



**MAKING REASONABLE ACCOMMODATIONS IN THE  
WORKPLACE**

September 9, 2015  
Medway



**RESOURCES**  
[MASSACHUSETTS  
COMMISSION AGAINST  
DISCRIMINATION](#)

**Wednesday, September 9, 2015  
Medway  
Medway Town Hall  
155 Village St. (Sanford Hall)  
9:00 a.m. to 1:00 p.m.  
(Registration/Continental Breakfast 8:45 a.m.)**



This seminar will be led by Alex DeAranzeta, Trainer/Mediator for the Massachusetts Commission Against Discrimination (MCAD). It is geared toward supervisory personnel.

**In order to participate in this course it is recommended that the participant have previously attended an MCAD/MIIA "Preventing and Addressing Workplace Discrimination" seminar or the MCAD/MIIA Discrimination Prevention Train-the-Trainer Program or its equivalent.**

### **Trainer**

Alex DeAranzeta is the Mediator and Trainer for the Massachusetts Commission Against Discrimination (MCAD), where she previously served as an Investigator of employment, education and public accommodation matters. The Commission conducts approximately two to three hundred external training sessions each year.

### **Training Description**

This hands-on training explores employers' responsibility to provide disability and religious accommodations at every stage of the employment relationship; presents effective methods for considering and implementing accommodation requests; and gives participants the opportunity to practice their skills using realistic case scenarios. It is an interactive class with a lot of employee participation.

**Who should attend:** Human resources professional management, supervisory personnel to include: Town managers, assistant town managers, school administrators, public safety officials.

Attendance at this seminar qualifies the MIIA member for 1% credit under the FY16 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.

### **Forward email**



This email was sent to mmarino@mma.org by [mmarino@mma.org](mailto:mmarino@mma.org) | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).



MIIA | One Winthrop Square | Boston | MA | 02110