Certificate of Completion of AB 1825 and AB 2053 Training

March 12, 2019 two (2) hour session provided by Emilie K. Elliott, Attorney at Law, of Carmel & Naccasha, LLP.

Objectives of training included:

1. Identifying unlawful harassment, discriminatory and retaliatory behavior under FEHA and federal law;
2. Steps to address sexual harassment in the workplace;
3. Reporting complaints of harassment;
4. Reporting obligation of supervisors when aware of harassment, discrimination or retaliation;
5. Responding to complaints of harassment;
6. Employer's obligation to conduct an investigation;
7. Identifying retaliation and how to avoid it;
8. Essential components of a policy against harassment;
9. Effect of harassment on the harasser, victims, employers and co-workers
10. Abusive conduct

I hereby acknowledge that I attended and completed the Sexual Harassment and Abusive Conduct Prevention Training provided on March 12, 2019.

Donn Wm. Howell

Printed Name

Donn Howell

Signature