



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Heather Rainey-Smith

**For Course**

Understanding Diversity when Dealing with Conflict (1CME

Diversity/Gen) Live Webinar

Guno Ritfeld J.D.

Certificate:3656-9279-648:

November 6, 2018