

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Francine Tegzes

---

---

For Course

---

---

# When Child Discipline Becomes Abuse

## (2.5CME Interpersonal Violence)

---

Guno Ritfeld, JD

---



---

Certificate

3656-9028-2814

---

---

October 12, 2020

---