

# INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



**Location and Hosted by:**  
**Hoffman Estates Police Department**  
**411 W Higgins Rd., Hoffman Estates IL 60169**  
**June 18-19, 2025 8:00am to 4:00pm**

**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
- Employee rights
- Workplace searches
- Official hearing requirements
- How discipline is determined
- How personnel decisions effect an organization
- The investigation process - minor vs major
- Applicable case law such as Brady vs Maryland, Garrity vs New York, Loudermill, and work place searches

**Fee: \$350.00**

**\$325.00 (if 3 or more from same agency)**

[www.on-targetstrategies.com](http://www.on-targetstrategies.com)

## Register Here

**QR code for direct registrations**



Your Presenter



**Chief Gregory Anderson (Ret.)**  
Instructor & Consultant



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