



## **Preventing Discrimination and Harassment in the Workplace**

Friday, December 20, 2019  
Nauset Public Schools Administration Building  
78 Eldredge Park Way  
Orleans, MA 02653  
8:30 a.m.-11:00 a.m.  
(Registration/Continental Breakfast 8:15 a.m.)

**This seminar will be led by Regina Ryan, founder of Discrimination and Harassment Solutions, LLC.**

### **Topics addressed will include:**

Overview of Discrimination  
Identifying Protected Classes  
Sexual Harassment  
Reviewing recent trends in discrimination  
What to expect at the MCAD  
New laws - 2018-2019

### **Trainer**

**Regina Ryan is the founder of Discrimination and Harassment Solutions, LLC and is a Principal at the law firm Louison, Costello, Condon & Pfaff. Ms. Ryan provides interactive and specialized training sessions for employees and she conducts independent internal investigations to assist in resolving employee disputes.**

**To enhance her expertise in this area, she has completed the Massachusetts Commission Against Discrimination (MCAD) certified training programs for harassment and discrimination and for conducting effective internal investigations in the workplace.**

**Attendance at this seminar qualifies the MIIA member for .5% credit under the FY20 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.**