



# Employment Practices



## Cape Cod Municipal Human Resources Group : Supervisory Trainings

**\*PLEASE NOTE - This training is only open to Cape Cod Municipal Supervisors. Only three (3) individuals per town may attend each session.**

### Managing Accommodations and Conducting Internal Complaint Investigations

This training meets the MCAD requirements for Discrimination and Harassment Training

#### Topics Addressed

- Requests for a religious, disability or pregnancy accommodation.
- How do I handle these accommodation requests?
- Overview of what you need to consider when implementing accommodation requests.
- Interactive class with a lot of attendee participation.

### How to Conduct an Internal Discrimination Investigation

#### Topics Addressed

This hands-on training explores employer’s responsibilities to conduct internal discrimination complaint investigations; presents effective methods for conducting a comprehensive investigation, and provides participants with the tools to conduct an internal investigation.

**This training is intended for :**

#### DATE & TIME

Thursday, February 12, 2026  
9:30 A- 12:30 P

#### LOCATION

Barnstable Town Hall : Hearing Room (2nd floor)  
367 Main Street Hyannis, MA 02601

**REGISTER HERE**



#### PRESENTER

##### Bio

**GINA RYAN**  
Regina M. Ryan founded Discrimination and Harassment Solutions, LLC in 2014 to provide

Town Managers, Assistant Managers, Human Resource Directors and Department Managers who are responsible for overseeing or handling discrimination claims.

**Reward Credits** This webinar qualifies the MIIA member for .25% MIIA Rewards credit under the Workers Compensation category.

**Accommodations** Please contact Lauren Stratton at 423-302-7787 at least 48 hours in advance.

specialized and interactive training services to educate employees on issues of discrimination, sexual harassment, retaliation, and other employment-related topics. In addition, she recognized the need for employers to complete independent investigations when confronted with allegations of employee wrongdoing including but not limited to ethics violations, bullying, and harassment/discrimination. In response, DHS conducts impartial investigations to determine violations of policy or the law. [Full Bio](#)

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