



Internal Affairs Training

DATES:

August 31-September 2, 2026

TIME:

8:30 a.m. – 4:30 p.m.

COST:

\$475

LOCATION:

**WCTC
800 Main Street
Pewaukee WI 53072**

REGISTER ONLINE:

www.wctc.edu/citraining
Select Specialized Training

"The instructor was very informative & provided a lot of good resources. There are many good things I'll be bringing back to my department."

"Gave me knowledge & tips to bring back to my PD to review our policies and conduct future internal investigations."

Attendees January 2026



This 24-hour course provides a comprehensive foundation in all phases of internal affairs, from allegation to disciplinary appeal. This training addresses best practices, industry standards, and strategies for the procedural justice handling of internal affairs investigations and associated proceedings. The course emphasizes legal considerations, administrative procedures, procedural due process, and duly diligent investigative strategies.

Due process obligations under the U.S. Constitution and relevant state authorities will be addressed, along with key legal precedents including Garrity, Weingarten, Loudermill, and other significant court decisions.

The course curriculum consists of the following:

- Complaint Processing
- Investigation of Misconduct
- Procedural Due Process for Subject Employees
- Just Cause, Discipline, and Appeal

The content in this course is suitable for sworn and non-sworn members of all public safety ranks, disciplines, and assignments who have a role in administrative investigations, discipline, and associated proceedings.

Instructor:

Larry Horak is a retired Police Chief, former FBI Special Agent, licensed PI, and nationally recognized expert in internal affairs, police accountability, disciplinary practices and administrative procedures with over four decades of experience in law enforcement and instruction. Larry began teaching internal affairs in 2001 and in 2005 developed the curriculum and launched FBI-LEEDA's Internal Affairs seminar. Larry has also presented for the International Association of Chiefs of Police (IACP) and the National Internal Affairs Investigator Association (NIAIA).

