



Preventing Discrimination and Harassment in the Workplace

PLEASE JOIN US FOR A WEBINAR

**Tuesday, August 11th
10:00 a.m. - 12:00 p.m.**

You are invited to a Zoom meeting.
When: August 11, 2020 10:00 a.m. Eastern Time (US and Canada)
Register by clicking on link below

https://us02web.zoom.us/meeting/register/tZckdu2orDstEtz_TDdt90BxmrrqL3hO_9nXL

Register in advance for this meeting:

After registering, you will receive a confirmation email containing information about joining the meeting. Please note if you are registering with an email that does not indicate the municipality you work for you will need to send an email to mmarino@mma.org after attending to receive MIIA Rewards credit for attendance.

Regina Ryan, founder of Discrimination and Harassment Solutions, LLC. will present this webinar on the following topics:

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

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 1X.

This training is intended for :

Town Managers, Assistant Managers, Human Resource Directors and Department Manager who are responsible for overseeing or handling discrimination claims as well as entry personnel.

This webinar qualifies the MIIA member for .5% credit under the FY21 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.

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