



## Making Reasonable Accommodations in the Workplace

**Tuesday, November 12, 2024**

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

**Register [here](#)**

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

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.

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

*Attendance at this seminar 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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### 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.

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