

Certificate of Completion

I certify that I completed the Title IX Training conducted by Miller, Tracy, Braun, Funk & Miller, Ltd. on the following dates: 11/5 + 11/6 - 2020.

The Title IX Training included review of the August 14, 2020 federal regulations, including but not limited to:

- the definition of sexual harassment in the federal regulations;
- the scope of the school's education program or activity;
- how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes;
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and
- training on issues of evidentiary relevance, including how to apply the rape shield protections.

I understand that I must maintain this certificate along with the training materials as evidence of my participation and completion of the training.

Name: Kevin E. Bowman

Signature: Kevin E. Bowman

Date: 11/6/2020