



Training Information



Northwest Indiana Law Enforcement Academy

705 East 4th Street Hobart, IN 46342

December 6-7, 2021 8:00am—4:00pm

INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS

Register at: Internal Affairs and Professional Standards
or at: www.on-targetsolutionsgroup.com

Who should attend: This ***nationally acclaimed course*** is for law enforcement executives, supervisors, internal affairs investigators, human resource personnel and anyone who desires to understand law enforcement professional standards and internal affairs investigations.

The professional standards model is a must for law enforcement and government officials to be prepared before a critical incident occurs. This course sets the stage for law enforcement professionals to create an agency wide practice of professional standards for all agency operations. In the covered material, attendees will understand "best practices" including how to avoid the problems before they occur and properly address issues that do arise.

This is a comprehensive course covering the entire internal affairs process through final discipline. Participants will learn the skills necessary to review, investigate and complete internal affairs investigations based on sound investigative techniques and within legal guidelines.

Topics Include:

- Current climate between public and police
- Breaking the cycle of mediocrity
- The professional standards model
- 5 root causes of discipline problems
- Stakeholders and their perceptions
- Types of internal investigations
- The complaint process
- The investigation process
- Officer involved shootings and major incidents
- Applicable case law
- Employee rights
- Appropriate discipline procedures
- Workplace searches
- False Complaints
- Official hearing requirements
- How discipline is determined
- The effect of untruthfulness

"I attended your recent class and found the class to be an eye-opener. I anticipated the class to focus on liability and corruption going into it. I was surprised to see the benefits to the "good officers" and found the approach to Internal Affairs to be one that is to be seen as a positive. I appreciate your knowledge and experience in this subject and look forward to attending classes provided by On Target Solutions in the future."

Asst. Chief Robert Hornickel, Lowell PD

"Great knowledge of the job and area of instruction. Met and exceeded my expectations. Well taught."

Asst. Chief Nathan Thode, LaPorte City PD

"This was a great class. I would look forward to advising other officers to attend this class."

Sgt. Wiley Cuttino, Merrillville PD

"Fantastic instructor....and powerful speaker. Wish I had this training 10 years ago."

Sgt. Joseph Torok, Porter (IN) PD

On-Target Solutions Group, Inc.
P.O. Box 491 Yorkville, IL 60560
815-545-1609

Fee \$275.00

(\$250.00 if 3 or more from same agency)