



## Training Information



**Illinois Law Enforcement Alarm System**  
**1701 E. Main St. Urbana, IL 61802**  
**November 14-15, 2022 8:00am—4:00pm**

### INTERNAL AFFAIRS & PROFESSIONAL STANDARDS

**Register at: [Internal Affairs and Professional Standards](#)**  
**or at: [www.on-targetsolutionsgroup.com](http://www.on-targetsolutionsgroup.com)**

**Who should attend:** This *nationally acclaimed seminar* is for law enforcement, fire services, public works, government executives, supervisors, internal affairs investigators, human resource personnel, union officials and anyone who desires to understand discipline issues and internal affairs investigations.

Professional standards, internal affairs and understanding discipline is a must for government officials to be prepared before a critical incident occurs. This course sets the stage for professionals to create an agency wide practice of professionalism 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:**

- 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
- Applicable case law
- Employee rights
- Workplace searches
- Official hearing requirements
- How discipline is determined
- How personnel decisions effect an organization
- Setting the tone for an ethical organization

*"Very knowledgeable on topic and gave great ideas. Please put on more! Great info, appreciate that it was presented step by step and provided a foundation to start an effective OPS unit."*

**Chief Phil Arnold, Wilmington PD**

*"Very knowledgeable on topic and made difficult material easy to understand. The way the course was presented was clear and concise. Made concepts easy to understand and presented well."*

**Deputy Chief Eric Werden, Grundy County SO**

*"I will be planning to send all of our supervisors for this course. Very very educational. Very informational. Allowed for many situational questions to be answered. Instructor held the attention of the class."*

**Deputy Chief David Anderson, Bourbonnais PD**

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

**Fee \$295.00**

(\$275.00 if 3 or more from same agency)