

Internal Affairs Investigations

INVESTIGATIONS, OVERSIGHT, AND ACCOUNTABILITY

THIS COURSE IS ELIGIBLE FOR TCOLE CREDIT

This two-day training is designed for both new and experienced internal affairs investigators, law enforcement supervisors, and command staff responsible for handling personnel-related investigations. The course delivers practical, real-world strategies for identifying and addressing police misconduct while maintaining fairness, transparency, and legal compliance. Topics include detecting early warning signs, conducting objective investigations, navigating legal and constitutional rights, and managing modern challenges such as social media use and First Amendment concerns. Proactive strategies such as integrity testing will also be covered to strengthen internal oversight and reduce agency liability.

Participants will leave this course with the knowledge and tools to:

- Understand the mission, scope, and legal foundations of internal investigations
- Recognize patterns of misconduct and early indicators of problematic behavior
- Differentiate between traditional, noble cause, and contemporary corruption
- Establish effective reporting and complaint intake systems
- Conduct interviews with complainants, witnesses, and involved officers
- Navigate legal issues such as Garrity protections, due process, and self-incrimination
- Classify investigations appropriately to guide fair and consistent discipline
- Address First Amendment concerns, including officer speech, social media use, and cellphone privacy
- Compare internal affairs practices in small vs. large agencies
- Understand the role of integrity testing and proactive investigative methods
- Apply best practices for managing confidentiality and responding to public records requests

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DATES/TIMES: November 10th-11th, 2025, 8:00am-4:00pm
LOCATION: South Texas College Regional Center for Public Safety Excellence,
3901 S. Cage Blvd. Pharr, TX 78577
TUITION: \$425.00 (this course is eligible for TCOLE credit)
REGISTRATION: <https://homefrontprotect.com/InternalAffairs111025>

INSTRUCTOR

Richard F. Bates, J.D., Retired Lieutenant, Worcester Police Department | Internal Affairs & Law Enforcement Risk Management Expert. Richard F. Bates is a retired lieutenant from the Worcester Police Department (MA) with 32 years of law enforcement experience. A licensed attorney in Massachusetts, he has an extensive background in internal affairs investigations, risk management, and police oversight. After retiring in 2016, he worked with Lexipol, a public safety risk management company, where he served as a Training Coordinator, Policy Specialist, and Legal Content Developer. He later worked as a Police Accountability Advisor for the U.S. Department of Justice's International Criminal Investigative Training Assistance Program, helping develop police oversight systems in Albania.

For more information, email us at info@homefrontprotect.com
or visit our website at www.homefrontprotect.com to view all scheduled courses