



## Seminar Information



**Oak Forest Police Department**  
15440 S. Central Ave. Oak Forest, Illinois 60452  
**January 20-21, 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 course* 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

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

*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**

*"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**

*"Appreciates class participation. I really like the course incorporated information about the new laws. The strongest features were the experience and credibility of the instructor."*

**Cmdr. Gary Lunn, Round Lake Beach PD**

**Fee \$275.00**

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