

INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



Host: Southlake Police Department

Location: Southlake DPS North, Training Center

100 E Dove Rd, Southlake, TX 76092

Nov 30-Dec 1, 2026 8:00am-4:00pm

Eligible for TCOLE credit hours

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

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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".

"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."

"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."