

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Susan Michele

---

---

For Course

---

---

# Understanding Diversity when Dealing with Conflict (1CME Diversity)

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-2283-2668

---

December 24, 2019

---