

One-Day Course for Law Enforcement Officers:

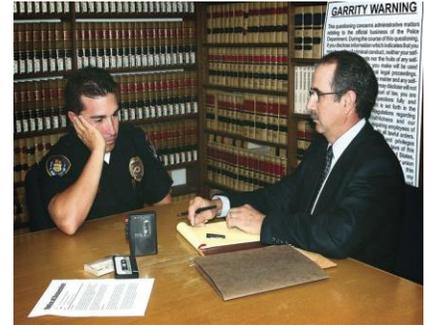
February 15, 2019

0800-1600

Internal Affairs Investigations: Oversight & Due Process Concerns for Officers and First Line Supervisors: What to Consider Before any Complaint is Filed.

When taking their oaths of office, police officers agree to be held accountable for the fulfillment of a high standard of conduct, which is a condition of their continued certification as law enforcement officers. A sustained misconduct complaint against a police officer could have wide-ranging adverse consequences, from disciplinary sanctions that short-circuit career development to job loss, decertification, and civil—or criminal—liability.

Dispositions of complaints ought to be strictly evidence-based and investigations must be narrowly focused on whether a violation of clearly established law, rule, regulation or principle about which officers had notice. The resolution of a personnel complaint must be the result of a fair process for collecting and evaluating evidence, a process that is free from any appearance of political motivation, workplace bullying, or other illegitimacy. If a complaint is sustained and there are disciplinary consequences, the sanction must be proportional to the surrounding circumstances, progressive in terms of the officer's history, consistent with sanctions imposed in similar circumstances, and designed to promote correction, not punishment for its own sake.



To promote public confidence and to protect officers from being victimized, a police accountability system must implement the checks and balances that were designed to avoid unjust results in personnel matters, as well as those the best practices that are followed in every investigation that may have serious consequences. This interactive class will examine the entire spectrum of conducting internal affairs investigations in the context of police accountability principles—including from the perspectives of the officer who is a subject of a complaint, the union delegate, the officer's attorney, the internal affairs investigator, the reviewing official, the deciding official, and the governmental oversight authorities who are responsible for validating that the disposition is evidence-based and fair-minded.

At the conclusion of the class, it is expected that participants will understand the best practices in conducting internal investigations (from the standpoints of the officer, the officer's advocate or representative, as well as the investigator, the reviewer, the deciding official, and the oversight official), and the best frameworks and approaches for obtaining fair dispositions of internal investigations. In addition, the participants will understand the earmarks of (and solutions to) management practices that may inadvertently—or, in the worst cases, purposefully—result in unjustified adverse dispositions of internal affairs complaints.

Location: Bangor Police Department
240 Main Street
Bangor, ME

Course Instructors: Michael Cunniff, Esq. a lawyer experienced in critical incidents involving law enforcement uses of deadly force, internal affairs matters, and the defense of civil rights cases brought against public officials; Scot Mattox, Esq. Former Portland Police Department Internal Affairs Sergeant.

Register: www.Dirigosafety.com or call (207) 376-7427



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