



## Making Reasonable Accommodations in the Workplace

Tuesday, April 12, 2022

9:00 a.m.- 12:00 p.m.

Virtual Training

*(This training meets the MCAD requirements for Discrimination and Harassment Training)*

You must participate individually and remain on camera to receive an attendance certificate for this training. If you do not have a camera on your computer, you may use the zoom app on your phone

An employee may make a request for a religious, disability or pregnancy accommodation. How do I handle these accommodation requests? This three-hour training will provide an overview of what you need to consider when implementing accommodation requests.

This is an interactive class with a lot of attendee participation. You must remain on camera the entire time to receive a certificate.

**Who should attend:** Human resource management, supervisory personnel including; Town Managers, Assistant Town Managers, School Administrators, Public Safety Officials.

Should you need an accessibility accommodation for this training please contact Mary Ann Marino@mmarino@mnia.org and we will do our best to assist you.

*Attendance at this seminar qualifies the MIIA member for .5% credit under the FY22 MIIA Rewards Program under Public Officials Liability, School Board Liability or Law Enforcement Liability categories.*

### 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 training 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 training 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

