

Certificate of Attendance

This certifies that

(Michael Rachel)

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

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.

Presented by: Barbara Correia

Title: Concern Trainer

