

Van Meter & Associates, Inc.  
**In Person Live Online Training**  
**Progressive Discipline...in a nutshell**  
**1:00pm-4:00p.m. EST February 13, 2025**



**Learning Objectives:**

By the end of this course, when involved in a discipline process as a supervisor you will be able to:

- **Give Adequate Notice of the Intent to Discipline or Termination**
- **Keep the Burden of Proof on the Employee**
- **Apply the Elements of Due Process and Just Cause Disciplinary Issue or Termination**
- **Apply Garrity Notices and Weingarten Rights When They are Warranted**
- **Evaluate and Give Weigh to Aggravating and Mitigating Factors in Penalty Assessments.**

**Take-Aways**

**Detailed Course Resource Manual for Note Taking and Reference Source. Certificate of Attendance**

**A computer (laptop or desktop) equipped with microphone and speaker (camera optional).**

**D. J. Van Meter Ph.D. / Associate** D.J. Van Meter Ph.D. is the principal of Van Meter & Associates, Inc. (VMA) and has spent the last 45 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a master's degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, *Evaluating Dysfunctional Police Performance: A Z-based Approach* published by Charles Thomas Publishing. **Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.**

Regular Tuition: \$165 first registrant/\$145 each additional (PO's Vouchers, postmarked on or after February 7, 2025)

Prepaid Tuition: \$145 first registrant/\$135 each additional (An cc payments and checks postmarked by February 6, 2025)

P.O.'s, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate.

Register Online Registration: [www.vmanet.com](http://www.vmanet.com) Call 800.331.8025 Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net)

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

Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email: \_\_\_\_\_

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

1.Name/Title \_\_\_\_\_ 2.Name/Title \_\_\_\_\_

3.Name/Title \_\_\_\_\_ 4. Name/Title \_\_\_\_\_

**Van Meter & Associates, Inc. ([www.vmanet.com](http://www.vmanet.com))**  
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