

---

# **ALTERNATIVE DISPUTE RESOLUTION**

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Richard Dicks

---

---

For Course

---

---

Mediation History, Styles & Ethics: Varying  
Approaches to Conflict Resolution and an  
Ethics Review (1CME Ethics) Recorded

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-37040-2836

---

June 16, 2022

---