



Preventing & Addressing Discrimination and Harassment in the Workplace

Tuesday, February 11, 2025

10:00 a.m.- 1:00 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 in advance. All group participants must be pre-registered and visible on camera to receive credit.

TOPICS ADDRESSED

- Overview of Discrimination
- Identifying Protected Classes
- Sexual Harassment
- Reviewing recent trends in discrimination
- What to expect at the MCAD

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 1X

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