Employment Practices







Cape Cod Municipal Human Resources Group: Supervisory Trainings

Only three (3) individuals per Cape/Island municipality may attend each session.

Preventing and Addressing Discrimination & Harassment in the Workplace

This training meets the MCAD requirements for Discrimination and Harassment Training

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.



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.

Reward Credits This webinar qualifies the MIIA member for .5% MIIA Rewards credit under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.

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

DATE & TIME

Tuesday February 12, 2026 9:30 A- 12:00 P

LOCATION

Barnstable Town Hall (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 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

Disclaimer: The material contained herein is intended for general informational purposes only. It is not intended as legal advice and should not be construed as such. Any inquiries concerning Massachusetts law should be directed to a city solicitor, town counsel or other licensed attorney.



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