

INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



Location and Hosted by:

Hoffman Estates Police Department
411 W Higgins Rd., Hoffman Estates IL 60169
July 1-2, 2026 8:00am to 4:00pm

This course helps law enforcement professionals improve organizational integrity and break the cycle of mediocrity. Participants learn about the professional standards model, discipline issues, and stakeholder perceptions. Core topics include complaint and investigation processes, types of internal investigations, and discipline determination. Key case law—Garrity, Loudermill, and workplace search rulings—are covered alongside employee rights and hearing requirements. Attendees gain practical tools for accountability, fairness, and transparency in personnel decisions.

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
- Garrity, Loudermill, and work place searches
 - many more subtopics and engagements

Fee: \$350.00

\$325.00 (if 3 or more from same agency)
www.on-targetstrategies.com

Register Here

QR code for direct
registration



Your Presenter



Lt. Shawn Wetzel (ret)
President, Instructor, Consultant



ON-TARGET STRATEGIES

10305 N. North Forest Trail
Peoria, Illinois 61615
309-635-8575

"I thought the class gave me a lot of good information about IA. The forms you sent are great for referencing down the road too. Your serious IA example, walking us through from start to finish was great, obviously a much more serious allegation. The class was excellent and I appreciate your teaching skills pulling from a large knowledge base."

Cmdr. Patrick Curran, Oak Lawn 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

"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