



THE ALTERNATIVE
DISPUTE RESOLUTION
ACADEMY (ADRA)

CERTIFICATE OF COMPLETION

Is Awarded To

Carole M. Williams-Hayes

For Course

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

Guno Ritfeld J.D.

Certificate:3656-9604-2644:

November 28, 2019