

# Background Investigations in Law Enforcement

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At a time when law enforcement agencies are facing increasing pressure to recruit and hire new officers as quickly as possible, it is vital that agency leaders ensure that they are hiring *qualified* applicants rather than giving into the temptations to simply hire “warm bodies.” **Those tasked with conducting background investigations of would-be employees play a crucial, if often overlooked, role in the future of an agency.**

The department is only as good as its people and, therefore, the task of preventing unqualified applicants from falling through the cracks of the hiring process is as important as any aspect of a law enforcement agency’s operations. This investigative task is vital, not only for newcomers to the law enforcement profession, but for those lateral hires who apply from outside agencies.

This training will focus on **creating and following** agency-specific policies and procedures to ensure that all applicants are investigated in a manner that is ethically and legally defensible.



## Attorney Matt Dolan Dolan Consulting Group

Matt Dolan is a licensed attorney who specializes in training and advising public safety agencies in matters of legal liability, risk management and ethical leadership. His training focuses on helping agency leaders create ethically and legally sound policies and procedures as a proactive means of minimizing liability and maximizing agency effectiveness. Matt received his Bachelor's Degree in Political Science from DePaul University and his J.D. from Loyola University Chicago School of Law.

A member of a law enforcement family dating back three generations, he serves as both Director and Public Safety Instructor with Dolan Consulting Group. He has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability. In December of 2024, he published his first book, *Police Liability: A Guide for Law Enforcement Leaders of All Ranks*.



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