

# MAINE STATE LEGISLATURE

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DISABILITY  
**RIGHTS**  
MAINE 

2016  
Annual  
Report





# programs

**PADD: Protection and Advocacy for Developmental Disabilities** serves individuals who have a severe, chronic disability as a result of a “physical or mental impairment” that arose prior to age 22, is likely to continue indefinitely, and causes substantial functional limitations in three or more areas of life activity, such as self-care, mobility, language, learning, self-direction, capacity for independent living, and economic self-sufficiency.

**PAIMI: Protection and Advocacy for Individuals with Mental Illness** serves individuals who have a diagnosis of a serious mental illness with priority given to persons residing in facilities.

**PAIR: Protection and Advocacy for Individual Rights** serves individuals who have a disability and who are not eligible for either the PADD or PAIMI programs. PAIR focuses on civil rights violations.

**PAAT: Protection and Advocacy for Assistive Technology** serves individuals who have a disability and who need assistance in obtaining assistive technology devices or equipment in order to live more independently, work, attend school, or meet medical needs.

**PABSS: Protection and Advocacy for Beneficiaries of Social Security** serves individuals who have a disability and who receive Social Security Disability Income (SSDI) or Supplemental Security Income (SSI) and who want to work, return to work, or are working and need assistance with respect to benefits.

**PATBI: Protection and Advocacy for Traumatic Brain Injury** serves individuals who have a brain injury and who have experienced a rights violation or discrimination.

**PAVA: Protection and Advocacy for Voting Access** was created by the Help America Vote Act and works to increase access to voting and represents individuals who have been denied the right to vote.

**EA: Educational Advocacy** is funded by the State of Maine and provides representation to parents of children with disabilities in accessing appropriate special education services.

**Contract Mental Health Advocacy** is funded by the Maine Department of Health and Human Services (DHHS) and Acadia Hospital and provides advocacy to residents of Riverview and Dorothea Dix Psychiatric Centers and Acadia Hospital.

**DSA: Developmental Services Advocacy** is funded by the Maine Department of Health and Human Services (DHHS), Office of Aging & Developmental Services. With this funding, DRM provides legally-based advocacy to individuals with intellectual disabilities and autism from offices in Augusta, Bangor, Caribou, Lewiston, Portland, and Rockland.

**Children’s Advocacy** is funded by the Maine Department of Health and Human Services, Office of Child and Family Services. In addition to individual representation, DRM conducts outreach and monitoring of children’s services in the community, hospitals, residential treatment facilities, and out-of-state placements.

**Deaf Services** is funded by the Federal Communications Commission, the Maine Department of Labor, the Maine Department of Health and Human Services, and Hamilton Relay Services. Individual programs include Employment Advocacy, Civil Rights Advocacy, Communication Technology and Outreach, Peer Support Group (PSG) and Visual Gestural Communication (VGC), the Deaf-Blind Equipment Program, and the Telecommunication Equipment Program (TEP).

# a message from the ed

Dear Friends and Colleagues,

I am delighted to share our 39th Annual Report, which highlights examples of the impactful casework and relentless advocacy undertaken by DRM during 2016.

As I reflect back on the year, I am inspired yet again by the breadth of work undertaken by the dedicated and hard-working staff of Disability Rights Maine. I am proud to be a member of this staff. Through direct legal and advocacy representation, statewide training, systemic advocacy, Deaf advocacy and communication access work, and public policy reform, DRM is a force to be reckoned with in protecting the rights of individuals with disabilities all across Maine. The following pages provide a glimpse of the successes achieved for and with DRM clients over the past year.

2017 marks the 40th Anniversary of Disability Rights Maine. First incorporated as Advocates for the Developmentally Disabled in 1977, DRM began as a tiny agency with only one program – Protection & Advocacy for Individuals with Developmental Disabilities. Today, DRM is a statewide, cross-disability agency that operates 19 state, federal, and private programs. From offices all across the state, we are able to effect systemic change and positively impact the lives of thousands of individuals with disabilities.

Even as we recognize the achievements and progress of the past four decades, however, we know that the fight for full equality and inclusion of people with disabilities is far from over. We have much to do and must remain steadfast in our commitment to ensuring that people with disabilities are free from abuse, exploitation, and discrimination.

I want to thank our funders, partners, and supporters, without whom our work would not be possible. I also want to thank my co-workers, DRM's Board of Directors, the PAIMI Advisory Council, and the Deaf Rights Group, for keeping focused and continuing this vitally important work. Most importantly, I thank and honor our clients, whose stories inspire and motivate us to continue the fight to create a better, more inclusive Maine for people with disabilities which will, of course, make Maine better for everyone.

Respectfully,

Kim Moody, Executive Director



Disability Rights Maine is supported by grants from:

the Administration on Intellectual and Developmental Disabilities

the Center for Mental Health Services

the Rehabilitation Services Administration

the Social Security Administration

the Federal Communications Commission

the State of Maine

Acadia Hospital

Hamilton Relay Services

the Maine Civil Legal Services Commission

private donations

We thank all supporters who enable our work, and hope this report illustrates how important your support is to the disability community.

You can help support us at [www.drme.org/support](http://www.drme.org/support)

To protect the confidentiality of our clients, pseudonyms have been used.

Available in alternative formats upon request

Cover Image:

This modified International Symbol of Accessibility's (ISA) use is currently being debated in the disability community but has already found a home with the Museum of Modern Art.

# DRM in focus:

## Impacting the rights of children in Maine

**DRM goes to the places where children are.** DRM's advocates and attorneys reach out to young people in the places where they receive services and treatment, to educate them and their families about their rights and how to exercise them.

- DRM successfully advocated for an appropriate discharge for Kara, a 16 year old girl with mental illness. Prior to DRM intervention, Kara spent many years in a residential treatment program with only intermittent contact with her family. DRM filed a complaint and pushed Kara's guardian to pursue opportunities for her to live in the community. Kara was discharged to live with family.

DRM staff conduct extensive monitoring of the facilities and programs where Maine children receive services. Advocates are present in community and residential treatment programs, in hospitals, and conduct visits to monitor the rights of Maine children who are placed in out-of-state programs.

DRM advocates are present at the youth detention facility in southern Maine and at facilities across the state where children are at risk of isolation from families, peers, and

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**“Maine children with disabilities are at risk of needless institutionalization, and DRM responds to that risk.”**

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their communities. DRM's goal is to be present in every treatment setting where children's rights need defending.

- During a monitoring visit at a residential treatment program, a child reported staff holding the door shut to the isolation room, preventing him from exiting the room on numerous occasions. During this visit, many youths reported instances of seclusion, which is not permitted. DRM intervened with the provider organization and involved the State of Maine as a funder and licenser of the program. The provider agreed to stop the practice of holding the door shut and to remove the doors to the isolation rooms.

Maine children with disabilities are at risk of needless institutionalization, and DRM responds to that risk. Maine's system of care for young people and children is inadequate. The lack of a comprehensive community-based service system results in kids being stuck in higher levels of care than they require. When in-home and community services are lacking, children remain in residential and hospital settings, sometimes for months and even years longer than necessary. For families that desperately want their children at home but can't provide for them and meet their needs safely without home-based supports, the system feels like it is in crisis.

DRM intervenes when children are denied access to individualized services that will allow them to grow and make progress. DRM advocates for a service system that adapts to the individualized needs of Maine children, rather than requiring that children adapt to fit a program that may not reflect who they are and what they need.

## Kaymi returns home



When Kaymi Hunt greets a visitor at her home, she shows off her bedroom. The walls are painted blue – Kaymi’s color of choice – and a friend has decorated them with sharks and fish. Kaymi’s pride in her personal space is understandable. She’s just returned from an out-of-state medical facility where she lived for over three years. These places rarely allow for that kind of self expression or autonomy, where your room can reflect who you are and what you like.

“Without Katrina and DRM’s advocacy, this would not have been possible.”

Tamara Hunt credits her partnership with Katrina Ringrose, DRM children’s advocate, with creating this opportunity. Kaymi has complex needs, including a fragile medical condition, and she needs integrated medical and mental health care. When that wasn’t available in the community, things spiraled and Kaymi ended up in a restrictive setting hundreds of miles from her home.

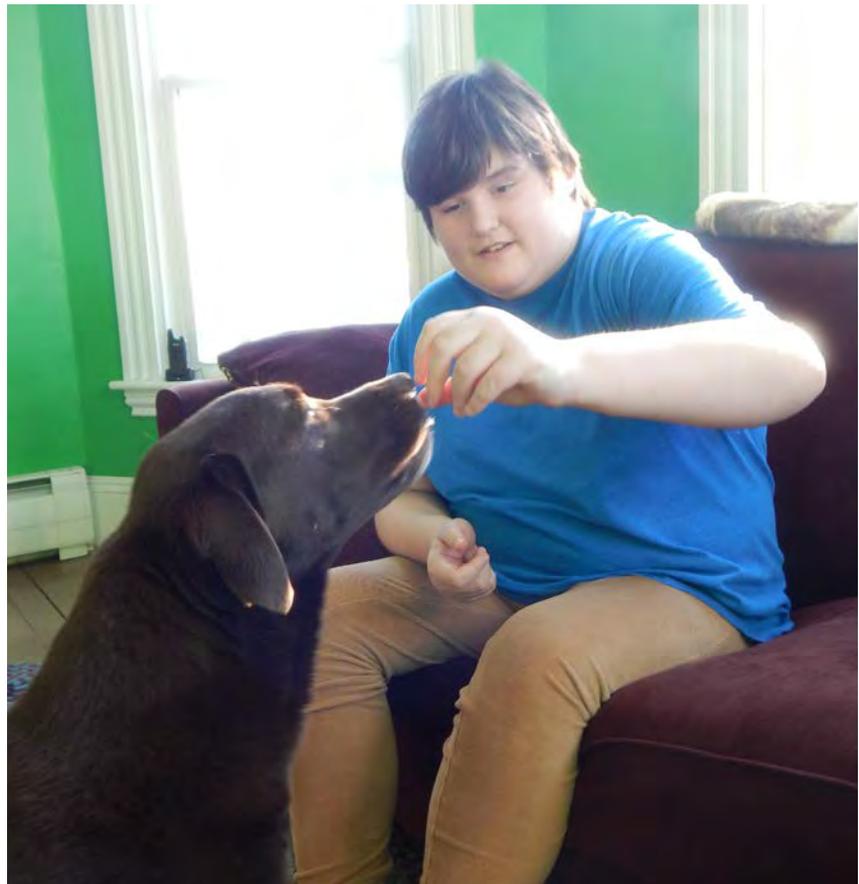
“Without DRM’s advocacy, we’d never be where we are,” Tamara reports. DRM’s intervention with the treatment facility and with Maine provider agencies resulted in a comprehensive transition and service plan for Kaymi. Having that plan allowed her return to her home and community.

She’s now enrolled in a mainstream program at her local middle school, and thriving in math and gym. Tamara and Kaymi manage the challenges of her degenerative disease with the assistance of Mia, her service dog, in the comfort of their own home.

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“Having that plan allowed her return to her home and community. She’s now enrolled in a mainstream program...”

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Above: Kaymi and Mia pose for the camera, it’s good to be home.

Below: Kaymi feeds Mia - her service dog, who is a part of Kaymi’s support structure allowing her to be home

# employment

**Jen contacted DRM** when her employer fired her after she sought treatment for her mental health diagnosis. Jen was an employee at a restaurant when she sought treatment for symptoms related to her disability. While in the hospital, Jen contacted her manager to inform him that she needed time off. When she explained that she had a mental health diagnosis and this was the reason for her hospitalization, the manager's attitude changed. He stated that if she was hospitalized again, the restaurant would need to reevaluate her employment.

Shortly after returning to work, Jen was readmitted to the hospital. She again contacted her manager to let him know that she was seeking treatment and made a request for unpaid time off. Her manager responded that if she missed one more day of work within the next 60 days, she would be terminated.

Due to her mental illness and need for treatment, Jen called out of work the following day and, as a result, she was immediately fired. As a minimum wage, hourly employee, however, Jen's absence could not have caused an undue hardship, which the manager should have taken into consideration. Rather than losing her job, Jen should have been allowed time to complete treatment and stabilize before returning to work.

DRM filed a charge of discrimination with the Maine Human Rights Commission and the Equal Employment Opportunity Commission. The DRM attorney was able to negotiate a successful resolution on Jen's behalf, which included the development of new Americans with Disabilities Act compliance policies and training for all restaurant staff.



*Vickie Bourisk, who recently was recognized for over 20 years of work at Mercy hospital, poses with her husband after filling out her first voter registration.*

## Big News

A DRM attorney presented at the Maine State Bar Association's Annual Labor and Employment Conference. Approximately 150 individuals attended this training, entitled "Psychiatric Disabilities and the ADA: Trying to Get It Right."

# guardianship

**Richie has an intellectual disability and contacted DRM** for help with terminating his guardianship. A DRM attorney discovered that Richie had been denied due process during the guardianship proceeding.

When Richie's foster mother requested temporary emergency guardianship, the probate court failed to inform him of this petition. Further, instead of scheduling a hearing on the petition, for which Richie would have been entitled to legal representation, the court proceeded to issue an order for full guardianship and conservatorship.

Richie was never notified of this process, or the guardianship order, and did not learn he was under guardianship until he contacted DRM. The DRM attorney moved to have the court vacate the previous order on the basis that Richie did not receive due process when it was issued. At the hearing, the court requested that the parties consider a potential settlement



*Josh Weidemann, at DRM's 16th Annual Dinner to celebrate Supported Decision-Making*

and submit an agreement to terminate the guardianship. Before the court terminated the conservatorship, however, Richie's guardian asked the court to award her a large sum of money for damages she claimed to have sustained due to Richie's actions. He denied the allegations and raised his own concerns about financial exploitation.

At DRM's request, the court appointed an accountant to review the guardian's records to assess potential misuse of Richie's funds. Although the accountant identified areas of concern, Richie decided to sever all ties with his guardian rather than pursue a suit against her. DRM negotiated a settlement between the two parties and the court granted the joint motion to terminate the conservatorship.

## Big News

DRM conducted 14 trainings on Supported Decision-Making (SDM) during FY 16, including the agency's first ever webinar. Approximately 1,059 people with disabilities, family members, service providers, and State employees participated.

# rights violations

Lily, a young woman with an intellectual disability, contacted DRM after her residential provider denied her access to her money and her debit card. Lily's money was placed into the provider's bank account and she was limited to \$10 at a time. Lily also had a personal bank account and debit card, which the provider would not allow her to have in her possession. A DRM advocate met with Lily and her staff to discuss her rights.

The advocate met with the executive director of the agency to discuss these rights violations and remind him that individuals should not be denied access to their property.



*Margaret Cardoza, recipient of the 2016 Helen M. Bailey Advocacy Award at the DRM Annual Dinner with her husband, Marco.*

Residents are now able to choose where they keep their money and are also able to decide how much money to have in their possession. Further, residents will not be denied access to their bank cards. All residents are now assured their right to access their property. Not only was Lily given back her debit card, but she has now decided to keep her money in her personal account.

As a follow-up to this case, DRM provided rights training to the agency staff and clients.

## Big News

In FY 16, DRM Children's Advocates visited 27 residential facilities across Maine. Through this outreach, DRM met with approximately 225 children to provide information about their rights, answer questions, and address potential concerns.

# education

When Gabe was restrained, placed in seclusion, and denied access to effective communication at school, his mom called DRM. Gabe, who has autism, was subjected to daily restraint and confined to a certain space, where he was essentially segregated from his peers.

A DRM attorney initiated due process proceedings, based on the district's failure to provide a free and appropriate public education in the least restrictive environment, as well as its failure to ensure consistent access to assistive technology to support Gabe's communication needs. Prior to the hearing, DRM negotiated a settlement agreement in which the district agreed to contract with two independent experts to conduct comprehensive evaluations of Gabe's communication needs, including his need for assistive technology,



*Matthew Denger, former client of DRM, pictured above, as we initially met him to keep him in school and below, having reached his educational goals.*

a comprehensive behavioral assessment, and program review.

DRM attended several follow up meetings and the district continued to increase its consultation with the outside providers. As a result of the ongoing expert consultation, the use of restraint was eliminated through the use of a comprehensive behavior intervention plan, including expert consultation and training for staff. Gabe began spending the majority of his day in settings with peers, engaging in pre-vocational tasks in the community, and he obtained a new communication device. Over the course of the year, Gabe's communication skills improved significantly and as they did, incidents of difficult behaviors decreased sharply.

## Big News

A DRM attorney presented at the National Business Institute's Continuing Legal Education, "Special Education Laws Made Simple." DRM collaborated with Pine Tree Legal, a private attorney, and a special education hearing officer on this training.

# community integration

**Linda, who uses a wheelchair, reached out to DRM** after she was prevented from visiting an upscale restaurant in southern Maine. She was thrilled when she received a gift certificate to dine at this highly-rated establishment, as she had always wanted to go and now had the opportunity. Linda called DRM when she learned that the restaurant was not accessible and she had no way to enter the building. Because Linda could not use the gift certificate, through no fault of her own, she requested a refund but was denied.

DRM contacted the restaurant and demanded that it undertake modifications to become wheelchair accessible as required by the Americans with Disabilities Act and the Maine Human Rights Act.

DRM informed the manager that the restaurant is a place of public accommodation and therefore must ensure access by removing barriers that prevent people with disabilities from fully and equally enjoying any goods, services, facilities, privileges, advantages or accommodations. After negotiation between DRM and the restaurant, the facility management agreed to become wheelchair accessible.

Thereafter, the restaurant underwent construction to install an elevator to provide full access to the dining room. The elevator is now operational and the restaurant reports that diners who use wheelchairs now have access to the dining room and wheelchair accessible restrooms.

*DRM Advocate Riley Albair with Noah Carver, recipient of the 2016 Access for All Award*



## Big News

At the National Association for the Deaf's Biennial Conference, DRM, DEAF Inc., the Internal Revenue Service, and the National Disability Institute co-presented a workshop on ASL Tax Day, which is being adopted as a model for a national effort!

# voting

## Voting Rights: Promoting Citizenship in Action

In the run-up to Election Day 2016, DRM conducted extensive outreach and education on voting rights to people with disabilities across Maine. DRM's Protection and Advocacy for Voting Access project is a cross-disability initiative, intended to promote access to voting for people with disabilities who have been historically underrepresented in U.S. elections.

DRM staff partnered with service providers and held voting fairs across the state. These fun and informative events celebrated democracy and the right to vote. The mission was to merge fun, learning, and activism for people with disabilities, and to encourage their involvement in important civic activities that impact their lives. Some had voted before, but for many, voting was a new and intimidating idea. DRM found that many people with disabilities did

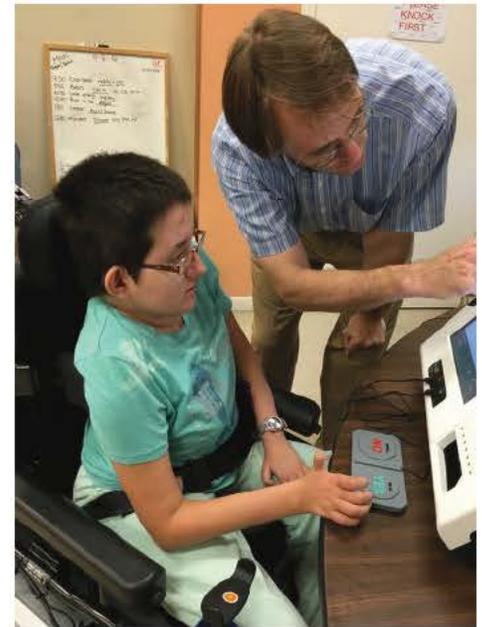
not know about voting processes and their right to access a private, independently-cast ballot.

DRM co-hosted educational events with Maine's Secretary of State's Office. These events were held across the state, rolling-out Maine's new accessible voting system.

DRM partnered with Maine's League of Women Voters to develop accessible voting information guides. The guides were translated into American Sign Language and digital audio formats and shared on DRM's website and social media.

DRM presented voting rights trainings at the American Council of the Blind conference and the White Cane Walk, at psychiatric survivor social clubs, to Deaf seniors, a Peer Support Group, and at small workshops across the state.

DRM staff surveyed 110 polling places for accessibility on Election Day and conducted follow up activities regarding communities where serious access problems were identified.



*Jonathan Monoe, helping someone use the accessible voting booth to make their decisions known, a part of our democratic process.*

## Big News

DRM collaborated with providers of developmental services to host a series of five voter education events throughout Maine. 250 individuals attended, participating in a voting rights training and learning about Maine's new accessible voting system.

# changing the system

A DRM attorney co-presented a series of ADA rights trainings at four CareerCenters in central Maine. Due to the success of the initial presentations, DRM's Public Policy Director and two Deaf Services Advocates were invited to provide follow-up training on disability etiquette and working with individuals with disabilities. In all, DRM trained approximately 175 Vocational Rehabilitation Counselors and CareerCenter staff.

At the request of the Maine Emergency Management Agency (MEMA), a DRM attorney developed a set of guidelines for disaster emergency shelters. These guidelines provided an overview of the federal and state laws regarding service animals and companion animals.

DRM collaborated with the Office of Child and Family Services to develop a comprehensive rights training based on the "Rights of Recipients of Mental Health Services Who are Children in Need of Treatment". This training was provided to 291 child welfare workers in all eight district offices. Additionally, DRM did a voice-over of the training that OCFS plans to post on their intranet for new staff to access.

With the passage of L.D. 949, "An Act to Enact the Recommendations of the Commission on Independent Living and Disability", DRM was granted standing to bring suit in its own name to enforce the public accommodations provisions of the Maine Human Rights Act.

DHHS invited DRM to assist in the development of "High School & Beyond - A Guide to Transition Services in Maine". Two DRM attorneys reviewed and provided significant contributions to the sections related to special education services and supports as well as securing the inclusion of a section on Supported Decision-Making. DHHS has distributed this guide across the state and it is available in both print and electronic formats.

In 2016, the Deaf Rights Group (DRG) voted to become the Deaf Services Advisory Council to Disability Rights Maine and will be involved with setting the priorities for DRM Deaf Services. For over 20 years DRG served as an open meeting for all community members to come and share information about the systemic needs and accomplishments of the Deaf community in Maine.

Senator Angus S. King, Jr. invited DRM's Executive Director to convene a group of Maine leaders interested in increasing employment and improving employment outcomes of Maine citizens with disabilities. DRM assisted the Senator's staff in getting community stakeholders at the table, in developing the agenda for the meeting, and in co-moderating the meeting with Maine's State Chamber of Commerce Executive Director. The information learned during this roundtable is being used to develop further strategies and initiatives to increase the hiring of people with disabilities in Maine.

A DRM managing attorney was appointed by Maine's Governor to serve on the Juvenile Justice Advisory Group (JJAG). DRM was successful in obtaining a commitment from the JJAG to determine how to begin including disability status when analyzing "disproportionate minority contact" within the juvenile justice system; the analysis currently only looks to race. The DRM attorney serves on the Disproportionate Minority Contact Committee and participates in the Systems Improvement Committee.

# Deaf services news

Eric, a Deaf man with cerebral palsy and an intellectual disability, had been struggling to find meaningful work for years. Deaf Services advocates provided consultation to Eric and his career planning team at Vocational Rehabilitation, and to a potential “situational assessment” employer. The potential employer requested a training for all staff about working with a Deaf coworker and basic sign language. Deaf Services advocates designed a training specifically for this work site, and for Eric’s individual needs. With this advice, training and support, the employer hired Eric as a funeral attendant.



*Eric Hodges at work at A.T. Hutchins Funeral Home*

Robert, an older Deaf man and ASL user, contacted Deaf Services about

his experiences in a local hospital emergency room, where he was not provided with either on-site or video interpreters. Robert had had a stroke, and the lack of communication access added a level of danger and stress that was unneeded. Robert’s wife is also Deaf and was unable to communicate effectively to participate in her husband’s care. A Deaf Services advocate intervened and educated the hospital staff about their communication access obligations, and connected them with interpreter service providers so that they could formalize a process to effectively serve Deaf patients.

Renee, a Deaf woman, was terminated from employment due to not calling in to the right supervisor after experiencing a work related illness. Renee contended that a lack of interpreter services

and communication problems led to her termination. Deaf Services intervened with Renee’s union representative on the impact of a lack of communication access, and the employer’s obligation to provide “effective communication.” Renee’s appeal was successful and she was reinstated at her job.

A Deaf man, whose wife is pregnant, called DRM Deaf Services with questions about fire, smoke, and carbon dioxide alerts in apartment dwellings. Deaf Services referred the client to the Fire Marshall’s policy guidance and other resources, and the family was able to successfully advocate for themselves, making their home a safe space.



*The ASL Tax Day team who worked hard to bring accessible tax services to Deaf community members*

# our clients

DRM provided direct representation to 1203 clients for 1669 cases. Information and referral services were provided to an additional 2195 individuals.

## Client Age

4 and under	17
5 to 12	104
13 to 18	156
19 to 25	183
26 to 64	662
65 and over	81

## Clients by County

Androscoggin	119
Aroostook	99
Cumberland	229
Franklin	34
Hancock	26
Kennebec	117
Knox	30
Lincoln	20
Oxford	43
Penobscot	179
Piscataquis	21
Sagadahoc	24
Somerset	46
Waldo	35
Washington	22
York	140
Out-of-State	19

## Client Disability

Blindness/Visual Impairment	8
Brain Injury	16
Deafness/Hard of Hearing	84
Developmental Disability	772
Learning Disabilities	11
Mental Illness	245
Physical Disability, Health Impairment, Chronic Illness	67

## Case Problem Area

Abuse/Neglect & Other Rights Violations	894
Community Integration	231
Education	157
Employment	102
Government Services & Public Accommodations	123
Guardianship	72
Housing	79
Voting	8

# financial summary

Year Ending September 30, 2016

## REVENUE AND SUPPORT

Federal Grants	\$1,209,594
State Grants	\$1,358,409
Contributions	\$13,767
Other Revenue	\$432,190
<b>TOTAL REVENUE</b>	<b>\$3,013,960</b>

## EXPENSES

PADD	\$332,030
PAIMI	\$350,237
PAIR	\$177,432
PAAT	\$65,634
PABSS	\$97,426
PATBI	\$39,284
PAVA	\$76,263
EA	\$103,925
Psychiatric Ctr Adv	\$152,815
Maine Civil Legal Svs	\$39,606
Rep. Payee Reviews	\$4,773
Developmental Svc Adv	\$437,414
Deaf Advocacy +	
Comm Access Prog	\$666,850
Supported	
Decision-Making	\$5,392
Supporting Services	\$302,778
<b>TOTAL EXPENSES</b>	<b>\$2,915,014</b>

## 2017 board of directors

Chad Hansen, Esq., President  
Jim Clifford, Esq., Vice President  
Sean Ociepka, Esq., Secretary  
Corin Swift, Esq., Treasurer  
Debbie Gilmer  
Eric McVay  
Richard O'Meara, Esq.  
Amy Phalon, Esq.  
Lydia Richard  
Kathleen Shevenell  
Willie Tarr  
Rachel Violette, Esq.  
Sally Walsh  
Neal Williams

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Gil Broberg  
Mary Herman  
Pat O'Brien, MBA, CAS  
Howard Reben, Esq.  
David Webbert, Esq.  
Jeffrey Neil Young, Esq.

## PAIMI advisory council

Simonne Maline, Chair  
Cathy Bustin  
Melissa Caswell  
Karen Evans  
Hank Hainke, Esq.  
Emily Johnson  
Elizabeth Kramer  
Vickie McCarty  
Lydia Richard  
Russell Thayer  
Laurie Wallace

*Staff and board members of DRM:  
Peter Rice, Chad Hansen, Michelle  
Ames, Meryl Troop, Elaine Williams,  
Katrina Ringrose, Kevin Voyvodich*

## DRM staff

Kim Moody, Executive Director  
Kristin Aiello, Attorney  
Riley Albair, Advocate  
Michelle Ames, Advocate  
Caleb Baker, Attorney  
Gabrielle Bérubé Pierce, Attorney  
Nell Brimmer, Attorney  
Wendy Carr, Secretary  
Maureen Chick, Finance  
Staci Converse, Attorney  
Shannon Crocker, Operations Director  
Tammy Cunningham, Paralegal  
Billy Hickey, Communications  
Technology Specialist  
Benjamin Jones, Attorney  
Mark Joyce, Attorney  
Kristina LaChance, Advocate  
Rick Langley, Deputy Director  
Ariel Linet, Attorney  
Erik Monty, Office Manager  
Scott Murray, Deaf-Blind Program  
Coordinator

Mary Myshrall, Advocate  
Fern Nadeau, Information & Referral  
Coordinator  
Atlee Reilly, Attorney  
Peter M. Rice, Legal Director  
Katrina Ringrose, Advocate  
Debra Rogers, Communications  
Technology Specialist  
Meagan Rogers, Information &  
Referral Coordinator  
Laura Rowland, Advocate  
Clarisa Sanchez, Advocate  
John Shattuck, Advocate  
Jeff Skakalski, Attorney  
Sara Squires, Public Policy Director  
Meryl Troop, Deaf Services Director  
Kevin Voyvodich, Attorney  
Lauren Wille, Attorney  
Elaine Williams, Communications  
Technology Specialist  
Adam Wilson, Attorney



# DISABILITY RIGHTS MAINE

## our mission

Disability Rights Maine is a private non-profit organization, incorporated in Maine, governed by a volunteer Board of Directors and designated by the Governor of Maine to serve as Maine's independent advocacy agency for people with disabilities.

Our mission is to enhance and promote the equality, self-determination, independence, productivity, integration, and inclusion of people with disabilities through education, strategic advocacy and legal intervention.

DRM Board and staff believe that people with disabilities must:

- Be free from abuse;
- Control the decisions that affect their lives;
- Receive the services and supports necessary to live independently;
- Have the opportunity to work and contribute to society; and
- Have equal access to the same opportunities afforded all other members of society.

Please consider donating to support us in this mission. Donations accepted at our website.

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