

California Civil Rights Department

**Sexual Harassment and Abusive Conduct
Prevention Training Completion Certificate**

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

Cindi Beaudet

HAS SUCCESSFULLY COMPLETED A TWO-HOUR COURSE IN SEXUAL
HARASSMENT AND ABUSIVE CONDUCT PREVENTION ON

7/7/2025



This certificate verifies completion of online training delivered by California Civil Rights Department on sexual harassment and abusive conduct prevention training as required by Gov. Code 12950.1 and 2 CCR 11024. Please note that the Civil Rights Department does not track or verify attendance at such training and does not retain copies of employee certificates.

California Civil Rights Dep

Sexual Harassment and Abuse Prevention Training Completion

THIS CERTIFICATE IS A SELF-CERTIFICATE

Craig Davis

HAS SUCCESSFULLY COMPLETED A TWO-HOUR
HARASSMENT AND ABUSIVE CONDUCT PRE

7/16/2025



This certificate verifies completion of online training Department on sexual harassment and abusive conduct by Gov. Code 12950.1 and 2 CCR 11024. Please note that the Department does not track or verify attendance at such training. This is an employee certificate.

California Civil Rights Department

**Sexual Harassment and Abusive Conduct
Prevention Training Completion Certificate**

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

Michael Dugan

HAS SUCCESSFULLY COMPLETED A TWO-HOUR COURSE IN SEXUAL
HARASSMENT AND ABUSIVE CONDUCT PREVENTION ON

7/30/2025



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California Civil Rights Department

Sexual Harassment and Abusive Conduct Prevention Training Completion Certificate

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

Pat Kelleher

HAS SUCCESSFULLY COMPLETED A TWO-HOUR COURSE IN SEXUAL
HARASSMENT AND ABUSIVE CONDUCT PREVENTION ON

7/16/2025



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California Civil Rights Department

**Sexual Harassment and Abusive Conduct
Prevention Training Completion Certificate**

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

Dale Qualm

HAS SUCCESSFULLY COMPLETED A TWO-HOUR COURSE IN SEXUAL
HARASSMENT AND ABUSIVE CONDUCT PREVENTION ON

7/28/2025



This certificate verifies completion of online training delivered by California Civil Rights Department on sexual harassment and abusive conduct prevention training as required by Gov. Code 12950.1 and 2 CCR 11024. Please note that the Civil Rights Department does not track or verify attendance at such training and does not retain copies of employee certificates.

California Civil Rights Department

Sexual Harassment and Abusive Conduct Prevention Training Completion Certificate

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

Rosie Vanderhaak

HAS SUCCESSFULLY COMPLETED A TWO-HOUR COURSE IN SEXUAL
HARASSMENT AND ABUSIVE CONDUCT PREVENTION ON

7/3/2025



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