



**D. STAFFORD**  
& ASSOCIATES

THIS CERTIFIES THAT

**KAREN BERKHEIMER**

HAS SUCCESSFULLY COMPLETED

**TITLE IX COORDINATOR TIER 3: SAFETY & RISK ANALYSES FOR SEX-BASED HARASSMENT EMERGENCY REMOVALS**

PRESENTED BY D. STAFFORD & ASSOCIATES  
(4 HOURS OF INSTRUCTION)

DOLORES A. STAFFORD  
PRESIDENT & CEO



NOVEMBER 9, 2023

DATE