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## 2016 RISK MANAGEMENT SERIES



### PREVENTING AND ADDRESSING WORKPLACE DISCRIMINATION

Thursday, April 28, 2016  
9:00 a.m.- 1:00 p.m.  
Salem Five Community Room  
210 Essex Street, Salem MA  
Registration/Continental Breakfast 8:45 a.m.

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

Massachusetts Commission  
Against Discrimination



This seminar will be led by Alexandria DeAranzeta, Trainer/Mediator for the Massachusetts Commission Against Discrimination (MCAD). It 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?

Thursday  
April 28, 2016



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

The role of the MCAD.

**Trainer**

Alexandria DeAranzeta is the Mediator and Trainer for the Massachusetts Commission Against Discrimination (MCAD), where she previously served as an Investigator of employment, education and public accommodation matters. The Commission conducts approximately two to three hundred external training sessions each year.

Attendance at this seminar qualifies the MIIA member for 1% credit under the FY16 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.

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