

Certificate of Completion

Robert McVicker
Harassment Prevention for Supervisors CA (2023)

This student has completed the course listed above. In doing so, the student has earned the following credits:

HRCI (612504): 2.0 Credits | SHRM (23-A5ZFR): 2.0 Credits | MCLE: 2.0
Credits for Recognition and Elimination of Bias in the Legal Profession
and Society

For your records I - as the student listed here - have completed the course named above and have met the objectives above. I am acknowledging by my signature below that I have received a copy of my employer's anti-harassment policy and have reviewed and understand the policy's contents.

Robert R. McVicker
Student Signature

March 22, 2023

Date

presented by
 CalChamber.