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# ALTERNATIVE DISPUTE RESOLUTION ACADEMY

## CERTIFICATE OF COMPLETION

Is Awarded To

Natalie Baird

For Course

Dr. Mary Bruck Ed.D. Courses – Second Hand Abuse – Domestic Violence Effects on Children (1.5  
CME Interpersonal Violence)

Certificate 3656-9604-1706  
Guno Ruffalo, JD

January 15, 2020