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# **ALTERNATIVE DISPUTE RESOLUTION**

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**ACADEMY**

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# **CERTIFICATE OF COMPLETION**

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Is Awarded To

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Gary Shipman

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For Course

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Effects of Domestic Violence on Children  
(2CME DV includes 1CME Diversity)

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Guno Ritfeld, JD

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# Certificate

3656-2275-2014

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January 4, 2021

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