

# INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



**Location and Hosted by:**  
**Hoffman Estates Police Department**  
411 W Higgins Rd., Hoffman Estates IL  
December 12-13, 2023 8:00am-4:00pm

## 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

**Fee: \$325.00**

**\$300.00** (if 3 or more from same agency)

[www.on-targetsolutionsgroup.com](http://www.on-targetsolutionsgroup.com)

## Register Here

Your Presenter



**Gregory Anderson**  
President and Founder



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**Maintained positive attitude and openness throughout. I truly appreciated the lessons taught, shared and retained. This will carry me throughout my career".**

DC Charles Crockett, Lake County SO

**"Excellent instruction. Good explanations between PowerPoint and instructor's experience. Material is easy to comprehend. The course provided me a much better understanding of internal investigations."**

Cmdr. Jamie Watson, Lincolnshire PD

**"Thank you for your continued dedication to Professional Standards in Law Enforcement. Being newly assigned to our Internal Affairs Unit, I appreciated the "Soup to Nuts" process on how to conduct an IA investigation. With law enforcement being such a progressive career, it's important to mirror best practices and I think your class provides examples of just that."**

Sgt. Brian Prochaska, Joliet PD