



## Discrimination Prevention Best Practices How Things go Wrong: How to Make Things go Right

### PLEASE JOIN US FOR A WEBINAR

April 21st & April 22  
9:30 a.m.- 11:00 a.m.

Join Zoom Meeting

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**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.

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.

#### **About the 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. Beyond trainings and investigations, DHS consults

with employees to audit policies and practices and to mediate internal employment disputes.

Ms. Ryan practiced law at Louison, Costello, Condon & Pfaff for 26 years specializing in employment litigation. In addition to her litigation experience, Ms. Ryan completed multiple MCAD certified training courses for conducting investigations and trainings related to discrimination and/or harassment in the workplace. She also holds the ATIXA Civil Rights Investigator Level Two Certification for Title IX investigations. Ms Ryan has been a featured speaker at many conferences focusing on topics including sexual harassment and discrimination in the workplace and Title IX.

This training is intended for :

Town Managers, Assistant Managers, Human Resource Directors and Department Manager who are responsible for overseeing or handling discrimination claims

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