



THE ALTERNATIVE
DISPUTE RESOLUTION
ACADEMY (ADRA)

CERTIFICATE OF COMPLETION

Is Awarded To

Charlotte Norris

For Course

(Nov 14, 10am) Interpersonal Violence and Mediation (2 CME

Interpersonal Violence) Live Webinar

Guno Ritfeld J.D.

Certificate: 3656-11968-650:

November 23, 2019