

Advanced Internal Investigations: Legal and Practical Issues

Instructor: Glenn Ferrell

28-year Law Enforcement member with 22 years Internal Affairs experience and 25 years Negotiations experience. Member of the Florida Internal Affairs Investigators Association for 17 years; 4 years on the Executive Board and 5 years as President planning organizing and presenting instruction. Experience instructing/coaching in various settings with regard to Internal Affairs and Negotiations. Continual ongoing training in Investigations and Negotiations.

Course Objectives:

The Advanced Internal Affairs Investigations Course is designed to present to law-enforcement officers, correctional officers and other government investigators with more complex topics and issues related to conducting Internal Affairs Investigations. Internal Affairs investigations are the cornerstone for transparency, accountability, public trust, community support and reducing organization liability. Each law enforcement agency is responsible for having an effective and professional process for investigations of potential misconduct by members of its agency. A public agency must demonstrate to the public and its members that only the highest ethical standards of law enforcement will be practiced by the agency and that the investigation of alleged misconduct follow established professional standards. The importance of such investigations is critically important when it involves misconduct that may constitute an ethical breach, harm to the public, criminal acts or misconduct that adversely reflects on the department's reputation in the community. This course will present advanced topics, address complex legal and operational aspects of such investigations, discuss case scenarios and engage attendees to problem solve examples of investigative challenges. At the completion of this course, students will have learned how to address more complex issues related to their conducting of Internal Affairs Investigations.

Day 1

- 8:00 a.m. – 8:30 a.m. **Registration**
- 8:30 a.m. – 9:00 a.m. Introduction
- 9:00 a.m. – 10:00 a.m. Structure of I.A./OPS Unit
- 10:00 a.m. – 11:00 a.m. Summary of the Investigative Process & Review of the Investigation
- 11:00 a.m. – 12:00 p.m. Advanced Issues involving *Garrity v. New Jersey*
- 12:00 p.m. – 1:00 p.m. **Lunch (On Your Own)**
- 1:00 p.m. – 2:00 p.m. Navigating concurrent investigations
- 2:00 p.m. – 3:30 p.m. Use of Body-Worn Cameras
- 3:30 p.m. – 5:00 p.m. Use of Force Investigations

Day 2

- 8:00 a.m. – 9:00 a.m. Use of Force Investigations & Investigative Protocol for Officer-Involved Shootings
- 9:30 a.m. – 10:30 a.m. Workplace Discrimination Investigations
- 10:30 a.m. – 11:30 a.m. Social Media Misconduct – Legal Issues, Policy & Guidance
- 11:30 a.m. – 12:00 p.m. Defending the Internal Investigation

- 12:00 p.m. – 1:00 p.m. **Lunch (On Your Own)**
- 1:00 p.m. – 2:00 p.m. Early Intervention Systems
- 2:00 p.m. – 4:00 p.m. Case Scenarios
- 4:00 p.m. – 5:00 p.m. **Evaluations and Issuance of Certificates**

