

LightGabler

We Make Business Work®

ACKNOWLEDGEMENT OF COMPLETION OF VIDEO TRAINING FOR HARASSMENT, DISCRIMINATION, RETALIATION, AND ABUSIVE CONDUCT ISSUES

2-Hour State-Mandated Training for Supervisors

I acknowledge that on 1/4/2022, I viewed a video training presented by Jonathan Fraser Light, Esq., employment law attorney, regarding discrimination, harassment and sex harassment, retaliation and abusive conduct issues in the workplace.

By my initials below, I also acknowledge the following:

elm I have received a copy of the Company's policies regarding harassment, discrimination, retaliation and abusive conduct, and the complaint procedures for reporting such conduct.

elm I understand that any employee who is reasonably believed to have engaged in harassment of any kind, discrimination, retaliation or abusive conduct will face disciplinary action as deemed appropriate by the Company, up to and including termination.

elm I am aware that I can talk to any member of the management team regarding claims of harassment, discrimination, retaliation or abusive conduct.

elm I agree to do everything I can to prevent such conduct in the workplace, to immediately report any such conduct, and to cooperate in investigating and remedying such conduct as necessary.

elm **PLEASE CIRCLE ONE:** I (AM) or (AM NOT)

currently aware of any sex harassment or harassment on any other basis, discrimination, retaliation or abusive conduct, either against me or against any other person associated with the Company, that I have not previously reported in writing.

Dated: 1/4/2022

Elaine L. Wagner
(Employee Signature)
Director

Elaine L. Wagner
(Print Employee Name)
Director

Circle the appropriate response in the fifth paragraph; enter the date, print your name, sign your name, and then return this form to your appropriate Company or Human Resources representative.