

---

# **ALTERNATIVE DISPUTE RESOLUTION**

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

diana santa maria

---

---

For Course

---

---

# Managing Workplace Conflicts (1CME Diversity)

---

---

Guno Ritfeld, JD

---

---

Certificate 3656-2265-653

---

---

September 30, 2019

---