



## The Seven Just Cause Standards in Discipline Termination Case - 90 Min Webinar

**The Seven Standards:** Each standard will be covered through lecture, **discussion, case examples, and Q&A.**

**1. Notice:** Define the **importance of noticing** before disciplinary action. Provide examples of **written policies vs. verbal warnings**. Discussion: *What happens when notice is unclear?*

**2. Reasonable Rules & Orders:** What makes a rule reasonable? Explore how agencies create rules that align with safety, efficiency, and expectations. Activity: Compare reasonable vs. unreasonable policies.

**3. Fact-Finding Interview:** Explain why **fact-finding is critical before issuing discipline**: Case study: *Review an example where lack of fact-finding led to unfair discipline.*

**4. Fair Investigation:** Discuss **objectivity and fairness** in investigations. *Analyze an investigation process for fairness.*

**5. Proof:** Define **“substantial evidence”** in a disciplinary case. Debate exercise: *Assess whether a case meets the burden of proof.*

**6. Equal Treatment:** Address **consistency in applying rules to all employees**. Reflection: *Is equal treatment always fair?*

**7. Penalties – Equity & Proportionality:** Discuss **proportional punishment** based on **severity and employee history**. Scenario analysis: *Was the penalty justified in these examples?*

### Interactive Discussion

**Address questions and concerns** from participants.

**Final thoughts on applying Just Cause Standards in practice.**

**Presenter:** Donald J. Van Meter, PhD, Dr. Van Meter is a veteran law enforcement professional and an **applied theorist in Human Performance Technology**. With over forty years of experience, he has worked with hundreds of agencies nationwide to enhance efficiency, decision-making, and performance in high-pressure environments. His expertise integrates Human Performance Science with practical strategies, making him a sought-after consultant and speaker in law enforcement optimization.

**Date: July 10, 2025, from 1:30pm-3:00pm EST Webinar (online live)**

Prepaid Tuition: \$90 each if registered by July 7, 2025,  
Regular tuition \$110 per registrant July 8 in, 2025 and later.

(Prepaid by CC/Debit Cards are prepaid up to the class presentation date), Checks and PO's accepted

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