

**PREVENTING AND ADDRESSING WORKPLACE  
DISCRIMINATION  
and  
MAKING REASONABLE ACCOMMODATIONS IN THE  
WORKPLACE**

Tuesday, November 19, 2019  
9:00 a.m.- 12:00 p.m.  
and  
1:00 pm- 4:00 pm

Holy Cross, Hogan Campus Center  
1 College Street, Worcester MA 01610

Registration/Continental Breakfast 8:45 a.m.



The Official Website of the Massachusetts Commission Against Discrimination (MCAD)

Massachusetts Commission  
Against Discrimination



**Preventing and Addressing Workplace Discrimination**

**9:00 am- 12:00 pm**

**Trainer - Kristina Khoury**

This seminar will introduce participants to prevention and response to issues of potential discrimination, including discriminatory harassment. It is geared toward supervisory personnel. It is an interactive class with a lot of employee participation. Participants will learn about the following:

How to identify potential issues of discrimination in the workplace.

The importance of an internal policy that is communicated to all employees.

What triggers the duty to investigate?

How to apply your internal policy and the law in your workplace.

The role of the MCAD.

**Responding to Workplace Accommodations**

**1:00 p.m. - 4:00 pm**

**Trainer- Kristina Khoury**

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 attendee participation.

**Trainer Bio**

Kristina Khoury is a Trainer at the MCAD. Kristina works out of the Worcester MCAD office and conducts trainings in the central and western parts of the Commonwealth. Prior to becoming a Trainer, Kristina worked as a MCAD employment and housing investigator for over three years. Kristina obtained her law degree from the University of Massachusetts

School of Law Dartmouth and has a B.A. in English Communications from Emmanuel College.

Attendance at this seminar qualifies the MIIA member for 1% credit under the FY20 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.