



HONORING THE BADGE: SPOTTING & AVOIDING ETHICAL PITFALLS



Hosted by

Bergen County Law and Public Safety Institute ★ 281 Campgaw Rd, Mahwah, 07430
Date: Tuesday, January 28th, 2020 ★ Time: 0800hrs - 1200hrs ★ Course Price \$179.00

Every day officers are presented with choices that can have long-term career consequences. Ethical behavior and decision making are vital to the success and reputation of every law enforcement agency. This course takes a deep dive into applied ethics, dealing with hidden and ignored ethical challenges. The course, led by former Detective Captain James Dugan, whose highly decorated NJ police career was derailed by one bad judgment, is both sobering and inspiring.

The following course objectives are addressed and brought to life as they are woven into the circumstances that cost Jim Dugan his law enforcement career:

- The critical nature of ethical behavior as a “risk management” strategy.
- The liability of ethical compromise from both the legal and public support point of view.
- The inherent career consequences of unethical officer behavior – long and short term.
- Ethical culture and its influence on the law enforcement agency recruiting process.
- The effects of ethical behavior on departmental morale.

If you are committed to bringing meaningful improvement and change in the area of ethics to your entire department, this is the training for you!

Recent Course Testimonials

“Engaging, knowledgeable and great presenter. I have taken multiple ethics classes at different agencies and by far – this drives it home!”

“The subject matter touched my heart and brought me to tears 3 or 4 times.
The subject matter was of the highest importance.”

“I have had to sit through countless mandatory ethics courses that have been demeaning, derogatory and overall negative. I expected this to be the same way. I was pleasantly surprised that this was not.
Much better to paint this issue in a positive light.”

“Honestly, the training really did encourage me to analyze how I live my life in and out of work.”

“Greatest take-a-way was how clearly the instructor demonstrated how small decisions and mistakes must be dealt with and the discussion about the intersection of personal and professional life.”

“Entertaining, valuable & powerful content. Great energy from presenter. The biggest strength was having Jim share his personal story – made ethics more real and relatable. All-in-all, great training.”

“This could have been an 8-hour class - the Instructor was very enthusiastic.
This should be taught in the academy and to every Deputy.”

To Register Call Jim Dugan 949-290-4033 or Email jdugan@jipolicing.org
www.josephsonsexemplarypolicing.org



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LEAD INSTRUCTOR PROFILE



Jim Dugan

Deputy Director –

Josephson Exemplary Policing Center

jdugan@jipolicing.org

Jim has a professional career path that is both accomplished and diverse. During his 13-year law enforcement career, Jim worked primarily in the areas of narcotic enforcement and police training. During that time, he received numerous awards and accommodations for his work in those areas and was a speaker at several state-wide law enforcement conferences throughout the north-east.

Jim attended over 30 police in-service training courses during his career and received his instructor certification in several areas to include physical training, Senior PR 24 Monadnock Baton, Cradlerock High and Low Ropes, Defensive Tactics, Chemical Munitions, Senior Aerosol Projector and Emergency Vehicle Operations.

He achieved the rank of Captain of Detectives at the age of 32 when he was promoted to Director of a NJ State Certified Police Training Academy. Jim's highly decorated police career ended abruptly in 1997 as a result of an ethical tragedy that was caused by "one bad decision" that took him outside the lines of what was right.

After a very successful 20 year career in the private sector, Jim has now committed his time to educating and supporting the policing community by providing expert insights and resources that promote professional development in the critical area of police ethics.

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