



This

## CERTIFICATE OF COMPLETION

is presented to

*Rustom S. Dayao*

for having completed the webinar on

### **Beyond Pronouns: Embracing Gender Fair Language in the Workplace**

(credit of one [1] hour of foundation training)

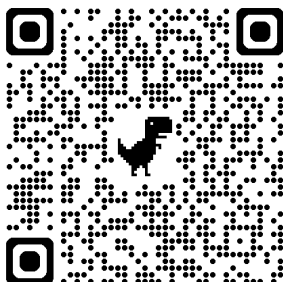
conducted online by the

Civil Service Commission - Cordillera Administrative Region  
on 6 March 2025 at the CSC-CAR Learning and Development Center,  
116 Wagner Road, Military Cut-off, Baguio City.

Given this 6<sup>th</sup> day of March 2025.

**FERNANDO O. MENDOZA**

Director IV



Attested by:

**VANESSA ROSE B. GALGALA**  
OIC-Chief HR Specialist, HRD