California Civil Rights Department

Sexual Harassment and Abusive Conduct Prevention Training Completion Certificate

THIS CERTIFICATE IS A SELF-CERTIFICATION THAT

James E. Boswell

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

9/8/2026

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.