriers**

- Class Action regarding removing architectural barriers and widening aisles in 2600 girls accessories stores – (*Access Now and Koors v. Claires Inc.*, 00-14017-CIV-MOORE (S.D. Fla. 2000))
- Class Action regarding removing architectural barriers and internet access across major nationwide chain store. *Access Now v. Brookstone Properties*, 00-00740 (S.D. Fla 2001)

#### **Disability: Removal of voting barriers**

- Accessible Voting machines in Palm Beach, mootness for public entities. (*Troiano v. Supervisor of Elections in Palm Beach County, Fla.*, 382 F.3d 1276 (11th Cir. 2004))

- Ensuring accessible vote-by-mail for Floridians with vision or print disabilities (*Nielsen v DeSantis*, Case No. 4:20-cv-00236-RH-MJF, 4:20-cv-00236-RH-MJF (N.D. Fla. 2020))

#### **Disability: Employment discrimination**

- Whether a seizure disorder is a disability under pre ADAAA law. (*Kaw v. School Dist. of Hillsborough County*, 434 Fed.Appx. 858 (11<sup>th</sup> Cir. 2011))
- Failure to have electronic access to employment-related software for persons who are blind. (*Rogers v. Florida Department of Children & Families*, 4:09-cv-00313 (N.D. Fla. 2010))
- Failure to have accessible software and internet access for employees of Miami-Dade County Schools. (*Bartleson v. Miami-Dade County School Board*, Case No. 18-cv-21605-KMM (S.D. Fla. 2018))
- Termination because of recovering from cancer. (*Equal Employment Opportunity Commission v. IDEX Corp.*, 15-CV-22777 (S.D. Fla. 2015))
- Failure to provide sign language interpreters to all FedEx ground package handlers. (*Equal Employment Opportunity Commission v. FedEx Ground Package System, Inc.*, 15-cv-00256 (W.D. Pa. 2015))

#### **Disability: Education issues**

- Reasonable accommodations for service animals in public schools. (*Alboniga v. School Bd. of Broward County Fla.*, Case No. 0:14-cv-60085, 87 F.Supp.3d 1319 (S.D. Fla. 2015))
- Eligibility bars that prevent persons who are Deaf from obtaining degrees. (*Daniel-Rivera v. Everglades College*, Case No.: 0:16-cv-60044-WPD (S.D. Fla. 2017))
- Predetermination of placement in a public school of a student with autism. (*R.L. v. Miami-Dade County School Bd.*, 757 F.3d 1173 (11<sup>th</sup> Cir. 2014))
- Ensuring that science and math students who are blind at Florida State University received auxiliary aids and information in alternate formats. (*Toth and Principato v. Florida State University Board of Trustees*, Case No., 4:11-cv-00317 (N.D. Fla. 2012))

#### **Disability: Effective Communication for the Deaf**

- Definition of deliberate indifference with respect to damages for failure to provide effective communication. (*Liese v. Indian River Memorial Hospital, Inc.* 701 F.3d 334 (11<sup>th</sup> Cir. 2012); *Crane v. Lifemark Hospitals, Inc.*, CASE NO.: 15-21960, 898 F.3d 1130 (11<sup>th</sup> Cir. 2018); *Fuller v. Wellington Reg. Med. Ctr.*, 2008 WL 11333270 (S.D. Fla. 2008); *Sunderland v. Bethesda Hospital, Inc.*, Case No. 13-80685, 686 Fed.Appx. 807 (11<sup>th</sup> Cir. 2017))
- Definition of effective communication for the Deaf in hospital settings. (*Silva v. Baptist Health South Florida, Inc.*, Case No.: 1:14-cv-21803, 856 F.3d 824 (11<sup>th</sup> Cir. 2017))
- Ensuring effective communication and assessments for women in reproductive planning clinics. (*Mena v. Planned Parenthood*, Case No.: 15-cv-21017 (S.D. Fla. 2016))
- Standard for when a Deaf person can bring a case for a future injury against a medical facility. (*Connors v. West Orange Healthcare Dist.*, 2005 WL 1944593 (M.D. Fla. 2005); *Martin v. Halifax Healthcare Systems, Inc.*, Case No.: 6:12-CV-01268, 621 Fed.Appx. 594 (11<sup>th</sup> Cir. 2015); *McCullum v. Orlando Regional Healthcare System, Inc.*, 768 F.3d 1135 (11<sup>th</sup> Cir. 2014))
- Standard for effective communication for a police stop. (*Gevarzes v. City of Port Orange, Fla.*, Case No. 6:12-cv-1126, 579 Fed.Appx. 957 (11<sup>th</sup> Cir. 2014))
- Provisions of interpreters and video relay services to Miami-Dade inmates and criminal defendants. (*Martos v. Miami-Dade County*, Case No.: 16-21501 (S.D. Fla. 2017))
- Failure to provide interpreter by police leading to institutionalization for deaf woman. (*Cuevas v. City of Hialeah, Florida*, 1:07-CV-23346 (S.D. Fla. 2007))

#### **Application of Florida civil rights statutes**

- Preemption of local human rights ordinances by the Florida Civil Rights Act. (*Yanes v. OC Food & Beverage LLC.*, 300 So. 3d 798 (Fla. 5th DCA 2020), *appeal pending*)
- Interpretation of state and federal fair housing laws. (*Hous. Opportunities Project v. SPV Realty, LC*, 212 So. 3d 419 (Fla. 3d DCA 2016))

#### **Disability: COVID-19 Advocacy**

- Ensuring that resident could have her live-in-aide during COVID restrictions for guests. (*Markman v. Winston Towers 500* Case No. 1:20-CV-21758 (S.D. Fla. 2020))
- Attempts to make supervised practice in lieu of the Florida Bar Exam. (*In re Petition to Amend Rules of Supreme Court Relating to Admissions to Bar & Rules Regulating Florida Bar*, 301 So. 3d 854 (Fla. 2020))
- Leader of coalition of group opposing rationing of durable medical equipment during the pandemic.

- Complainant regarding failure to of counties to provide COVID-19 testing to persons with disabilities without access to transportation.
- Health and Human services complaint against the State of Florida regarding failure to provide accommodations to persons with disabilities for COVID-19 vaccines.

#### **Fair Housing: LGBT Discrimination**

- Discrimination based on sexual orientation (*Bloomfield v. Tower Forty One Association, Inc.*, 08-71171 ((Fla. 11th Cir. Ct. 2008))
- Discrimination based on HIV status. (*Dugoirand v. Alhambra Cove Assoc.*, 05-15088 (Fla. 11th Cir. Ct. 2005))

#### **Fair Housing – Reasonable accommodations/modifications for persons with disabilities**

- Reasonable accommodations for Service Animals and Emotional Support Animals in Housing. (*Bhogaita v. Altamonte Heights Condominium Assn., Inc.*, 765 F.3d 1277 (11<sup>th</sup> Cir. 2014))
- Amount of proof that is necessary for a service animal. (*Sabal Palm Condominiums of Pine Island Ridge Association, Inc. v. Fischer*, Case No.: 12-cv-60691, 6 F.Supp.3d 1272 (S.D. Fla. 2014))
- Wrongful death due to emotional support animal discrimination, (*Hidden Grove v. Bishop*, Case No.: 17-6101 CC 26 (03) (Fla. 11th Cir. Ct. 2018))
- Failure to provide a reasonable accommodation of a live in aide, causing the death of the resident. (*Fernandez v. Orlando Housing Authority*, Case No. 6:15-cv-1341-Orl-40DAB, 2016 WL 2784989, 2016 WL 4382656 (M.D. Fla. 2016))
- Failure to allow a chain lock for an autistic girl. (*Johnson v. Jennings*, Case No.: 8:16-cv-01076(M.D. Fla. 2016))
- Financial Accommodation deemed reasonable and necessary for a substantial impairment in working. (*Schaw v. Habitat for Humanity of Citrus County, Inc.*, 938 F.3d 1259 (11<sup>th</sup> Cir. 2019))
- Parking spaces in a condominium. (*Solodair v. Old Port Cove Lake Point Tower Condominium Association, Inc.* (S.D. Fla. 2013))
- Failure to make reasonable accommodations and modifications in subsidized apartments. (*HOPE v. Charter Management*, Case No.: 1:14-cv-22142 (S.D. Fla. 2015))
- Emotional Support Duck Case. (*Radin and Calfas v. Oak Run Properties*, FHEO 04-19-6307-8(2019))

#### **Fair Housing- Eviction because of a disability**

- Perception that a person who has an intellectual disability is a direct threat. (*Hunt v. Aimco Properties, L.P.*, 814 F.3d 1213 (11<sup>th</sup> Cir. 2016))
- Perception that sexually acting out for a person with autism is a direct threat. (*Velez v. Coral Gate West Condominium Association, Inc.*, Case No.: 1:18-cv-24931 (S.D. Fla. 2019))
- Evicting and placing conditions on reinstatement because of an autism-related meltdown. ((*Danforth v. Jamaica Bay E. Mgmt. Co., Inc.*, 304 So. 3d 13, 15 (Fla. 4th DCA 2020))

#### **Fair Housing – Failure to rent because of a disability**

- Failure to rent to a person who is autistic, *Hart v. Murphy*, 2013 WL 1278161 (M.D. Fla. 2013)
- Failure to rent to a person who is blind (*Herrin v. Lamachys Vill. at Indigo Lakes, Inc.*, 6:09-CV-1562, 2011 WL 7333928 (M.D. Fla. Dec. 8, 2011))
- Failure to rent to a person with a mobility impairment. (*Root v. Salazar*, 406 F.Supp.3d 1322 (M.D. Fla. 2019))

#### **Fair Housing – Failure to design and construct an accessible multi-family dwelling**

- Jury Trial on the design and construction of a college campus and dormitories. (*Barker v. Emory University*, 1 02-CV-2450 (N.D. GA 2002))
- Ensuring and retrofitting complexes by major developer. (*National Fair Housing Alliance v. Cornerstone Development Case No. 1:11-Cv-21994* (S.D.Fla. 2011))

#### **Fair Housing – Familial Status Discrimination**

- Occupancy standards as having a disparate impact to residency by a family with children. (*Milsap v. Cornerstone Residential Mgmt., Inc.*, 05-60033 (S.D. Fla. 2005))
- Space limitation as discrimination against families with children. (*Housing Opportunities Project for Excellence, Inc. v. Key Colony No. 4 Condominium Assoc., Inc.*, 510 F.Supp.2d 1003 (S.D. Fla. 2007))

#### **Fair Housing – Discrimination based on sex**

- Requirement that pregnant women must get doctor's letters and ultrasound pictures. (*Davis and HOPE v. ZRS Management, LLC*, Case No. 18-CV-60709 (S.D. Fla. 2018))
- Quid pro quo sexual harassment. *Banks v. Housing Authority of the City of Bossier City, Louisiana*, Case No. 11-0551 (W.D. La. 2011))

**Fair Housing – Discrimination based on race**

- Violation of Homeowners rules by flying Black Lives Matter flag. (*Mickle v. River Point Community Association, Inc.*, 3:20-cv-01332 (M.D. Fla. 2021) pending)
- Racial statements and denial. (*Greater New Orleans Fair Housing Action Center v. Bouchon Family Limited Partnership*, Case No. 1:10-cv-04581 (E.D. La. 2011))

***Invited Presentations***

- “What You Do Not Know to Better Care for the Underserved Sexual Assault Survivor, **Florida Council Against Sexual Violence**, FCASV Conference, Orlando, June 14-15, 2022
- “Access to Justice & the Legal System, **Adults with Intellectual and Developmental Disabilities Law Clinic Roundtable**, Shepard Broad College of Law, June 10, 2022.
- “Disability and Abuse – What you Need to Know” **Florida Office of State Court Administration**, May 20, 2022.
- “Service Dogs, Emotional Support Animals and Other Animal Companions, **Nassau County Bar Association**, March 15, 2022
- “How to ensure that all disability-related needs of a child are met, **Office of Regional Counsel of Florida, 3<sup>rd</sup> Region**, March 4, 2022.
- Disabled People’s Rights Movement Discussion, **Cunt Quilt Project**, Stich n. Bitch (Crip) Arpillera Workshop @ PAMM, Miami Florida, March 27, 2021.
- “Ethical Representation of Impaired Attorneys (and Applicants)” **Association of Professional Responsibility Lawyers**, 2021 Virtual Mid-Year Meeting, via Zoom, March 5, 2021.
- “Ensuring the Rights of Parents with Disabilities and Their Children” **Miami-Dade Community Based Care Alliance**, 15<sup>th</sup> Annual Regional Child Welfare Conference, via Zoom, January 14, 2021.
- “Structural Barriers for Lawyers with Past Substance Abuse Disorders or Mental Illness” **Florida Bar’s Standing Committee on Diversity and Inclusion**, General Committee Membership Meeting, via Zoom, January 14, 2021.
- “The Future of Fair Housing Claims for Disparate Impact” **Florida Bar Foundation Community Economic Development Grant Seminar**, Legal Services of Greater Miami, via Zoom, December 12, 2020.
- “Animal Therapy and Mental Health” **Florida Tenth Judicial Circuit**, Tenth Judicial Circuit’s Fifth Annual Fairness & Diversity Summit, via Zoom, December 4, 2020.
- “Fair Housing and Equal Opportunity for those who live with Intellectual and Developmental Disabilities” **Florida Bar Foundation Community Economic Development Grant Seminar**, Legal Services of Greater Miami, via Zoom, November 16, 2020.
- “Fair Housing and Equal Opportunity” **FIU Embrace**, Legal Seminar for students with disabilities, October 31, 2020.
- “Accommodating Parents and Children with Disabilities” **Unite Miami Partnership**, via Zoom, October 22, 2020.
- “Diversability” **Holland & Knight**, Program to create an affinity group for attorneys for disabilities, via Zoom, October 20 2020.
- “Coping with Stress: Upheaval for Bar Applicants and New Lawyers in the Midst of a Global Pandemic” **Disability Independence Group**, via Zoom, Sept, 21, 2020.
- “Discrimination Under Title III: Public Accommodations and Commercial Facilities” **RespectAbility**, Legal Rights and Compliance Obligations, via Zoom, August 11, 2020.
- “Americans with Disabilities Act: Animals in Pompano Beach and Recent Florida Disability Law Updates” **City of Pompano Beach**, Training via Zoom, July 29, 2020.
- “How to Respond and Manage Reasonable Accommodation Requests” **AMA Consulting Group**, Training for Section 8 Public Housing Tenant Services Coordinators and Inspectors in Puerto Rico, via Zoom, June 24, 2020.
- “Pets in the Foster Care System” **Animal Law Section of the Florida Bar**, Florida Bar Annual Convention CLE -Preventing Child and Animal Abuse, via Zoom, June 19, 2020.
- “Knowing Your Rights – COVID-19” **FIU Embrace**, Seminar for Students via Zoom, June 6, 2020.
- “Know Your Rights: The Baker Act and the new Marjorie Stoneman Douglas Law, **UM/NSU Center for Autism and Related Disabilities**, Community Training Miami, Florida, March 14, 2020.
- “Training Your Cat to be a Service Cat, and Other Impossible Tasks for Humans” **Animal Law Section of the Florida Bar**, Animal Law at the Cat Café Orlando, Florida, February 21, 2020.
- “Animal Cruelty and the Child Welfare System” **Miami-Dade Community Based Care Alliance**, 14th Annual Regional Child Welfare Conference, Miami, Florida, January 9, 2020.
- “Reasonable Accommodations in the Legal Profession” **Florida Tenth Judicial Circuit**, Tenth Judicial Circuit’s Fourth Annual Fairness & Diversity Summit, Lakeland, Florida, December 6, 2019.
- “Legal Update from the 11<sup>th</sup> Circuit – Fair Housing” **Florida Bar Foundation Community Economic Development Grant Seminar**, Legal Services of Greater Miami, October 16, 2019.
- “Autism Spectrum Disorder in the Criminal Justice System” **Public Defender of Miami-Dade County**, Miami, Florida, October 11, 2019.



- “Civil Rights and the Deaf” **Center for Hearing and Communication**, Fort Lauderdale, Florida, September 27, 2019.
- “Emotional Support Animals: What Fits the Bill” **Animal Law Section of the Florida Bar**, webinar, August 28, 2019.
- “Civil Rights and the Deaf” **Center for Independent Living of South Florida**, in Miami, Florida, August 15, 2019.
- “How to obtain and keep necessary medical Services” **21st Annual Family Café**, Orlando, Florida, June 8, 2019.
- “Rights of Parents and/or Children with Disabilities to Receive Accommodations to Achieve Permanency” **Florida Guardian ad Litem**, 2019 Guardian ad Litem Specialized Advocacy for Children Symposium, Orlando, Florida, May 30, 2019.
- Presentation at Student Animal Law Student Group, **NSU Shepard Broad College of Law**, Davie, Florida, April 9, 2019.
- “The Service Dog / Emotional Support Animal Dilemma” **Animal Law Section of the Florida Bar**, Groundhog Day Seminar in Orlando, Florida, March 22, 2019.
- “Guardianship: A Family’s Guide to Weighing the Options” **Florida Consortium on Inclusive Higher Education**, Hartwick Symposium Series: Self-Advocacy and Family Focus, in Tampa, Florida, February 20, 2019.
- “Fair and Inclusive Communities for Persons with Disabilities” **City of Boynton Beach**, Fair Housing Training, Boynton Beach, Florida, January 30, 2019
- “Animal Cruelty and the Child Welfare System” **Miami-Dade Community Based Care Alliance**, Regional Child Welfare Conference, Miami, Florida, January 9, 2019.
- “Disability Rights Training” **Miami Dade Legal Support Association**, Meeting speaker, November 29, 2018.
- “Fair Housing” **Florida Bar Foundation Community Economic Development Grant Seminar**, Legal Services of Greater Miami, November 11, 2018.
- “Ensuring the Rights of Parents with Disabilities and their Children” **Florida Foster Care Review**, Miami, Florida, October 16, 2018.
- “Disability Discrimination in a workplace including Reasonable Accommodations” **Miami Dade County Human Rights and Fair Employment Practices Division**, 28<sup>th</sup> Anniversary of the Americans with Disabilities Act, Miami, Florida, July 26, 2018.
- “Utilizing the ADA to defend access to public benefits and safety net programs” **National Legal Aid and Defender Association**, Litigation and Advocacy Leaders Conference, Fort Lauderdale, Florida, July 14, 2018.
- “Reasonable Accommodations at your Job” **Dan Marino Campus**, Dan Marino Youth Empowerment, Miami, Florida, July 16, 2018.
- “Ensuring the Rights of Parents with Disabilities and their Children” **Guardian ad Litem and Unite Miami Partnership**, Provider Training, Miami, Florida, June 28, 2018.
- “Assistance Dogs from Autism, Developmental, or Intellectual Disabilities” **Family Café 2018**, Orlando, Florida June 16, 2018.
- “How to ensure that all disability-related needs of a child are met” **Florida Guardian ad Litem**, 2018 Guardian ad Litem Specialized Advocacy for Children Symposium, Orlando Florida, May 3, 2018
- “Law Enforcement and Disability – Rios-Soto v. City of North Miami” **Eleventh Jacobus tenBroek Disability Law Symposium**, Fifty Years After tenBroek: The Right to Live in the World Today and Tomorrow, Baltimore, Md, March 23, 2018.
- “Recent Department of Justice Americans with Disabilities Settlement Agreement with Louisiana” **Florida International University**, Law Student Training, March 5, 2018.
- “Running the Maze of Animal Law in Living, Learning, and Earning Environments. About Animals at Home: Fair Housing Act Issues with Service and Emotional Support Animals” **Animal Law Section of the Florida Bar**, Second Annual Groundhog Day Program, in Tampa Florida, February 2, 2018.
- “Raising the Bar: Best Practices for Legal Advocacy for People with Disabilities” **VERA Center on Victimization and Safety**, webinar, January 23, 2018.
- Florida Affinity Group meeting hosted/sponsored by the Florida Justice Technology Center and the Florida Bar Foundation Participant at the 2018 Legal Services Corporation Innovations in Technology Conference, New Orleans, LA, January 11, 2018.
- “Mental Health” **The Florida Bar Committee on Diversity and Inclusion**, Inaugural Diversity Symposium, Pathway to Inclusion, Orlando, Florida, November 10, 2017.
- “Protecting Your Legal Rights: Disability and Police interactions” **Elder Concert**, Boca Raton, Florida, September 28, 2017
- “Disability and Due Process: Equal Access to the Judicial System for People with Disabilities” **American Bar Association**, 2017 ABA Annual Meeting – Young Lawyers Division, New York, NY, August 11, 2017.
- “Americans with Disabilities Act: Animals on Beaches and Recent Florida Disability Law Updates” **City of Pompano Beach**, Training, Pompano Beach, Florida, June 1, 2017.
- “e-Accessibility” **Venture Café Miami**, Miami, Florida, May 25, 2017.
- “Fair Housing: The ABC’s of Assistance Animals” **Greater New Orleans Fair Housing Action Center**, New Orleans, Louisiana, April 21, 2017.
- Keynote Speaker, **Florida Fair Housing Summit**, 6<sup>th</sup> Annual Florida Fair Housing and Community Development Summit, April 18, 2017.
- “When is an Animal more than a pet?” **Florida Statewide Guardian ad Litem Program**, 2017 Guardian ad Litem Children with Disabilities Conference, Orlando, Florida, May 30, 2019
- “The ABC’s of Assistance Animals” **Animal Law Section of the Florida Bar**, Inaugural Groundhog Day Seminar, in Tampa Florida, February 2, 2017.

- Protecting Legal Rights and the Wes Kleinert Fair Interview Act” **Centers for Autism and Related Disabilities**, Statewide Conference, January 21, 2017.
- “Police interactions and persons with disabilities” Panel Moderator, **Disability Rights Bar Association**, West Coast Disability Rights Bar Association Conference, Los Angeles, California, October 19, 2016.
- “Do’s and Don’ts of Service and Support Animals” **Florida Institute on Homelessness**, 2016 Florida Institute on Homelessness and Supportive Housing Conference, Orlando, FL October 5, 2016.
- September 16, 2016, Florida ARF 40th Annual Conference, Tampa, FL
- September 9, 2016, Speaker, Fair Housing: The ABC’s of Assistance Animals, Tallahassee, FL
- July 2016, Speaker, Disability Issues, 2016 County Court Judges Conference
- July 2016, Presenter, 47th Annual Autism Society National Conference, New Orleans, Louisiana
- June 2016, Speaker, Guardianship Seminar, Miami-Dade Parks Department
- April 28, 2016, Speaker, 2016 Florida Fair Housing Summit, Fair Housing: The ABC’s of Assistance Animals
- October 2015, Speaker, Coral Gables Rotary Club
- October 2, 2015, Speaker, The ABC’s of Assistance Animals, Training on Fair Housing Laws and Assistance animals
- July 24, 2015, Award Recipient, Disability and Diversity program for Miami-Dade Florida Association for Women Lawyers, Dade County Bar Association and DIG at the Florida Bar Board of Governors Meeting
- May 8, 2015, Panel Member, Florida Association for Women Lawyers webinar: Different Abilities for Leadership
- April 26, 2015, Participant, 27th Annual AIDS Walk, Miami Beach
- September 20, 2014, Speaker, Criminal Procedure 101 Class, University of Miami
- July 15-19, 2014, Training for South Carolina Association of the Deaf, Inc. and South Carolina Vocational Rehabilitation Department, Self-Advocacy Workshop: Title: Equality, Civil Rights, and Disability Rights.
- May 22-23, 2014, Speaker, 2014 Disabilities Training Conference: Advocating for Children in Florida’s Dependency System
- May 9, 2014, Speaker, The South Florida Diversity Symposium
- April 29, 2014, Speaker, 2014 Florida Fair Housing Summit: One Community for All: Creating
- Inclusive Communities for Diverse Abilities & Cultures
- April 24-25, 2014, Speaker, 2014 Jacobus tenBroek Disability Law Symposium: Disability Rights in the 21st Century: Creative Solutions for Achieving the Right to Live in the World
- March 17, 2013, Speaker, Second Annual Interpreter’s Retreat, Orlando, FL
- February 16, 2013, Speaker, Miami Law Review Symposium Panel Discussion: Is the Web accessible?
- November 3, 2012 CARD Seminar: Police Interaction and how to stay safe and out of jail.
- September 29, 2012 CARD Seminar: Adults with Autism: Knowing your Rights.
- September 21, 2012, 2nd Annual South Florida Premier Labor and Employment Seminar, Speaker. September 20, 2012, EEOC Speaking engagement
- June 23, 2012, Central FL Gay & Lesbian Law Associations: Out of the Closet and into your Office: Discrimination in housing, employment, and public accommodations.
- May 7, 2012, CHADD Seminar: Employment and Disability for Adults with ADHD.
- April 28, 2012, DEAF Awareness Day at Cypress Bay High School.
- April 19, 2011, Speaker for 2012 Jacobus tenBroek Disability Law Symposium: How to Secure Appropriate Accommodations, Baltimore, Maryland
- April 13, 2012, Speaker for Housing Opportunities Project for Excellence, Inc.: 2012 Annual Fair Housing Month Life, Liberty and Fair Housing for All, Davie, Florida
- March 8-10, 2012, COPAA Annual Conference in Miami, FL: Update on the New Regulations of the ADAA & its application to Educational Testing.
- March 4, 2012, Speaker at Interpreters Retreat, Orlando, Florida
- February 8, 2012, CHADD Seminar: Testing Accommodations for children with ADHD.
- October 26, 2011, Speaker for Housing Opportunities Project for Excellence, Inc.: Housing and
- Community Development Task Force, Ft. Lauderdale, Florida
- September 24, 2011, Speaker at the SPARC Conference, Pinellas, Florida
- July 20, 2011, Seminar for the 11th Circuit Family Court Services: Speaker at CLE Presentation: The ADA (Americans with Disabilities Act) and the Courts; what you need to know: Autism Spectrum Disorders (ASD); physical barriers, hearing impaired, visually impaired and developmental disabilities, Miami, Florida
- July 5, 2011, Speaker for CARD’s Transition to Adulthood Summer Training Series, North Miami Beach, Florida: Topic: Employment: Know your legal rights.
- 2011 Seminar for CARD. Title: Update on New Laws & Regulations of the ADA and its Application to Educational Testing.
- 2011 Seminar with CARD. Title: Miranda Rights: What you need to know.
- 2011 Seminar at Schott Communities for the Deaf and Disabled. Title: Job Discrimination, Housing Discrimination, and Hearing Dogs.
- June 17, 2012, Speaker at EEOC reemerging issues re the ADA, Miami, Florida
- June 8, 2011, Speaker for The New Americans with Disabilities Act, Miami, Florida – This was a luncheon – did you speak?

- April 28, 2011, Speaker for Fair Housing Month Seminar, West Palm Beach County, Florida
- December 13, 2010, Speaker for Webinar: Housing Umbrella Group Webinar on Calculating Damages in Fair Housing Cases
- November 19, 2010, Speaker for Deaf Service Center Association Meeting, Orlando, Florida
- October 29, 2010, Legal Aid Society and Put Something Back training: Speaker for When One Size Does Not Fit All, Miami, Florida
- July 14, 2010, Speaker for A Generation of Independence, West Palm Beach, Florida
- April 30, 2010, Speaker for 2010 Fair Housing Month Celebration, Miami, Florida
- September 15, 2009, Speaker for Fair Housing Act: Updates and Case Studies, Teleconference
- June 26, 2009, Speaker for Diversity Matters: Building the Case for Inclusion in the Legal Profession, Ft. Lauderdale, Florida
- April 17, 2009, Keynote Speaker for 2009 Fair Housing Month Luncheon, Miami, Florida
- May 18, 2009, Speaker for Providing Persons with Disabilities and Elderly with Equal Access to Justice, Stetson University
- August 28, 2009, Speaker for A + Seminar: Accommodations, Access and Affirmative Action, Hollywood, Florida
- October 17, 2008, Speaker for Thirty Years of Gay and Lesbians in the Legal Profession, Miami, Florida
- September 11, 2008, Speaker for General Meeting of Committees and Sections, The Florida Bar, Miami, Florida
- August 22, 2008, Speaker for the Leadership Exchange in Arts and Disability, Ft. Lauderdale, Florida
- June 27, 2008, Speaker for Florida Board of Examiner's Meeting, Ponte Vedra, Florida
- April 17, 2008, Keynote speaker for 40 Years of Fair Housing, where do we go from here? Cape Canaveral, Florida.
- March 1, 2008, Speaker and moderator, Law Students with Disabilities Workshop, Disability Independence Group, Florida International University
- January 27, 2008, Moderator for Advocacy Track CLE on Focus Groups and Voir Dire, American Association for Justice 2008 Spring Convention, San Juan
- April 12-13, 2007, Moderator – Overcoming Obstacles: Lawyers with Disabilities, 2007 Florida Bar Diversity Symposium, and Florida International University
- July 15, 2006, Moderator for Civil Rights CLE Program at the American Trial Lawyers Association at the 2006 Annual Convention
- April 14, 2006, Speaker – 2006 Fair Housing Month Symposium, Broward County Office of Equal Opportunity, “The Face of Fair Housing”, Familial status discrimination.
- June 24, 2006, Speaker – Removing Barriers to the Legal Profession for Lawyers with Disabilities, Florida Bar Annual Convention 2006.
- May 6, 2005, Speaker - Living Will Workshop – Center for Independent Living of South Florida
- April 7, 2005, Speaker - Building a Disability Movement, Disability Affairs Cabinet, University of Florida
- February 5, 2005, Speaker - Disability Rights - Alliance for Families with Deaf Children, Signing Stories @ Your Library
- January 21, 2005, Speaker – Creating Opportunities – Diversity Initiatives-Establishing Priorities, Minority Bar Summit
- October 20, 2004, Participant in Disability Mentoring Day, Miami, Florida
- August 6, 2004, Disability Rights, Jackson Memorial Hospital Rehabilitation
- April 16, 2004, Florida Bar Diversity Symposium, speaker on Disability Issues
- March 2004, Speaker - “Know Your Rights”, Miami-Dade County Law Library and Multiple Sclerosis Foundation
- January 16, 2004, Organizer and Moderator - Children Are in Need – Every Lawyer Can Help: What You Can Do and How to Do It - Florida Bar Continuing Legal Education Committee and Public Interest Law Section Seminar
- January 8, 2004 - In-Service Presentation, Comprehensive Rehabilitation Consultants
- July 23, 2003 – Speaker - ADA Enforcement by Individuals, Association of Trial Lawyers of America 2003 Annual Convention
- April 11, 2003 – Speaker - ADA Compliance – Center for Independent Living of South Florida
- March 24, 2004 – Speaker - ADA Compliance – Ponce Development Council
- February 3, 2003 – Speaker the Application of Americans with Disabilities Act of 1990 to Personal
- Injury Claims – Winter Convention - Association of Trial Lawyers of America
- November 25, 2002 – Speaker - Americans with Disabilities Act and Employment – Dystonia Symposium
- April 12, 2002 – Speaker and Moderator - Issues in Disability Law – Florida Bar Continuing Legal Education Committee and Public Interest Law Section Seminar

### *Memberships*

#### **American Association for Justice**

- Past Chair Civil Rights Section
- Board of Directors – Employment Law Section
- Publications Committee
- Sections and Litigation Group Coordination Committee

#### **Florida Bar Association**

- Chair-Elect, Florida Bar Animal Law Section
- Leadership Academy Committee of the Florida Bar 2013 – 2015



- Special Committee on Diversity and Inclusion (2012 – 2013, 2014 - Present)
- Chair Equal Opportunities Section (2008-2009)
- Co-Chair Lawyers with Disabilities Committee – EOLS (2006-2007)

**Disability Rights Bar Association** – Board Member

**New York Bar Association**

**Dade County Bar Association**

**National Association of Employment Attorneys**

**Supreme Court Standing Committee for Fairness and Diversity**

**Eleventh Judicial Circuit Accessibility Committee**

**Third District Court of Appeal Accessibility Committee**

**Advisory Board of Directors, Burton Blatt Institute, Syracuse, NY**

**Miami-Dade HIV/AIDS Partnership, Housing Committee, Member of Board of Directors (2004-2005)**

### *Honors*

- Paul G. Hearne Award for Disability Rights (2019)
- Florida Bar Public Interest Law Section Terl Award for Individual Rights and Responsibilities (2018)
- Florida Bar Animal Law Section Animal Lawyer of the Year Award (2018)
- Housing Opportunities Project for Excellence - Answering the Call Award (2018)
- Florida's Children First Outstanding Advocate for Children with Special Needs (2017)
- Florida Fair Housing Summit – Advocacy Award (2015)
- Lawyers to the Rescue Lawyer of the Year Award (2013)
- Florida Bar's 2003-2004 G. Kirk Haas Humanitarian Award