

# Investigating Citizen Complaints & Officer Misconduct For Street Supervisors

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## Instructor:

**Ray Farris** retired as Assistant Director at the Tennessee Law Enforcement Training Academy with assignments overseeing basic cadet training, the Peace Officers Standards and Training Commission (POST) and specialized training. He has over 30 years of total service for the state of Tennessee serving in a variety of positions. Ray has also served as Vice President of Bethel University and Vice President for Savant Learning Systems a private higher educational and training company. He is also currently an Adjunct Faculty member in the Criminal Justice Program at Bethel University.

Ray received his Bachelors of Science from Tennessee Technological University and Doctorate of Jurisprudence from the Nashville School of Law and is a graduate of the FBI National Academy (Session 265) and Police Staff and Command School at Northwestern University. He is certified as an ***IADLEST Nationally Certified Instructor***. Training certifications include: Criminal and Constitutional Law, First Line Supervision, Courtroom Security, Leadership, Internal Affairs, Firearms and Emergency Vehicle Operations and many others.

Ray is a board member of the Tennessee POST Commission, IADLEST Partner Advisory Committee, Virtual Academy Training Solutions Advisory Board and a life member of the TN Law Enforcement Training Officers Association.

Ray teaches and trains around the nation and has lectured and taught at numerous national and state conferences including the International Association of Directors of Law Enforcement Standards and Training Conference, the National Association of Field Training Officers Conference, the North American Association of Wardens and Superintendents, the Oregon Sheriff's Jail Command Council, the Kentucky and Alabama Department of Corrections, the Tennessee Law Enforcement Training Officers Association, the Georgia and Tennessee Sheriff's Associations and the Tennessee Chief's Association to name a few.

**Legal and Liability Risk  
Management Institute**  
700 N. Carr Rd., # 595  
Plainfield, IN 46168

Phone: 317-386-8325  
Fax: 317-386-8228

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**March 29 & 30, 2021 • Columbus, Ohio**

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Columbus, Ohio



James R. Alsup, *Director*

Training Seminar

# Investigating Citizen Complaints & Officer Misconduct For Street Supervisors

Instructor:

**Ray Farris, (Retired)**

**March 29 & 30, 2021**

Columbus, Ohio

Register On-Line At: [www.llrmi.com](http://www.llrmi.com)

# Investigating Citizen Complaints & Officer Misconduct For Street Supervisors

With an ever mounting scrutiny on the law enforcement profession, it is imperative that departments, specifically departmental leadership and supervisors, prepare/establish/develop an Internal Affairs Unit and identify the right persons to conduct the internal affairs function. This course will cover topics ranging from the legal requirements, formation, selection of personnel, complaint processing to closing cases. The consequences of an inadequate or substandard investigation can lead to political ramifications and civil charges for departments and supervisors.

### Course Objectives:

- Accountability of the Internal Affairs Supervisors Investigations:** By examining in detail the creation, training and selection of investigators for an internal affairs unit, departments and supervisors can minimize consequences of an inadequate investigation.
- Pro-active Administrative Enforcement of Misconduct:** What it is and how to do it? You may be doing it and just don't know it.
- Legal Considerations of the Internal Affairs Process:** This session will cover case and statutory law in order to prepare each investigator and supervisors with a working knowledge of the legal requirements and ramifications relative to internal affairs investigations.
- Ethical Concerns:** This session will cover and discuss ethical considerations for supervisors, investigators, officers and departments that will lead to policy review and scrutiny in an existing internal affairs unit.
- Administering Complaints and Supervising the Investigation:** By examining the processes and creating standard procedures with foundation for processing and investigating complaints, the supervisor begins to develop procedures that maintain compliance to legal requirements and policy considerations. The significant difference between criminal and administrative violations, is the need for an administrative policy more expansive than criminal sanctions agency response to the domestic incident supervisory support tools for our employees further employment actions.
- Sexual Misconduct:** With the current state of the problem in law enforcement, it is essential to have in place policies specific to ensure that proper investigative techniques and tools essential for field supervision and control.

# Seminar Agenda Investigating Citizen Complaints & Officer Misconduct For Street Supervisors

March 29 & 30, 2021 • Columbus, Ohio

### Monday, March 29, 2021

8:00 a.m. – 8:30 a.m.	<b>Registration</b>
8:30 a.m. – 10:00 a.m.	Emerging Trends in Internal Affairs
10:00 a.m. – 12:00 p.m.	Emerging Legal Trends for Departmental Supervisors, Investigators & Officers
12:00 p.m. – 1:00 p.m.	<b>Lunch (On Your Own)</b>
1:00 p.m. – 3:00 p.m.	Transparency in Policy, Procedures and Investigations
3:00 p.m. – 5:00 p.m.	Compliance with Legal Standards and Ramification for a Lack of Standardization and Indifference

### Tuesday, March 30, 2021

8:00 a.m. – 10:00 a.m.	Essential Elements/Requirements/ Benchmarks of a Reasonable Internal Affairs or Professional Standards Unit
10:00 a.m. – 12:00 p.m.	Sexual Misconduct/Sexual Harassment/ Domestic Violence – Investigations & Policy v. Liability
12:00 a.m. – 1:00 p.m.	<b>Lunch (On Your Own)</b>
1:00 p.m. – 3:00 p.m.	Contrasting the Criminal v. Administrative Investigations
3:00 p.m. – 4:00 p.m.	Social Media Issues an Emerging Epidemic!! Employee Retaliation & Its High Costs!
4:00 p.m. – 5:00 p.m.	Strategies for Successful IA/Professional Standards Operations
5:00 p.m.	<b>Certificate Presentation</b>

### 3 Ways to Register for a Seminar! Ways to Register

1. **Register Online:** [www.llrmi.com](http://www.llrmi.com)

2. **Fax Form:** 317-386-8228

3. **Mail Form to:**

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Cut Along Dotted Line

Seminar Title:	Investigating Citizen Complaints & Officer Misconduct For Street Supervisors	Seminar ID #15343
Instructor:	Ray Farris	
Seminar Location:	Columbus Police Training Academy 1000 North Hague Avenue Columbus, Ohio 43204	
When:	March 29 & 30, 2021	Note: To receive special room rates, please identify yourself with LLRMI/ Group Code #2425384
Registration Time:	8:00 a.m. (March 29, 2021)	
Hotel Reservations:	Drury Inn & Suites/Columbus Convention Center 88 East Nationwide Blvd Columbus, Ohio 43215 1-800-325-0720 \$89.00 Single or Double (plus tax)	
Registration Fee	\$295.00 Includes Investigating Citizen Complaints & Officer Misconduct For Street Supervisors, Printed Training Manual and Certificate of Completion.	

Names of Attendees 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

Agency \_\_\_\_\_

Invoice To Attn: \_\_\_\_\_  
(Must Be Completed)

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_

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