

Van Meter & Associates, Inc  
Our new: Live Online Webinar Sworn to Honor class

**Progressive Discipline...in a Nutshell**  
**12noon- 3:00 p.m. EST November 9, 2023 EST**

**Course Description**

Discover the ins and outs of progressive discipline and how to steer clear of common mistakes in this three-hour live online presentation.

This course explains, in concise summarized format, a broad range of topics:

- Giving proper disciplinary notice
- Just Cause and Due Process elements
- Garrity and Weingarten notices
- Sudden Death Discharges
- Final Notices
- Habitual Offenders
- Aggravating
- Mitigating Factors in Penalty Assessments.

**Take Aways**

- Class Outline
- 30-day trial of the VMA Discipline Penalty Assessment (DPA) program.
- Certificate of Attendance

**(You will receive a login Code prior to the class. A computer (laptop or desktop) equipped with microphone and camera (if available) is needed. If more than one person from your agency attends, try to meet on a single computer and screen.)**

**Presenter: Dr. Van Meter** served 15 years in sworn service and 42years in police training and organizational development. He holds a Master of Labor and Human Resources and a Doctorate in Training and Organizational Development from The Ohio State University. He authored Evaluating Dysfunctional Police Performance. Charles Thomas Publishing. Springfield, Ill. Dr. Van Meter is qualified and has experience in state/federal courts as an expert in police-related policy areas.

**Regular Tuition: \$165 first registrant/\$145 each additional (PO's Vouchers, postmarked on or after November 3, 2023)**  
**Prepaid Tuition: \$145 first registrant/ \$135 each additional (All cc payments and checks postmarked by November 2, 2023)**  
**P. O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate.**

Fax this entire page to VMA 614-451-8905 Or call 800.331.8025 Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net) Online: [www.vmanet.com](http://www.vmanet.com)

Contact Name Rank \_\_\_\_\_ Dept \_\_\_\_\_

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PO# \_\_\_\_\_ CC# \_\_\_\_\_ Exp date \_\_\_\_\_

1.Name/Rank \_\_\_\_\_ 2.Name/Rank \_\_\_\_\_

3.Name/Rank \_\_\_\_\_ 4. Name/Rank \_\_\_\_\_

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