



# Employment Practices



## Preventing and Addressing Discrimination & Harassment in the Workplace

This training meets the MCAD requirements for Discrimination and Harassment Training Per MIIA virtual training policy: All participants must remain on camera individually during the training and must be in attendance no later than 30 minutes after the start of the training to receive credit. (please feel free to use zoom on your camera if your computer does not have a camera option) If you need to attend as a group, please notify Mary Ann Marino [mmarino@mma.org](mailto:mmarino@mma.org) in advance. All group participants must be pre-registered and visible on camera to receive credit.

### Topics Addressed

- Overview of Discrimination
- Identifying Protected Classes
- Sexual Harassment
- Reviewing recent trends in discrimination
- What to expect at the MCAD

**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 Mary Ann Marino at 781-223-1870 at least 48 hours in advance.

### DATE & TIME

Tuesday  
January 13, 2026  
10:00 A - 1:00 P

### LOCATION

Virtual Training

**REGISTER HERE →**



### PRESENTER

#### Bio

#### GINA RYAN

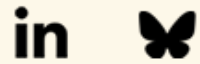
Regina M. Ryan founded Discrimination and Harassment Solutions, LLC in 2014 to provide specialized and interactive training services to educate employees on issues of discrimination, sexual harassment, retaliation, and other employment-related topics. In addition, she recognized the need for employers 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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