



## **Just Cause, Due Processes, and Progressive Discipline Webinar (Live)**

**Progressive discipline is a series of escalating warnings, not levels of punishment.**

### **Learning Objectives**

At the end of the session, participants will be able to:

- Explain the differences between punitive and non-punitive progressive discipline.
- Apply discipline policies consistently and communicate expectations clearly.
- Conduct effective discipline conversations that focus on improvement and accountability.
- Document disciplinary actions and interventions in a way that supports fair and legal management action.
- Balance accountability with support, ensuring both organizational needs and employee rights are respected.
- Foster a culture where discipline is seen as a tool for growth, not just punishment.

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.

**February 3, 2026, from 1:00pm-4:00pm Eastern Standard Time**

**Tuition: \$130 first, second \$110, third complementary please register by January 28, 2026,  
CC/Debit Cards, Checks and POs accepted**

**Register online below left Call 800-331-8025 Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net)**



Van Meter & Associates, Inc PO Box 21313, Columbus, Ohio 43221  
[www.vmanet.com](http://www.vmanet.com) Ph: 800-331-8025

Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net) to remove your email.