

Confronting the Toxic Officer

Live-Stream Interactive Course

November 19, 2025 | 8:00am - 4:00pm, Central

Every law enforcement officer—like any human being in any profession—has bad days at work. But **it is the small number of *chronically toxic* officers who generate the overwhelming majority of stress and frustration** for fellow officers, supervisors and police administrators. An agency's toxic employees can often be such a distraction from the agency mission that supervisors seem to spend more time dealing with the internal issues generated by toxic officers than they spend focused on improving agency operations in the field.

This training will introduce law enforcement leaders to strategies for confronting this small but extremely damaging presence in the workforce in a way that both **protects the integrity of the organization and is legally defensible**. Ensuring that these management techniques are legally defensible is particularly important because, in many cases, toxic employees tend to be perpetual plaintiffs who file baseless grievances, complaints and lawsuits throughout their careers as they refuse to accept responsibility for their actions.

Course Objectives:

- Recognizing the toxic officer — the unleadable, the unfixable, the un-motivatable
- **Identifying toxic individuals *before* they become your toxic officer**
- Recognizing the legal avenues that toxic individuals abuse
- **Effectively confronting toxic officers**



Attorney Matt Dolan

Dolan Consulting Group

Matt Dolan is a licensed attorney in the State of Illinois who specializes in training and advising public safety agencies in matters of personnel management liability. A member of a law enforcement family dating back three generations, he has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability.

$250 per attendee ($125 per additional attendee)

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