



## How to Conduct an Internal Discrimination Investigation

**Tuesday, March 11, 2025**

**10:00 a.m.- 12:00 p.m.**

Register [here](#)

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

This training meets the MCAD requirements for Discrimination and Harassment Training Per MIIA virtual training policy: All participants must remain on camera individually during the training and must be in attendance no later than 30 minutes after the start of the training to receive credit. If you need to attend as a group, please notify Mary Ann Marino - [mmarino@mma.org](mailto:mmarino@mma.org) in advance. All group participants must be pre-registered and visible on camera to receive credit.

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### TOPICS ADDRESSED

This hands-on training explores employer's responsibilities to conduct internal discrimination complaint investigations; presents effective methods for conducting a comprehensive investigation, and provides participants with the tools to conduct an internal investigation.

#### **This training is intended for :**

Town Managers, Assistant Managers, Human Resource Directors and Department Managers who are responsible for overseeing or handling discrimination claims.

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### PRESENTER



#### **GINA RYAN**

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 IX.

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

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