

SOUTHWESTERN ILLINOIS LAW ENFORCEMENT COMMISSION
Mobile Team ASSIST #14

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This course is pending ILETSB approval.

P R E S E N T S

**8 HOUR
CONFRONTING THE
TOXIC OFFICER**

Thursday, July 18, 2024 – 8 AM/5 PM

WHERE: Fairview Heights Police Department
10027 Bunkum Rd., Fairview Heights, IL. 62208

WHO: Matt Dolan, Attorney



TO REGISTER: Visit our website www.silec.org. **Limit 40.**

Every law enforcement officer- like any human being in any profession- has bad days at work. But it is the small number of chronically toxic officers who generate the overwhelming majority of stress and frustration for fellow officers, supervisors, and police administrators. An agency's toxic employees can often be such a distraction from the agency mission that supervisors seem to spend more time dealing with the internal issues generated by toxic officers than they spend focused on improving agency operations in the field.

If not confronted, toxic behavior by these "few bad apples" can prove deflating to the morale of their fellow officers in light of agency leaders' apparent inability to hold them accountable for their actions. And the liability in the court of law and the court of public opinions created by toxic officers is made worse if it is shown that they were widely known to be seriously problematic but were never adequately confronted by agency leaders.

This training will introduce law enforcement leaders to strategies for confronting this small but extremely damaging presence in the workforce in a way that both protects the integrity of the organization and is legally defensible. Ensuring that these management techniques are legally defensible is particularly important because, in many cases, toxic employees tend to be perpetual plaintiffs who file baseless grievances, complaints, and lawsuits throughout their careers as they refuse to accept responsibility for their actions.