



# Training Information



**Bellevue Police Department**  
**450 110th Ave NE, Bellevue, WA 98004**  
**October 18-19, 2022 8:00am-4:00pm**

## INTERNAL AFFAIRS AND 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 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
- Workplace searches
- False Complaints
- Official hearing requirements
- How discipline is determined
- The effect of untruthfulness
- Setting the tone for an ethical agency

*"Extremely knowledgeable. Provided in-depth historical internal affairs examples and best practices and got fair and impartial investigations. This class gave me a good foundation to do internal affairs."* Lt. Sean O'Laughlin, Eastern Washington University PD

*"Extremely eye-opening and informative. Made it very easy to be able to access material and information later that I will need."*

Lt. Steve Sabourin, Duvall PD

*"There was more in this course that is applicable to my job in Internal Affairs than there was in a 5 day course I took when I first started this assignment. Totally worth it."* Sgt. Michael Carr, Internal Affairs, Spokane PD

*"I wish I had this information last year. I could take it again. Lots of good information was presented."*

Lt. Max James, Yakima County SO

**On-Target Solutions Group, Inc.**  
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**Fee \$295.00**  
**(\$275.00 if 3 or more from same agency)**