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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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DeWayne Bruzik

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For Course

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# Gaslighting – Manipulative Emotional Abuse (1 IPV)

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Guno Ritfeld, JD

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Certificate

3656-34005-3162

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December 14, 2020

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