MIIA Risk Management Training

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)

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 us at least 48 hours in advance.

DATE & TIME

Tuesday
December 8, 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.

MIIA Risk Management

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