



The State Bar of California

GENERAL PRINCIPLES FOR STATE BAR ALTERNATIVE DISPUTE RESOLUTION CERTIFICATION PROGRAM¹

1. The baseline requirements for certification of all types of ADR practitioners should include levels of both training and experience (i.e., “personal qualifications”) indicating that certified practitioners should have the ability to competently perform the ADR process, at least in simpler matters.
2. The baseline requirements for certification of newer practitioners should generally require more training and less experience than that required for very experienced practitioners and should not constitute a significant barrier to certification of newer practitioners.
3. The baseline requirements for certification of very experienced practitioners should generally not require as much training as required for newer practitioners; however, very experienced practitioners should be required to have completed a specified amount of training within a specified time period.
4. All certified practitioners should be required to complete a specified amount of continuing education, including in ethics, that maintains or increases their knowledge and skills in each ADR process for which they are certified within a specified timeframe to remain certified.
5. All certified practitioners may receive credit toward any experience requirements for recertification for engaging in specified activities that maintain or enhance knowledge and skills in the ADR processes for which they are certified.
6. The State Bar should offer, and county bar associations, trainers, and providers should be encouraged to offer, required continuing education with reasonable frequency and at reasonable cost to ADR practitioners.

¹ Adopted by the State Bar Alternative Dispute Resolution (ADR) Certification Working Group on June 18, 2025.