



The Seven Just Cause Standards in Discipline Termination Case

February 3, 2026 from 1:30pm-3:30pm
(Webinar live)

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

- Notice: Define the importance of noticing before disciplinary action. Provide examples of written policies vs. verbal warnings. Discussion: What happens when notice is unclear?
- 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.
- 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.
- Fair Investigation: Discuss objectivity and fairness in investigations. Analyze an investigation process for fairness.
- Proof: Define “substantial evidence” in a disciplinary case. Debate exercise: Assess whether a case meets the burden of proof.
- Equal Treatment: Address consistency in applying rules to all employees. Reflection: Is equal treatment always fair?
- 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.

**Tuition: \$130 first, second \$110, third complimentary if registered by January 28, 2026,
CC/Debit Cards, Checks and POs accepted**

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