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# INTERNAL AFFAIRS TRAINING

## COURSE LENGTH

3 day seminar

## CA P.O.S.T. PLAN N/A

## CERTIFICATION #

1126-32100

## INSTRUCTORS

[Mike Rains](#)

[Jeff Profio](#)

[Brian Matchett](#)

[Kendra Nunes](#)

[Maureen Okwuosa](#)

[Julia Fox](#)

[Nicole Pifari](#)

[Andrew Ganz](#)

[Nqui Scherry](#)

## UPCOMING COURSES

APR 3 - 5, 2023

PLACERVILLE, CA >

MAY 22 - 24, 2023

SANTA ROSA, CA >

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This three-day internal affairs training will provide students with comprehensive instruction on conducting administrative investigations.

The emphasis is on assuring students understand how to conduct a fair, thorough and complete investigation. This course will include information on investigating misconduct complaints, use of force cases, officer involved shootings, in custody death investigations, officer criminal conduct investigations and department-initiated investigations. Students will be immersed in conducting these administrative investigations including deciphering complaint allegations, conducting officer interviews, different types of evidence, determining appropriate findings and producing a complete case report. A full day of the internal affairs training will be dedicated to all the legal ramifications in conducting administrative investigations including an in-depth analysis of the rights afforded to subject and witness officers.

This class is appropriate for individuals who play a role in administrative investigations including Internal Affairs investigators, patrol supervisors, command officers, union representatives and non-sworn staff.

## SEMINAR HIGHLIGHTS

- Complete Guide to Conducting Internal Affairs Investigations
- IA Case Management
- POBR Legal Review
- Interacting with POA Representatives/Attorneys
- Interacting with Police Auditor/Civilian Oversight
- Conducting Officer Interviews
- Special Investigations

## COURSE OUTLINE

### DAY ONE

- Course Introduction / Student Introductions
- I.A. Organization
- I.A. Unit Function
- Attitude / Approach to conducting Internal Affairs Investigations
- The Complaint Process
- Initial Complaint Assessment
- Complainant Interview
- Learning Activity #1: Case Introductions Internal Affairs Case Management
- Identifying and Obtaining Evidence
- Interviewing Witnesses
- Learning Activity #2: Witnesses and Evidence
- Interacting with Police Auditor / Oversight

- [About](#) Identifying Witness versus Subject Officer
- [Company](#) Preparing for Officer Interviews
- [Team](#) Learning Activity #3: Wit/Subject Officers, Interview Questions
- [Clients](#) Conducting Officer Interviews Skills
- [Be On](#) Special Investigations
- [Resources](#)
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- Learning Activity #4: Mock Interview
- Writing Internal Affairs Reports
- Learning Activity #5: Case Write Up
- Internal Affairs Management and Administration
- Training Educating Department Regarding I.A.

**DAY 3**

- Internal Affairs Investigation Objectives
- Just Cause for Discipline Discussed
- Commencing the Investigation – Consider Sources of Officer Rights
- POBR History and Purpose
- POBR Simplified
- Conducting the Investigation
- Initial Considerations
- Orders Not to Talk
- On-Duty vs. Off-Duty Misconduct
- Nexus Issues Discussed
- Allegations of Criminal and Administrative Misconduct
- Differing Rights of Permanent and Probationary Employees
- Appeal From Promotional Demotion While on Probation?
- The Systematic Approach to the I.A. Investigation
- When Bill of Rights Admonitions Must be Given
- Govt. Code Section 3303(1) Excuses the Obligation to Admonish in Specific Situations
- The Mandatory Admonitions Under POBR
- Pre-Interrogation Discovery Under POBR
- The Selection and Role of a Representative
- “Weingarten” Rights to Representation
- Privileged Communications Between the Subject Officer and the Representative
- I.A. Dos and Don’ts
- Consequences and Remedies for Violations of Bill of Rights Act
- The 1-Year Statute of Limitations in Govt. Code Section 3304(d)
- Final Investigation Report and Disposition
- Inspecting Personnel Records and Files and Responding to Adverse Comments
- Confidentiality of Personnel File Materials

**SEMINAR SPEAKERS**

VIEW BIO

VIEW BIO

VIEW BIO

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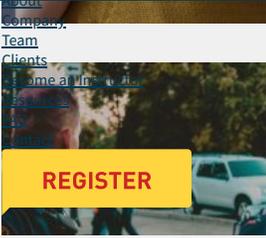
EFFECTIVE TEACHING TEAMS! THE PRESENTATION OF THE MATERIAL WAS CONSISTENTLY INTERESTING, AND INTELLIGENT WITHOUT BEING TOO INTELLECTUALIZED. ””

—MICHELE KELLER, DEPUTY PROBATION OFFICER, COUNTY OF ALAMEDA

## OTHER COURSES FOR YOU



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## INCIDENT RESPONSE, USE OF FORCE & DE-ESCALATION



## LEADERS TRAINING

**BROWSE COURSES**

### SIGN UP FOR LEGAL UPDATES AND SEMINAR SCHEDULE.

Enter Your Email Address  **SEND**

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