

# Certificate of Attendance

This certifies that

**(Charlotte Townsend)**

Successfully Completed

## **Sexual Harassment Awareness Onsite Training**

A 2.0 Hour Interactive Seminar for Managers & Supervisors

on October 31, 2019

at the Carmel Area Wastewater District Admin Office, Carmel-By-The-Sea

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This training focuses on the State of California's legislative mandate (AB1825) to provide Sexual Harassment Training for Managers/Supervisors, (AB2053) providing education on preventing "Abusive Conduct" in the workplace, (SB396) which covers Gender Identity Issues and SB1343, Training for Non-Supervisors as well as **Carmel Area Wastewater District's** Sexual Harassment Policy, the legal definitions of discrimination, harassment, and retaliation, increasing awareness among employees, how to maintain a zero tolerance policy, coaching employees on how to respond to inappropriate behavior, the importance of responding immediately and effectively to complaints, and remedies available to harassment victims.

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**Presented by:** Barbara Correia

**Title:** Concern Trainer

