

WHY ATTEND?

- Chicago Police Cost Taxpayer \$18.6 Million in Police Brutality Lawsuits So Far This Year - 2016
- Baltimore County to pay \$1.5 million to mother of teen who died after altercation with police officer – 2016
- San Diegans Paying Millions in Police Misconduct Settlements – 2016
- Chicago settles probationary police officers hiring suit – 2016
- \$3.1 Million Settlement in Police Department Hiring Discrimination - 2016
- \$6 M settlement reached with Ohio police in shooting that killed Tamir Rice - 2016
- False-arrest lawsuit against Brockton police settled - 2016
- Family of man shot dead by Little Rock police settle lawsuit – 2016
- \$2.8 million verdict against Seattle police chief; jury sees retaliation in 2 cop transfers - 2016
- Columbus to pay \$237,000 to settle lawsuit over police shooting - 2016
- \$1.9-million settlement in Sandra Bland death is the latest big payout in police-misconduct lawsuits – 2016
- Two LAPD officers awarded \$4 million in discrimination lawsuit – 2015
- 'I feel vindicated': Man wins police brutality case against 2 Baton Rouge officers - 2016
- Kansas City police settle lawsuit over officer's use of stun gun - 2016
- Settlement reached in couple's lawsuit against Kernersville police – 2016

WHAT IS THE CO\$T OF NOT ATTENDING?



Public Agency Training Council

5235 Decatur Blvd
Indianapolis, Indiana 46241

Phone: 1-800-365-0119

Fax: 317-821-5096

Email: questions@patc.com

Visit us on the Web at:

www.patc.com

PRESORTED
STANDARD
POSTAGE & FEES
PAID
INDIANAPOLIS, IN
PERMIT NO. 1547

Public Agency Training Council

Mark Waterfill, President



**National Criminal Justice
Public Safety Continuing Education**

Sponsored By:

Columbus Police Department

Columbus, Ohio

Training Seminar **Supervisor Liability**

“WHY AM I GETTING SUED?”

**Instructor:
Shaun Santos, Attorney**

Sgt. Santos has been a law enforcement officer for 20 years, with over 15 years experience as a Narcotics Detective. He has extensive experience working with the Drug Enforcement Administration conducting electronic surveillance investigations in to the Drug Trafficking Organizations. Shaun is currently assigned to the DEA's Financial Investigations Team (FIT), anti-money laundering group, responsible for conducting large international money laundering investigations. He has experience with foreign and domestic money pick-ups, international bank wire transfers, familiarity with Black Market Peso Exchange, and Attorney General Exempt Operations (AGEO), allowing for the laundering of drug proceeds in furtherance of narcotics investigations.

Shaun has received his Bachelor Degree in Criminal Justice, University of Massachusetts, Lowell, MA; Masters Degree from Anna Maria College; and Juris Doctorate from Suffolk University Law School.

January 6 & 7, 2020

Columbus, Ohio

Register Online At: www.patc.com

Supervisor Liability

“WHY AM I GETTING SUED?”

In this course, police supervisors will learn to understand what types of police behavior will most likely spawn lawsuits. Supervisors will learn that constitutional rights’ violation suits called “1983 actions” (short for 42 U.S.C. § 1983) subject officers and their departments to the most liability. Attendees also will learn how to make sound hiring decisions; how to document and discipline officers for misconduct; and the importance of proper officer training. Moreover, supervisors will learn what leadership behaviors will reduce liability and protect the agency from all types of lawsuits. Attendees will learn what constitutes a hostile work environment; the importance of avoiding retaliatory actions against officers; and effective ways to deal with “gypsy” cops. This is a dynamic class in which the instructor uses real-life case example and video to enhance students’ understanding of legal concepts.

Topics that will be covered:

Police constitutional liability: attendees will learn about the history of federal court actions, how courts decide summary judgment motions and what constitutes qualified immunity.

Negligent hiring: not everyone is cut out to be a police officer. Attendees will learn how to legally screen out unfit applicants to avoid discrediting their departments and negligent-hire lawsuits.

Negligent retention/supervision: just as some people should not be hired to be officers, some should not be retained. Attendees will learn how to legally deal with the few bad apples.

Negligent training: courts have long held that departments have a duty to properly train officers in all aspects of their jobs. Learn how to ensure that training needs are met to avoid negligent-training suits.

Leadership skills that reduce liability: courts sometimes hold supervisors accountable for a subordinate’s actions. Learn how leading by example, documenting performance and other techniques will reduce liability.

Performance appraisals: Learn how to use this vital tool to establish an officer’s fitness for duty. Learn how documenting the right things can establish an agency’s right to discipline or dismiss an officer.

Police behavior that generates lawsuits: there is a trend in society to sue the police and ask questions later. Learn what behaviors commonly subject officers and agencies to liability.

Sexual harassment in law enforcement agencies: Learn what behavior in this area will subject departments to liability and how to discourage such behavior in the first place.

Dealing with the injured or disabled officer: some employees may be entitled to reasonable accommodations by their departments. Learn how to make these determinations to avoid discrimination lawsuits.

Avoiding retaliation suits: political retaliation and retaliation against whistleblowers can cost an agency considerable sums. Learn how the courts interpret retaliation and how to avoid such suits.

“Gypsy” cops: some cops get into trouble and resign from one department subsequently get hired by others. Learn how to spot this type of officer and how hiring him or her can be more trouble than he or she is worth.

Seminar Agenda Supervisor Liability “WHY AM I GETTING SUED?”

January 6 & 7, 2020

January 6, 2020

7:30 a.m. – 8:00 a.m.

Registration

8:00 a.m. – 9:30 a.m.

Police Constitutional Liability

9:30 a.m. – 10:30 a.m.

Negligent Hiring

10:30 a.m. – 11:30 a.m.

Negligent Retention

11:30 a.m. – 12:30 p.m.

Lunch (On Your Own)

12:30 p.m. – 2:00 p.m.

Negligent Training

2:00 p.m. – 3:00 p.m.

Leadership Skills That Reduce Liability

3:00 p.m. – 4:30 p.m.

Performance Appraisals

January 7, 2020

8:00 a.m. – 10:00 a.m.

Police Behavior That Generates Lawsuits

10:00 a.m. – 11:30 a.m.

Sexual Harassment in Law Enforcement Agencies

11:30 a.m. – 12:30 p.m.

Lunch (On Your Own)

12:30 p.m. – 1:30 p.m.

Dealing With The Injured or Disabled Officer

1:30 p.m. – 2:30 p.m.

Disciplinary Matters

2:30 p.m. – 3:30 p.m.

Avoiding Retaliation Suits

3:30 p.m. – 4:00 p.m.

“Gypsy” Cops

4:00 p.m. – 4:30 p.m.

Certificate presentation

Cut Along Dotted Line

3 Ways to Register for a Seminar!

1. **On-line Registration** at www.patc.com — Yellow/Blue link in corner
2. **Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**
3. **Mail Form** to

Public Agency Training Council
5235 Decatur Blvd
Indianapolis, Indiana 46241

***NEW**

Federal ID# 47-4078912

***NEW**

*** Pre-payment is not required to register ***

Upon receiving your registration we will send an invoice to the department or agency .

Checks, Claim Forms, Purchase Orders should be made payable to:

Public Agency Training Council

If you have any questions please call

317-821-5085 (Indianapolis)

800-365-0119 (Outside Indianapolis)



Seminar Title:	Supervisor Liability	Seminar ID #16633
Instructor:	Shaun Santos	
Seminar Location:	Columbus, Ohio Division of Police Training 1000 North Hague Ave Columbus, OH 43204	
When:	January 6 & 7, 2020	
Registration Time:	7:30 A.M. (January 6, 2020)	
Hotel Reservations:	Drury Inn 88 E Nationwide Blvd. Columbus, OH 43215 1-614-221-7008 Contact Hotel for Current Rates (plus tax)	
Registration Fee:	\$325.00 Includes Supervisor Liability Course Material, Coffee Breaks, and Certificate of Completion.	

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

Invoice To Attn: _____
(Must Be Completed)

Address _____

City _____ **State** _____ **Zip** _____

Email _____

Phone _____

Fax _____