

**LEONARD A. SANDLER**  
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Clinical Law Programs  
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**Education:**

University of Maryland School of Law, Juris Doctor, with honors, 1981.

Northeastern University, B.S., with highest honors, 1973 - 1978.

American University, non-degree, 1967-1969.

**Employment:**

Clinical Professor of Law, University of Iowa College of Law, 1993 to present; Clinical Associate Professor, 1990 to 1993.

Co-Director, Law, Health Policy & Disability Center, University of Iowa College of Law 1999 to 2003; Associate Director of Clinical, Educational and Special Projects, 2003 to 2005.

Staff Attorney, South Royalton Legal Clinic, Vermont Law School, South Royalton, Vermont. February 1988 to January 1990.

Staff Attorney, Legal Aid Bureau, Inc., Centreville, Maryland, 1981 to 1988.

Clinical Law Instructor, University of Maryland School of Law, Baltimore, Maryland, Summer 1987.

Reginald Heber Smith Community Lawyer Fellowship Program, serving as Staff Attorney with the Legal Aid Bureau, Inc., Centreville, Maryland, 1981 to 1983.

**Teaching:**

*Clinical:* Disability law, systems reform universal design, housing and assistive technology projects, HIV/AIDS, general practice, civil rights, public benefits, and extern supervision.

Director, AIDS Representation Project, a practicum specializing in HIV- and AIDS-related issues, 1990 to 1996.

Director, Systems Reform Projects, AT Legal Project, a practicum to remove barriers to assistive technology and effect change in law or policy through research, education and grassroots and legislative advocacy, 1998 through 2005.

Principal Investigator: The Washington Court Housing Survey: A Study of Accessibility and Universal Design in Affordable Housing. The research report was released on April 20, 2009. The survey is designed to find out whether residents of an award-winning, historic Dubuque apartment

rehabilitation project are aware of, use or benefit from universal design and accessibility features. The second goal is to test the survey instrument's effectiveness in gathering information on universal housing design more generally. The ultimate goal is to encourage the public and private sectors to fund or build barrier-free affordable housing (2005-2009).

*Non-clinical:* Legal Aspects of AIDS Seminar, Client Counseling, Disability Law Seminar; guest lecturer, colleges of medicine, law, education, social work, liberal arts.

*Participant:* Faculty Institute on "Engaged Teaching to Engaged Scholarship: Pedagogy, Practice, and Publication," a three-day, multidisciplinary workshop presented by the UI Center for Teaching, May 26 to 28, 2009.

### **Bar Admissions:**

Maryland, 1981; Admitted to practice before the Maryland Court of Appeals, the U.S. District Court for the District of Maryland, and the U.S. Court of Appeals for the Fourth Judicial Circuit.

Vermont, 1988; Admitted to practice before the Vermont Supreme Court and the U.S. District Court for the District of Vermont (inactive).

Iowa, 1990; Admitted to practice before the Supreme Court of Iowa, 1991; Admitted to the U.S. District Courts for the Northern and Southern Districts of Iowa.

### **Awards and Special Recognition:**

2009 Governor's Task Force on Dependent Adults with Mental Retardation: "The Task Force acknowledges the extraordinary support it received from Professor Leonard Sandler of the University of Iowa Clinical Law Program. This Final Report would not have been possible without his probing questions, insight and tireless efforts. Thank you, Len." April 2009 Final Report, [http://www.state.ia.us/elderaffairs/Documents/DependentAdultTF/FinalReport/GTFonDAMR\\_Final\\_Report.pdf](http://www.state.ia.us/elderaffairs/Documents/DependentAdultTF/FinalReport/GTFonDAMR_Final_Report.pdf)

Iowa City Press-Citizen: Across the Fence: Recognition for activities to educate the public and encourage or require universal design in every facet of life (2007)  
<http://www.goiowacity.com/acrossthefence/sandler.html>

Gronen Restoration, Inc. /City of Dubuque: Recognition for the role played in the revitalization of the Casket Company Building and its neighborhood (2007)

Office of the Governor Award and Special Recognition (2006)

President's Award for State Outreach and Public Engagement, University of Iowa (2005).

Commissioner's Award, Iowa Commission of Persons with Disabilities (2005).

Distinguished Agency Award, Citizens for People with Disabilities (2005).

Isabel Turner Award for Outstanding Contributions to Human Rights, Iowa City Human Rights Commission (2003).

Award for Outstanding Contributions to Civil Rights by an Individual, Friends of Iowa Civil Rights, Inc. (2003).

### **Publications:**

The Washington Court Housing Survey: A Study of Accessibility and Universal Design in Affordable Housing: A Report Prepared by the University of Iowa Clinical Law Program about tenant awareness, use and benefits of accessibility and universal design features in an affordable housing complex in Dubuque, Iowa (A community-based systems reform project and research study with Student Legal Interns (April 2009).

The Quest To Make Accessibility A Corporate Article of Faith At Microsoft: Case Study of Corporate Culture and Human Resource Dimensions (2005) Leonard A. Sandler and Peter Blanck, Journal of Behavioral Sciences and the Law, Volume 23 Number 1 2005.

ADA Title III and the Internet: Technology and Civil Rights (2002) Peter D. Blanck and Leonard Sandler. Mental and Physical Disability Law Reporter. Vol. 24 No 5 - Sep/Oct 2000.

The Emerging Workforce of Entrepreneurs with Disabilities: Preliminary Study of Entrepreneurship in Iowa (2000) Peter D. Blanck, Leonard A. Sandler, James L. Schmeling, Helen A. Scharz, 85 Iowa L. Rev. 1691.

Amicus Brief, Supreme Court of the United States, Co-author of the National Council on Disability's brief in Chevron U.S.A. v. Mario Echazabal, a case involving the interpretation of the Americans with Disabilities Act (ADA) and the deference to be afforded EEOC regulations governing applicants or employees who pose a direct threat to themselves or to others in the workplace (2002).

### **Recent Presentations:**

Iowa Housing Policy Roundtable Community Workshops Panelist: Sustainable Home Design, including energy efficiency, indoor air quality, water conservation, accessibility and universal design. Panel provided an overview of policy considerations, approaches and options, recent legislation and program rules. Sponsored by Iowa State University. Ottumwa, June 17, 2009 and Waterloo, July 1, 2009 (scheduled).

The Americans with Disabilities Act: Your Rights & Responsibilities: A primer on the ADA and the 2008 ADA Amendments Act for persons with disabilities, service providers and advocates. Muscular Dystrophy Association Seminar, Iowa City, April 18, 2009.

Living Wills & End of Life Decisions; Health Care and Financial Powers of Attorney; and Introduction to Estate Planning: A series of five free, workshops for University of Iowa employees, staff and students and their families. Co-sponsored by the UI Family Services in April and May 2009 (with Student Legal Interns Nick Gregory and Julie Freeman).

The Amended Americans with Disabilities Act: Anticipating How ADA Litigation Will Change: Panel Moderator and Presenter. Iowa State Bar Association Labor and Employment Section Seminar: Des Moines, March 6, 2009 (with Mike Carroll, Babich Law Firm, Jill Jensen-Welch, Dickinson Law Firm and Mary Cowdry, Iowa Civil Rights Commission).

The Americans with Disabilities Act Amendments Act of 2008: Overview and Practical Implications. Presenter, Iowa Civil Rights Commission Teleconference Training for Lawyers and State and Local Enforcement Agencies, January 8, 2009

A Legal Guide to the Job Interview: Preparation and Pitfalls for Applicants and Employers  
The workshop explored how non-discrimination laws shape the job interview and hiring process, including the types of questions employers may, must or cannot ask. The session began with an overview of the applicable laws and protected classes, continued with a scripted job interview role-play and ended with critique and discussion of the interview by the audience. Iowa Mosaic Diversity, Ames, Iowa, October 20, 2008 (with Student Legal Interns Zoya Arora and Erin Dooley)

Ethical Duties and Dilemmas in Counseling: Panel discussion about the rights of children, parents and guardians, Tarasoff and the duty to warn, conflicts, malpractice and best practices. University of Iowa College of Education (Dr. Vilia Tarvydas) October 6, 2008

The ADA, Employment and Disclosing Disability: To Tell or Not to Tell -- To Ask or Not to Ask: Career Connections transition program for people with disabilities. Sponsored in part by the Grant Wood Area Education Agency and Goodwill Industries of the Heartland. Kirkwood Community College, Cedar Rapids, June 5, 2008

Citizen Action and the ADA: Taking the Reins -- A Workshop on Advocacy and Self-Advocacy Skills to gain access to public accommodations and facilities, Black Hawk Center for Independent Living, Waterloo, Iowa, April 17, 2008 (with Student Legal Intern Casey Kannenberg)

Living Wills, Powers of Attorney and Other Advance Directives: Age Doesn't Matter: Co-sponsored by UI Family Services, Three sessions in April 2008 for UI students, faculty, staff and families (with Student Legal Interns)

Homes for Life: A Personal Introduction to Universal Design and a Step by Step Survey. Iowa City Home and Builder Show, Coralville Marriott Conference Center, February 24, 2008 (with Mike Cilek, Coldwell Banker) to support the Johnson County Livable Community and Successful Aging Initiative.

### **Examples of Recent Service Activities:**

#### **University:**

Parking and Transportation Charter Committee (2007 to date)

Sustainability Curricular Task Force (2008/09)

Universal Access in Education and Learning Policy Group (grant-funded) (2008 to date)

Strategic Planner: African-American Council (AAC) Leadership Group 2009

Disability Summit 2008 participant

R.E.A.C.H. College of Education certificate program for students with disabilities:

Chair, Program Council, advisor to director (2007 to date)

Campus Planning Charter Committee: Land Use (Chair) Design Review (2004 to 2006)

ADA Task Force IT Subcommittee (2006)

Future Trends Focus Groups: Information Technology Strategic Planning Group (2007)

Universal Access Support Group (formerly UI Web Policy Group) (2001 to 2008)

Council on Disability Awareness (1999 to date)

### **College of Law:**

Chair, Diversity Committee (2008/09), member since 2007

Student/Faculty Ombudsperson (2008/09)

Clinical Redesign Workgroup: Liaison and primary coordinator

Law, Health Policy & Disability Center: Participated in grant-funded project to develop web based training on the ADA and the job interview and hiring process

Student Services Committee (2004/09)

Advisor to Committee to Develop Disability Services and Accommodations Policies

Hubbard Program Skills Training Sessions (2005, 2006, 2008, 2009)

Web Site Redesign Workgroup (2005/08/09)

Chair, Physical Facilities and Information Technology Committee (2007/08), member since 2006

Clinical Peer Review Committee (2006 to 2007)

Legal Counselor and Advisor to faculty, staff and students (ongoing)

### **State:**

Iowa Housing Policy Roundtable: This two day invitation-only conference set and prioritized housing goals. The focus included universal design, transportation, sustainability, community development and disaster recovery. Perry, IA (April 2009)

Governor's Task Force on Dependent Adults with Mental Retardation: Special Advisor (2009)

Rebuild Iowa Commission (RIO): Housing Task Force Resource Group (2008, 2009)

Iowa Certificate of Need Program: Legislation and comparative law analysis (2008, 2009)

Multigenerational Homes Task Force: I drafted Senate Concurrent Resolution#3, 2009 Legislature

Iowa Senior Legal Assistance Integration Project: Member, Statewide Planning Group to develop and implement an integrated and comprehensive state legal assistance delivery system. Education and Service Options committees (2006 to date);

Lt. Governor's Summit on Housing for Persons with Disabilities

Mental Health and Developmental Disabilities Commission Redesign Legal Settlement Workgroup

UI Clinical Law Program's Housing Project won the first UI President's Award for State Outreach and Public Engagement in 2005

UI Clinical Law Program's Universal Design Project was established to eliminate the need for costly retrofits by promoting barrier-free design and requiring, through statute or administrative agency rule, that homes built with public funds include minimum access features.

**Local:**

Homes for Our Future: Public and private partnership to build and sell an affordable, single family home in Iowa City that incorporates universal design, green and sustainable features (2008/09)

Step-By-Step Project: City of Dubuque. Historic preservation; helped a nonprofit and the city rehabilitate and transform an 1890s brownstone into seven universal design apartments and a community kitchen for use by persons with disabilities. Conducted legal research, reviewed floor plans and drawings, developed tenant eligibility preferences, lease and application materials, and accomplished other tasks. (2006 to date)

Cedar Rapids Civil Rights Commission: Provide technical and legal advice to review the local civil rights code, bolster its substantive protections, streamline the investigation and dispute resolution process and enhance the remedies and enforcement provisions (2007 to date);

University of Iowa Rowing Facility -- the accessibility of the rowing stations and compliance with state and federal accessibility standards;

Johnson County Consortium on Successful Aging: Johnson County Livable Communities Initiative to develop resources and services and create referral and education network and comprehensive database to deliver services to people age 50 and older and their families in Johnson County and elsewhere. Chair, Website, database Action Team to design and launch network and web site; Member, Housing Action Team and policy workgroups collaborating with stakeholders on housing, home modifications, access and universal design initiatives (2006 to date)

**Personal:**

Born February 2, 1950, New York City, New York

Married to Lucy David

Veteran, United States Navy (Submarine Service) 1969 to 1973