

**The Wisconsin Department of Children and Families (DCF)
Domestic Abuse Program**

CERTIFICATE OF ATTENDANCE

**Development and Maintenance of Policies Prohibiting Harassment of LGBTQ People
(Recorded Webinar)**

from the 2015 webinar series

**Inclusion of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Individuals and
How to Develop Non-discrimination and Anti-harassment Policies**

This certificate acknowledges completion of *Development and Maintenance of Policies Prohibiting Harassment of LGBTQ People*, the final recorded webinar in the three-part series, *Inclusion of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Individuals and How to Develop Non-discrimination and Anti-harassment Policies*. Attendance at all three webinars satisfies the DCF training requirement for compliance with Family Violence Prevention and Services Act (FVPSA) federal requirements.

Participant Name _____

Organization _____

Position _____

Date of completion _____



*Sharon Lewandowski
DCF Domestic Violence Program Coordinator*