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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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Richard Dicks

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For Course

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## Victim Offender Conferencing: An Introduction (4.5 CME, 3IPV, 2DIV)

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Guno Ritfeld, JD

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Certificate

3656-31283-2836

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June 17, 2022

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