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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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Steven Hayes

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For Course

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# When Child Discipline Becomes Abuse

## (2.5CME Interpersonal Violence)

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Guno Ritfeld, JD

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Certificate

3656-9028-2827

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May 22, 2020

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