
Curriculum Vitae of
GARY C. NORMAN, ESQ.

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At Age 35, Voted One of the Ten Most Outstanding Young Americans
- *Jaycees of the United States (September 2009)*

EXPERIENCED ATTORNEY AND
ADVOCATE FOR DISABLED INDIVIDUALS

Advocate for Disabled Individuals

**Founder & CEO of Alternative
Dispute Resolution Organization**

**Author/Speaker/Presenter on Rights
of Disabled Individuals**

Mediator/Facilitator

**Proponent of Laws and Public
Policies that Aid Disabled
Individuals & Service Animals**

**Leader and Organizer of
Conferences, Workshops & Training
of Disabled Individuals**

Negotiator

REFERENCES

“Gary Norman is a spectacular attorney and superb advocate for disabled individuals. He possesses a most remarkable intelligence that is coupled with incredible kindness. As a review of his awards and achievements demonstrates, he is extraordinarily accomplished but his achievements are all the more extraordinary because he is blind. His advocacy for disabled individuals is born out of his own experiences and passion to make life better for others with disabilities.”

- Catherine L. Wolfe, Esq.
Law Office of Catherine L. Wolfe, PLC

“I am honored to provide a sense of the skills, knowledge, and abilities of Mr. Norman and a visible member of the disability rights movement to who I turn to for counsel. Any organization would be the beneficiary and not the benefactor should they hire him.”

- Trisha Fink
Former Executive Director of
National Council for Support of
Disability Issues

NOTABLE APPOINTMENTS, CIVIC ENGAGEMENT, AND COMMUNITY SERVICE

Board of Directors of American Visually Impaired Attorneys Association 2004 – 2008, Vice President 2008 – present

Commissioner, Maryland Human Relations Commission - Appointed By Governor of Maryland, with Senate Confirmation, January 2010 – present

Legal Counsel to Board of Northern Baltimore County Jaycees

Vice President and Secretary of Senior Mediation and Decision-Making, Inc.

Board Of Leadership Academy Of MSBA, June 2011 – present

Board Of MSBA Committee On Law Related Education Program, June 2011 - present

ACCOLADES, AWARDS, Features, AND HONORS

Profiled in Magazine of Minority Corporate Counsel Association (May 2011)

Profiled in Lawyer Spotlight of A.B.A. Commission on Mental and Physical Disability Law (January 2008), available at <http://www2.americanbar.org/disability/Lists/Lawyer%20Spotlights/DispFormNew.aspx?List=b61c4472%2D695a%2D45e4%2Daa94%2Db10d19cf8bc6&ID=4>

Fulbright Senior Specialist Candidate Roster, Winter 2009

Commendation by Speaker of the House of Representatives, Ohio General Assembly for Civic Leadership and Engagement, May 2009

Distinguished Alumni Achievement Award, Wright State University, and Commendation Certificate by Mayor of the City of Dayton, Ohio, May 2009

Hall of Fame, Brunswick High School Distinguished Alumni, April 25, 2009 (youngest inductee ever)

Edward F. Shea, Jr. Award for Professionalism, Maryland State Bar Foundation, June 2008

American Marshall Memorial Fellow, German Marshall Fund of the United States, 2008

Presidential Management Fellow (2000 – 2002) (Posting at Department of Health & Human Services)

Who's Who Among University Students (Cleveland-Marshall College of Law, 2000) (Approved by Faculty Senate, Cleveland State University)

Mary Ann Bagus Scholar (Granted to a promising future disabled attorney) (Cleveland-Marshall College of Law 1997– 2000)

Cuyahoga County-wide Disabled Person of the Year (Cuyahoga County Commissioners, Winter 1999)

Leo Roseman Award for Civic Achievement (Cleveland-Marshall College of Law, 1999)

Phi Alpha Theta & Golden Key National Honors Societies (1996)

Dean's Lists, Wright State University (1994 – 1997)



**DISABILITY LAW
AND POLICY**

CEO & President, Maryland Area Guide Dog Users Inc., October 2002 – October 2008, Immediate Past President October 2008 – January 2010

Established *First-Ever* Pilot Ambulance Service for Guide Dogs with Baltimore County Fire Department

Established Maryland Fund for Emergency Assistance for Care of Guide Dogs

Board of Directors of National Council for Support of Disability Issues, 2005 – 2007, Vice President 2007 – 2008

Guest Lecturer, *Legal Issues Pertaining to Service Animals*, Washington College of Law, American University, and University of Maryland School of Law, April 28, 2009 and March 2010, respectively

Laws That Sanction Interference with Service Animals, and Emergency Preparedness Issues, Maryland State Bar Association, Animal Law Section Annual Programs, June 2008 and 2009, respectively

Presentation at 13th Annual Wilmer Technicians Course, John Hopkins Wilmer Eye Institute, March 15, 2008

Public Fire and Life Safety Educator Seminar: Interaction and Education of People with Disabilities, March 8, 2008

***A Dialogue with a Guide Dog Team*, Hampden Branch, Pratt Free Library, February 9, 2008**

***Colloquium on Guide Dog Policy*, Baltimore Cosmopolitan Club, December 20, 2007**

Disability Policy Seminar sponsored by HalfthePlanet.com, Washington, D.C., January 2004.

SELECTED SPEECHES, REMARKS, AND PRESENTATIONS

***Access to Mediation for People with Disabilities, Especially in the Context of Health Care*, Annual Conference of American Bar Association Section of Dispute Resolution, April 17, 2009 and April 15, 2011**

***On Access of the Disabled to Mediation*, Maryland Mediator's Convention, December 5, 2008 and encore at University of Baltimore School of Law, April 2, 2009**

***Remarks On The Definition of Service Animals at Inns of Court, Rockville, Maryland*, February 2011**

***Power Point: co-facilitated with Debra T. Berube, Esq., Panel on Healthcare Conflict Resolution at Howard County Community College for Association for Conflict Resolution Maryland Chapter*, October 5, 2010**

***Power Point: co-presentation with Debra T. Berube Esq., Discussing Applying ADR in Healthcare at National Conference of Association for Conflict Resolution*, September 2010**

Moderator of Healthcare Panel and Keynote at Marshall Forum - Annual Alumni Conference of American Marshall Memorial Fellowship of German Marshall Fund of United States, Washington, D.C., Spring 2009

PROFESSIONAL EXPERIENCE

Founder and Principle of Norman Access & Conflict Resolution Consultants Group, website: www.gnormanlaw.com

Centers for Medicare and Medicaid Services (CMS) – Office of the Attorney Advisor (OAA), Staff Attorney, September 2003 – present

Assist in the final agency review of the legal decisions rendered by the PRRB, MGCRB and CMS Hearing Officers. In this capacity, I review decisions involving complex Medicare legal principles and policies, the Medicare statute and regulations. I provide extensive legal research and legal analysis. I review administrative records and analyze the pertinent facts and legal issues. Based on this analysis, I recommend a certain course of action and draft legal decisions and legal memorandum incorporating my recommendation for the CMS Administrator's signature. I review and provide legal opinions with respect to whether the agency should appeal adverse court decisions.

PROFESSIONAL LICENSURE, CERTIFICATION AND ACTIVITIES

Maryland Bar License, June 2005; **Ohio Bar License** - November 2000 (Attorney Registration No. 0072345)

Member of Board of Alternative Dispute Resolution Section of Maryland State Bar Association, 2010 – present

Animal Law Section of the Maryland State Bar Association, Chairperson 2009 - 2010, and Former Chairperson 2010 – 2011

Symposium Chairperson of Animal Law Section and Journal Executive Board Advisor to Symposium Edition, 2010 – 2011

Maryland State Bar Association Special Committee on Editorial Advisory, June 2007 – June 2008

Maryland State Bar Association Leadership Academy Fellow, June 2006 – June 2007

ALTERNATIVE DISPUTE RESOLUTION EXPERIENCE

Registered Lead Mediator with Neutrals Roster Baltimore Federal Executive Board, Winter 2008 – Present

Maryland Commission on Human Relations, Registered Mediator, November 2006 – January 2010

U.S. Department of Health and Human Services, Federal Sharing Neutrals Program, registered Lead Mediator, Fall 2003 – present

EDUCATION AND TRAINING

Master of Letters of Law (L.L.M.), American University, Washington College of Law, 4801 Massachusetts Avenue, Washington, D.C., May 2011

- Certificates in Administrative and Regulatory Practice in Healthcare Law
- Law and Government Scholar (received scholarship for L.L.M. studies at the Program on Law and Government)
- Staff Columnist for Blog to Modern American (American Law Journal on Diversity)
- Secretary of L.L.M. Executive Board (2009 – 2010)

Juris Doctorate (J.D.), Cleveland-Marshall College of Law, Cleveland State University, May 2000

- Columnist for award-winning Gavel
- Student Senator of the Student Bar Association (Student Representative to Law Library Committee)
- Legal Intern to David Roth, Esq., Exec. Director of Cleveland Works, Inc., Summers 1998 and 1999

Bachelor of Arts (B.A.), Wright State University, Dayton, Ohio, 1997

Elder Mediation Training from Senior Mediation and Decision-Making, Inc., October 2008

Health Care Arbitration Training from American Health Lawyers Association, June 2007

Transformative Mediation Training from U.S. Department of Health and Human

Services, Office of Dispute Resolution, April 2006

Advanced Mediation Training in Americans with Disabilities Act from Good Shepard Mediation Services, May 2003

Court Approved Mediation Training from Maryland Institute of Continuing Professional Education for Lawyers (MICPEL), March 2003

GOVERNMENTAL AFFAIRS AND PUBLIC POLICY EXPERIENCE

Invited to testify, and submitted written testimony regarding **H. 407 – Including Pets and Service Animals In Protective Orders** - the Maryland State Senate Judicial Proceedings Committee and Maryland House Judiciary Committee, Annapolis, Maryland, March 2011

Drafted **H. 505 – Langer’s Law (legislation to prevent interference with service animals while they are working)** - the Maryland General Assembly, and stewarded passage as Maryland Code Annotated, Human Services, § 7-708

Led effort that defeated the Maryland Service Animal Act of 2006, **H. 1457 – Maryland Service Animal Act (legislation that would have imposed illegal certification requirements)**, Maryland General Assembly

General Counsel to Board of Baltimore City Animal Response Team, September 2008 - October 2009

Legal Advisor to the Maryland State Animal Response Team, Fall 2007 – Fall 2009

PUBLICATIONS

A Provision of Healthcare Reform: Positive or Negative For People With Disabilities? 4(2) Health L. & Pol'y. Brief 82 (Fall 2010) (Available at Health Law Site, wcl.american.edu).

Litigating Animal Law Disputes: A Complete Guide for Lawyers, chapter entitled “The Disabled, Service Animals & the Law,” p. 267 (Joan Schaffner, Eds. ABA TIPS 2009)

Reexamining Models of Disability and Applying Rationality, Morality, and Ethics to Support Disability Rights in Context of Genetics, Washington College of Law Health Law & Policy Brief (Spring 2010), available at www.wcl.american.edu, the website of the Health Law Project at American University.)

The Paralympics: Yet Another Missed Opportunity For Social Integration, 27 Boston University International L. J. 345 (2009), co-authored with Joshua L. Friedman, Esq.

Taking the Bar Exam, 44 Maryland Bar Journal 4 (July – Aug. 2011), co-authored with Joshua L. Friedman, Esq.

Commentary on Resolving Disputes Between People with Disabilities and Healthcare Providers, 7(5) ADReport, at 11-14, June 2011.
http://www.msba.org/sec_comm/sections/adr/adreport/ADRSummer11.pdf

Protecting the Family Pet: The New Face of Maryland Domestic Violence Protective Orders, 40: 1 University of Baltimore Law Forum 81 (Winter 2009), co-authored with Joshua L. Friedman, Esq.

Officers Can Kill A Pet; A Civilian Kills A Police Dog, A Felony Is Committed, ABA TIPS Animal Law Committee Newsletter, at 12, 14, Winter 2009

The Noise About Quiet Cars, Dialogue (May – June 2009), co-authored, available at http://www.blindskills.com/may_jun_2009_sample2.html

A Review of Gods and Generals and Brass Pounders: The Young Telegraphers of the Civil War, The Charger (2000) and republished (2008), available at http://clevelandcivilwarroundtable.com/articles/gods_generals.html

United Methodist Church Has Unique Opportunity to be Inclusive [of disabled individuals], UM Connection Vol. 18, No. 16, September 19, 2007

How You Can Comply With The ADA, Md. Hospitality (Md. Restaurant Ass. Jan. 2004)