

# 2018 RISK MANAGEMENT SEMINAR



## MAKING REASONABLE ACCOMMODATIONS IN THE WORKPLACE

Wednesday  
October 25, 2017  
9:00 a.m.- 1:00 p.m.



Wednesday, October 25, 2017  
Barnstable County  
Harborview Conference Room  
3195 Main Street  
Barnstable, MA 02630  
9:00 a.m. to 1:00 p.m.  
(Registration/Continental Breakfast 8:45 a.m.)



### Trainer- Regina Ryan

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.

This seminar will be led by Regina Ryan, founder of Discrimination and Harassment Solutions. It is geared toward Human resources professional management, supervisory personnel including: Town Managers, Assistant Town Managers, School Administrators, Public Safety Officials.

**In order to participate in this course the participant must have previously attended a basic "Preventing and Addressing Workplace Discrimination" seminar.**

It is an interactive class with a lot of attendee participation.

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.

Attendance at this seminar qualifies the MIIA member for 1% credit under the FY18 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.