

WHY ATTEND?

--Los Angeles, CA	2013	\$1.25 Million Settlement Sexual Harassment
--Bexar County, TX	2012	\$1.28 Million Verdict Whistleblower Retaliation
--Baltimore, MD	2009	\$2.5 Million Settlement Racial Discrimination
--Ithaca, NY	2012	\$2 Million Verdict Racial Discrimination
--Los Angeles, CA	2011	\$1.5 Million Verdict Disability Discrimination
--Jackson, NJ	2012	\$950,000 Settlement Whistleblower Retaliation
--Bell, CA	2012	\$400,000 Settlement Whistleblower Retaliation
--Los Angeles, CA	2012	\$500,000 Settlement Harassment & Retaliation
--Arnold, MO	2013	\$500,000 Settlement Sexual Harassment
--Bloomfield, NJ	2012	\$1.09 Million Verdict Racial Discrimination
--Los Angeles, CA	2008	\$3.1 Million Verdict Retaliation
--Nassau County, NY	2008	\$450,000 Settlement Age Discrimination
--Saginaw, MI	2009	\$1 Million Verdict Disability Discrimination
--Trenton, NJ	2012	\$5.8 Million Settlement Racial Discrimination

WHAT IS THE COST OF NOT ATTENDING?



Public Agency Training Council

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Indianapolis, Indiana 46241

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Email: information@patc.com

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www.patc.com

May 11 & 12, 2015 • Redmond, Washington

Legal Liability Risk Management Institute



A division of Public Agency Training Council

Sponsored By:

City of Redmond Police

Redmond, Washington

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

Instructor:

Matthew P. Dolan, Attorney

Matthew P. Dolan is a licensed Attorney in the State of Illinois, who specializes in training and advising public safety agencies in matters of Labor and Employment Law. His practice experience focuses on employment discrimination claims brought under federal law, including Title VII of the Civil Rights Act of 1964 (“Title VII”), the Americans with Disabilities Act (“ADA”), and the Age Discrimination in Employment Act (“ADEA”). Matthew received his Bachelor’s Degree in Political Science from DePaul University and his J.D. from Loyola University Chicago School of Law.

He has served as a full-time Attorney with Public Agency Training Council since 2012. In 2013, Matthew authored *Documenting Employee Performance for Public Safety Supervisors*. He has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability related to personnel management.

May 11 & 12, 2015

Redmond, Washington

Register Online At: www.patc.com

Supervisor Liability

“WHY AM I GETTING SUED?”

Course Objectives

This comprehensive course will provide participants with the knowledge necessary to prevent, identify and manage legal liability in personnel matters. State-specific case law will be utilized to illustrate the potential pitfalls of employee relations in public safety administration and the means by which they can be avoided. The complex nature of today’s legal landscape makes this an essential course for supervisors seeking to maintain organizational professionalism while respecting employee rights.

- Supervisor Liability
 - What is it?
 - Sources of liability
 - How to avoid liability
- Officer Retention
- Conducting Performance Evaluations
- How to Deal with the Toxic Employee
- Confronting Sexual Harassment
- Understanding Supervisor Retaliation
- Officer Termination
 - What are the liabilities?
 - When is termination worth being sued for?
- Progressive Discipline Policies
- Managing Officer Complaints
 - Why do I have to be fair?
 - When are officer complaints protected by the 1st Amendment?

- Effective Nepotism & Fraternalization Policies
- Manageable Light Duty Policies
- Effective Secondary Employment Policies
- Sample Letters of Officer Discipline

Seminar Agenda Supervisor Liability

“WHY AM I GETTING SUED?”

May 11 & 12, 2015 • Redmond, Washington

Monday, May 11, 2015

- 8:00 a.m.—8:30 a.m. Registration
- 8:30 a.m.—9:30 a.m. Sources of Liability & the Appearance of Discrimination
- 9:30 a.m. –10:30 a.m. Making Legally Defensible Hiring Decisions
- 10:30 a.m. –11:30 a.m. Officer Retention and the Just Cause Checklist for Supervisors
- 11:30 a.m. –12:30 p.m. **Lunch (On Your Own)**
- 12:30 p.m. –2:00 p.m. Understanding Retaliation Liability
- 2:00 p.m. – 4:30 p.m. Conducting Performance Evaluations

Tuesday, May 12, 2015

- 8:00 a.m. –9:30 a.m. Confronting Sexual Harassment
- 9:30 a.m. –10:30 a.m. Effective Nepotism & Fraternalization Policies
- 10:30 a.m. –11:30 a.m. Manageable Light Duty & Secondary Employment Policies
- 11:30 a.m.—12:30 p.m. **Lunch (On Your Own)**
- 12:30 a.m. –2:00 p.m. Progressive Discipline Policies
- 2:00 p.m. –4:00 p.m. How to Deal with the Toxic Employee
- 4:00 p.m. Certificate Presentation

 <p>BETHEL UNIVERSITY COLLEGE OF PUBLIC SERVICE</p>	College Credit Hours Option
	Contact : criminaljustice@bethelu.edu

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

Federal ID# 35-1907871

*** 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
Instructor:	Matthew P. Dolan
Seminar Location:	Redmond Public Safety Building 8701 160th Avenue Northeast Redmond, Washington 98052
When:	May 11 & 12, 2015
Registration Time:	8:00 A.M. (May 11, 2015)
Hotel Reservations:	Country Inn & Suites 19333 North Creek Parkway Bothell, Washington 98011 1-425-939-5504 \$109.00 King (plus tax)
Registration Fee:	\$295.00 Includes Supervisor Liability Manual, Coffee Breaks, and Certificate of Completion.

Seminar ID
#13267

Note: To receive discounted room rates, identify with **Public Agency Training Council**.

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

Invoice To Attn: _____
(Must Be Completed)

Address _____

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

Email _____

Phone _____

Fax _____

Cut Along Dotted Line