

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Henry Ching

---

---

For Course

---

---

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

---

Guno Ritfeld, JD

---

---

Certificate

3656-31283-3070

---

---

October 7, 2022

---