HAWTHORNE UNION

CERTIFICATE

OF COMPLETION

This certifys that

Eric J Chen

has successfully completed Hawthorne Union's Gray Areas: Ethics for Coaches, an ICF-approved Continuing Coach Education program, and has earned:

6 Continuing Coach Education (CCE) units in Core Competencies, with a focus on Ethics, applicable toward ICF credential renewal.

AWARDED

21 November 2025

Jacen Spector, PCC, Director of Education



CCE

ICF CONTINUING
COACH EDUCATION

ICF

HAWTHORNE
UNION

GRADUATE OF THE BAY AREAS: ETHICS FOR COACHES