



Employment Practices



How to Conduct an Internal Discrimination Investigation

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

- Explores employer’s responsibilities to conduct internal discrimination complaint investigations
- Presents effective methods for conducting a comprehensive investigation
- Provides participants with the tools to conduct an internal investigation.

This training is intended for:

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 .5% MIIA Rewards credit under the Public Officials, School Board or Law Enforcement categories.

Accommodations:

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

DATE & TIME

Tuesday
November 10, 2026
10:00 A- 12:00 P

LOCATION

Virtual

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PRESENTER

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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