



## **Discrimination Prevention Best Practices How things go wrong: How to make things go right.**

Tuesday May 30, 2017  
Crowne Plaza Pittsfield  
1 West St. Pittsfield MA 01201  
10:00 a.m.- 12:00 p.m

Regina M. Ryan of Discrimination Harassment Solutions, LLC will provide critical updates on the latest developments in the employment discrimination arena. In this interactive session, she will address common trends at the MCAD and she will provide guidance on how to avoid being a respondent at the MCAD and if you find yourself there, what you can expect. An understanding of the basic principles of discrimination is required.

Specifically, the discussion will review recent developments in employment discrimination laws including An Act to Establish Pay Equity effective 2018, An Act Relative to Domestic Violence effective 2014, CORI Reform effective 2010 (only as it relates to claims of employment discrimination) and An Act Relative to Gender Identity effective 2014 and 2016.

In addition, Ms. Ryan will address the significance of having up to date policies and procedures, the importance of training and investigating claims of discrimination and she will provide critical proactive approaches to avoid liability and exposure.

This training is intended for :  
Town Managers, Assistant Managers, Human Resource Directors and Department Manager who are responsible for overseeing or handling discrimination claims

Attendance at this seminar qualifies the MIIA member for .5% credit under the FY17 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.



### **Trainer**

Regina Ryan is the founder of Discrimination and Harassment Solutions 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.