

Certificate of Completion



This is to certify that

Mr. Bary Freeel

has completed the course

Sexual Harassment Prevention Training 2019

Completion Date

03/02/2019

California Special Districts Association



1400 K Street, Suite 400, Sacramento, California

AB 1825, AB 2053, and AB 1661 Harassment Prevention Training Proof of Participation Certificate

Participant Name:

Course Date: Wednesday, January 30, 2019; 8:00 a.m. to 10:00 a.m.

Location: Irvine, New Mayors and Councilmembers Academy

Eligible Credit: 2 Hours (Requires Attendance for Entire Session)

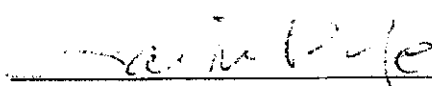
This course covers all issues necessary to satisfy the requirements of Government Code Sections 12950.1 and 53237-53237.5, including, but not limited to, the following:

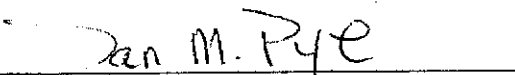
- The definition of sexual harassment under the Fair Employment and Housing Act and Title VII of the federal Civil Rights Act of 1964;
- The statutes and case-law on prohibiting and preventing sexual and other workplace harassment;
- The types of conduct that can constitute workplace harassment;
- The remedies available for victims of harassment;
- Strategies to prevent harassment;
- Supervisors' obligation to report harassment, discrimination, and retaliation;
- Practical examples of harassment;
- Investigations and the limited confidentiality of the complaint process;
- Resources for victims of sexual harassment, including to whom they should report it;
- How employers must correct harassing behavior;
- What to do if the supervisor or local agency official is personally accused of harassment;
- The elements of an effective anti-harassment policy and how to use it;
- "Abusive conduct" under Government Code section 12950.1, subdivision (g)(2);
- Agency and individual liability for workplace harassment;
- Practical examples aimed at instructing local agency officials and supervisors in the prevention of harassment, discrimination, and retaliation.

The League of California Cities affirms that this course satisfies the guidelines issued by the California Fair Employment and Housing Commission for course sufficiency and accuracy.

To be completed by the participant.

By signing below, I certify that I signed in at this session, participated in the activity described above and am entitled to claim 2 sexual harassment education credit hour(s).


Participant Signature


Participant Printed Name

NOTE TO PARTICIPANT: Please provide a copy of this proof of participation to the custodian for such records at your agency. In addition, we recommend you make a copy of this proof of participation for your own records to retain for at least three years. **If lost, a fee of \$20 will be charged for every certificate researched and reissued (916-658-8208).**

Certificate of Completion



This is to certify that

Mr. William Kleindienst

has completed the course

Webinar: Sexual Harassment Avoidance Training

Completion Date

01/23/2019

California Special Districts Association

Certificate of Completion



This is to certify that

Ms. Lynn T. Malotto

has completed the course

Webinar: Required Sexual Harassment Prevention Training

Completion Date

06/06/2017

California Special Districts Association



SPECIAL DISTRICT RISK MANAGEMENT AUTHORITY

CERTIFICATE OF COMPLETION

HARASSMENT PREVENTION TRAINING

Kathleen Jurasky

Has completed two (2) hour mandatory training held at
California Association of Public Cemeteries Conference
March 8, 2019
Seaside, California

This certificate is valid for 2 years from completion date.

March 8, 2019
Completion Date

Dennis Timoney
Dennis Timoney, ARM
SDRMA Chief Risk Officer