



## Carolyn Doppelt Gray

Of Counsel

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**CAROLYN DOPPELT GRAY** is Of Counsel in the Employment, Labor & Workforce Management practice, in the Washington, DC, office of Epstein Becker Green. She counsels a wide range of clients, including lodging, entertainment, and transportation companies; sports stadiums and arenas; speedways; retailers; colleges and universities; restaurants; health care facilities; pharmaceutical companies; food suppliers; and housing enterprises, among others.

Ms. Gray:

- Has extensive experience providing advice on matters involving the Americans with Disabilities Act of 1990 (ADA), Rehabilitation Act of 1973, Family and Medical Leave Act, Fair Housing Amendments Act of 1988, and related education, civil rights, and construction statutes
- Counsels clients on all aspects of disability-related employment and accessibility requirements under federal, state, and local laws
- Defends against alleged public accommodation and housing development violations in civil and administrative actions
- Provides counsel on employment and operational issues

Previously, Ms. Gray was Special Counsel in the Labor and Employment Law Department and Co-Head of the Accessibility & Accommodations Group of a global law firm, a partner and chair of the Disability Practice Group at the largest firm in Indiana, and a Member of the Firm at Epstein Becker Green. She has served in several government posts, including as a senior White House appointee at the U.S. Department of Health and Human Services, where she was a Principal Deputy Assistant Secretary and Commissioner of the Administration on Developmental Disabilities. In those roles, Ms. Gray participated in the rollout of the ADA, including the development of regulations and technical advice for employers and public and private sector organizations. Earlier in her career, Ms. Gray served at the U.S. Department of Housing and Urban Development as an advisor for the Fair Housing Act's accessibility process. She was

also Director of the Office of Women's Business Enterprise at the U.S. Small Business Administration, Executive Director of the President's Advisory Committee on Women's Business Ownership, and President of a juvenile furniture manufacturing firm.

A frequent speaker on an array of disability-related employment and construction issues, Ms. Gray has served as editor for the *National Disability Law Reporter* (LRP Publications) and as a contributing editor for the *Disability Compliance Bulletin* (LRP Publications) and the *Corporate Counsel's Guide to the Americans with Disabilities Act* (Business Laws, Inc.). She also has written books on the ADA for CIGNA Special Benefits Companies, the National Organization on Disability, *Business Week*, and Packard Press.

Ms. Gray is included in 2013 edition of *The Legal 500 United States* in the areas of Labor & Employment: Workplace and Employment Counseling, as well as in *Who's Who in American Law*, *Who's Who in the World*, and *Who's Who in American Women*. She was the first woman in Indiana to be named Person of the Year by the Fort Wayne Jaycees.

## **Education**

- Indiana University School of Law (J.D., 1979)
  - Articles Editor, *Indiana Law Review*
- University of Missouri (B.J., with honors, 1961)
- Stephens College (A.A., with honors, 1959)

## **Bar Admissions**

- District of Columbia
- Indiana

## **Practice Areas**

- ADA and Public Accommodations
- Employment Litigation
- Employment Training, Practices, and Procedures

## **Industries**

- Health Care and Life Sciences Industry
- Hospitality
- Retail
- Technology, Media & Telecommunications