



Legal and Liability

Risk Management Institute

Jail Training Catalog

★ **Misconduct** ★

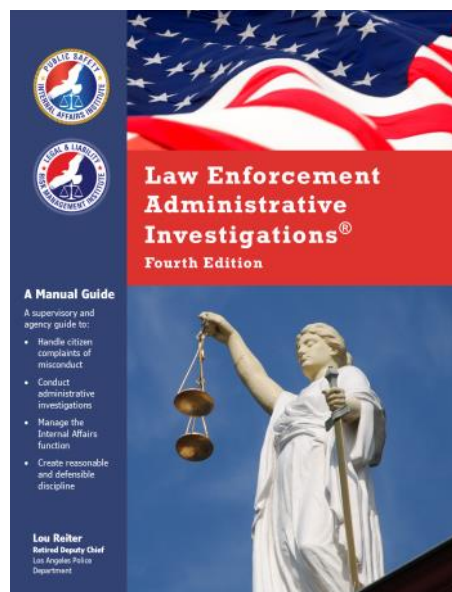
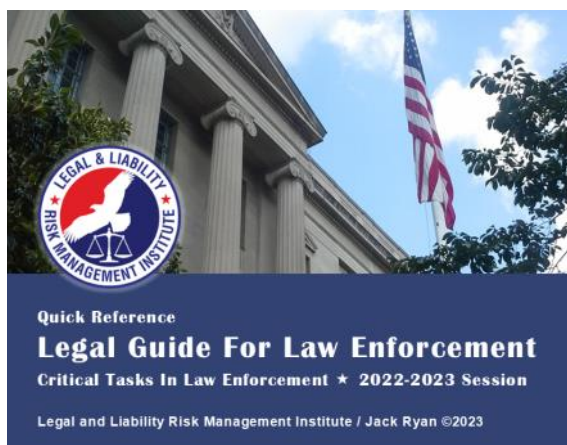
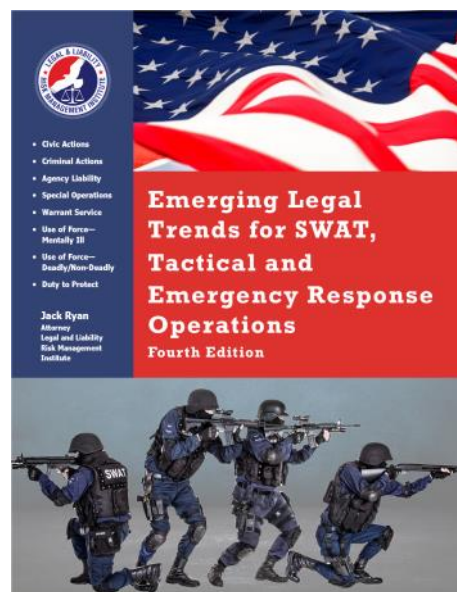
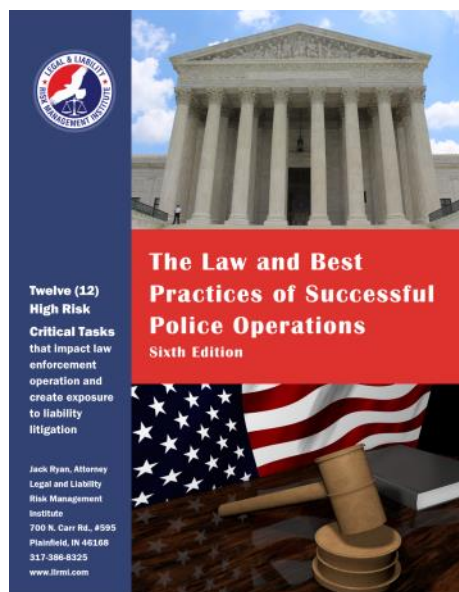
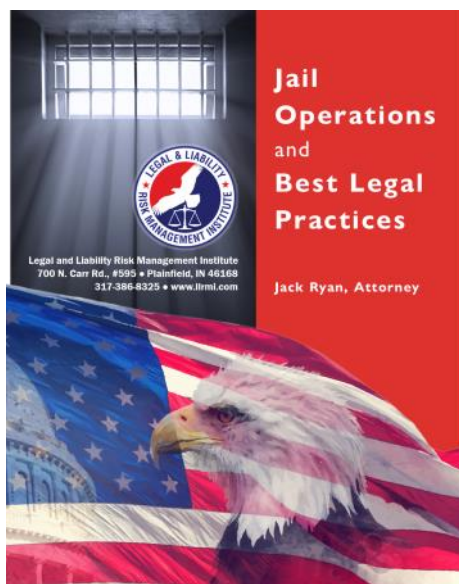
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2025 Training Catalog

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JAIL

Administrative Investigation of Jail/Correction Officer Misconduct

Instructor: Jeff Carter

Course Overview

The foundation of the operations of a Jail/Correction facility depends on the Integrity, Honesty, Professionalism, and the performance of the correction officer.

The public perception, “social capital” of the Jail/Correction facility is very fragile and the professionalism can easily be shattered by the improper actions and poor decisions of the supervisors and the jail/correction officer.

Protecting the reputation, reducing lawsuits, reducing complaints, reducing large losses, enhancing the professionalism of the Jail/Correction facility and the officer’s performance depends on the Administrative Investigation/Disciplinary process. The four essential persons and elements protected by the Administrative Investigation process.

- Aggrieved Inmate
- Accused Jail/Correction Officer
- Jail/Correction/Facility
- Community Served

Course Objectives

- ★ The aggrieved inmate believes s/he has been mistreated. They must be heard, listened to, and treated with respect. The accused Jail/Correction officer must be treated with dignity and fairness. In all, except in extreme cases, the Jail/Correction officer will continue to be part of the Jail Staff. His or her rights must be vigorously protected.
- ★ The Jail/Correction facility reputation makes providing services that much easier. There must be reasonable services in place to identify and deal with Jail/Correction officers who commit acts of misconduct.
- ★ The Community served generally gets what it demands. If the community fails to react to jail corruption, official abuse of authority and neglect of jail/correction inmates the community receives that kind of Jail/Correction operations.
- ★ Upon completion administrators, supervisors, and jail/correction officers who attend will have a better understanding how the Administrative Investigation can deliver a better service for the jail operations, the jail/correction officer the inmate and the public.

Best Practices for Jail/Corrections: From Intake and Beyond

Instructor: Tracey Reed

Course Objectives

- ★ **Health Care Screening:** Interviewing and observation skills necessary to conduct an effective health receiving screening.
- ★ **Intoxication and Withdrawal for Correctional Officers:** Understand the basics and symptoms of intoxication and withdrawal symptoms of commonly used substances. You will also learn how to recognize when an inmate/detainee may need medical attention for substance related issues, as well as many of the negative effects of substance withdrawal.
- ★ **Mental Health and Suicide Prevention in Corrections:** Recognizing suicide risk behaviors, how substance abuse and mental health issues contribute to suicide risk, prevention and early intervention techniques to better address suicide risk.
- ★ **Objective Classification Basics:** Understanding a formalized classification process on how to identify possible “red flags” that warrant re-classification or specialized housing and learn the legal ramifications surrounding “Duty to Protect” .
- ★ **Offender Manipulation:** Understand why it is important for correctional officers to identify the various ways offenders manipulate jail staff and provide strategies they can use in order to prevent staff manipulation. Learns ways jail staff can address offender manipulation if they fall prey to their manipulation games.
- ★ **Inmate Offender Rights:** Understand what rights the offenders have and the standards in which the correctional officers must meet in order to ensure that the inmate offender’s rights are not violated. During this training, we will place special emphasis on the right to adequate medical and mental healthcare by discussing the major US Supreme Court decisions that confirmed inmate offender rights to health care and examine ways that Correctional staff may or may not become liable for denying or delaying this care.
- ★ **I Have Been Sued, Now What?:** Understand the most common high-risk critical tasks that impact jail and correction operations. How operation tasks can create exposure to liability. Why it is important for agencies to be pro-active, not reactive, in developing policies, procedures and reviewing customs and practices. The importance of conducting a thorough post critical incident reviews and how documentation can impact a successful defense.

Critical Tasks in Jail/Correction Operations and Reducing Liability

Instructor: Jeff Carter

Course Overview

This 2-day course covers an array of topics relevant to reducing liability in any jail or correctional facility. Topics range from mental health and suicide awareness to legal updates and current PREA law.

Course Objectives

- ★ **Mental Health and Suicide Awareness** - Reality is the mental health-care safety net has become one of incarceration. From coast to coast our jails/prisons have become the mental health hospitals in most of our communities. In this training we will review the common mental health issues diagnosed in our inmate population, as well as those that come through our doors facing self-harm ideations, including suicide. This class will cover recommended approaches in dealing with these special populations.
- ★ **Investigating In-Custody Deaths for Staff** - An Inmate death can result in civil and criminal liabilities for both the agency as well as the Jail officer(s). In many instances fault does not lie with the agency, but an inept administrative investigation that does little in proving the facts. This class will cover “best practices” in conducting these investigations, which will not only assist in pointing out where the concerning issues lie, in preventing future in-custody deaths, but prepare you to defend the current one.
- ★ **Legal Updates and Best Practices for Corrections Officers** - Jail Officers have different concerns for personal liability than an officer who is working patrol. The subjects are already in custody, so the potential legal issues of probable cause and search warrants are not at the forefront of your concerns with daily interactions with inmates. We will discuss the current parameters established by the courts when dealing with: Use of Force, First Amendment, Religion, Strip Searches, and the dreaded Grievance Mechanism, and we will also review new case law relating to these. This class will offer recommendations on defending litigation “when” not “if” they knock on your door.
- ★ **PREA Law and Transgender Inmates** - In a country that incarcerates more of its people than any other in the world, transgender people are more likely to be stopped and questioned by police, engage in survival crimes such as sex work, end up behind bars, and more likely to face abuse behind bars. This training will begin with an overview of the Prison Rape Elimination Act (PREA), then proceed into providing corrections practitioners an insight on properly dealing with the issues we face in providing a safe and secure environment for transgender inmates, while satisfying the requirements brought forth with PREA.
- ★ **Intoxication and Withdrawal in the Jail Environment** - The number of inmates coming into our facilities today with substance abuse issues is alarming. Unfortunately, in many instances, we are the first line of defense in determining whether these individuals are assessed, and proper care is provided. It’s critical that our staff are trained in recognizing the signs and symptoms of both intoxication and withdrawal so prompt intervention can be requested. This class will provide basic correctional level training in identifying behaviors prompting staff to make medical and/or mental health referrals if needed.
- ★ **Medical Best Practices** - Another major area of litigation for corrections is “Medical Negligence”. This class will cover “Best Practices” in addressing inmate medical issues beginning at intake and ending as the inmate is walking out the door. We will discuss proper medical screening at intake, adequately addressing medical request during incarceration, sound methods for dispensing medication, as well as protocols for a successful sick-call mechanism.

Critical Tasks in Jail/Corrections Operations and Reducing Liability *cont.*

- ★ **Cell Searches, Shakedowns and Body Scanners** - Jail Safety and Security is the top priority for every agency to provide a safe working environment for staff, and safe living environment for Offenders. Keeping contraband out of our facilities is just one of the tactics we use to accomplish that task.
- ★ **Contraband enters a correctional facility in various ways** - This training will cover areas such as: *Cell Searches and Shakedowns, Pat, Frisk and Strip Searches, Mail Procedures, Perimeter Checks, Vehicle Searches* and ends with *Documenting* and sound *Policy* recommendations to further prepare staff to combat the never-ending mission of limiting contraband within our facilities.
- ★ **Use of Force- Response to Inmate Aggression** - As Corrections Officers we face many challenges in dealing with the inmate population. Use of Force is utilized in our nations prisons and jails each day. It is our responsibility from the top down to ensure the force we use is consistent with not only our own policies but current case law as well. This class will cover why "Use of Force" is one of the top two reasons Jails and Prisons face lawsuits around the nation and "Best Practices" we can train and implement to be successful defending these legal challenges.
- ★ **Safety Observations/Security Checks - What's The Big Deal?** - One of the most important tasks a Correctional Officer performs in their day-to-day duties is timely observations of the inmates housed in their facility. These are performed for many reasons from controlling contraband, discouraging inmate-on-inmate assaults, preventing escapes, and responding appropriately to inmates who are experiencing medical/mental health distress. We do these so often we sometimes take them for granite. We will discuss the importance of proper checks, review the tools currently on the market to assist with these, and give recommendations on how to ensure these checks are being completed properly.

FTO for the Corrections Officer

Instructor: Steve Kellams

Course Overview

This course is designed to provide knowledge and training to develop Field Training Officer's skills with a focus on Corrections Officers. Each new FTO will be presented with ideas and techniques to assist them in becoming more professional and confident in the application of their skills. This course is based on a modified "San Jose" program common in most departments across the US. Many of the topics will also apply to a variety of different FTO programs.

Course Objectives

- ★ Discuss the "San Jose" and other program models
- ★ Understand differences from Lesson Plans and Check-off List
- ★ Identify Demands on FTOs as Instructors
- ★ List five of the errors in rating
- ★ Understand the basics of Adult Learning Theory
- ★ Identify Liability Issues
- ★ Understand Performance Evaluations
- ★ Understand the rating scale and reference numbers
- ★ Complete the daily observation report
- ★ Counsel the new officer/deputy
- ★ Have a working knowledge of problem solving
- ★ Mentor the new officer/Deputy

Jail/Correction Liability, Risk Management and Legal Issues Conference

Instructor: Jack Ryan, Steve Campbell, Jeff Carter, Tracey Reed

Course Overview

While Jail/Correction officers may believe that they will be exposed to liability for all of their actions, both proper and improper, the fact of the matter is that most courts have avoided second guessing police actions and have only sanctioned the most egregious conduct. There are various levels of liability that may exist when a jailers actions are deemed improper.

Course Objectives

- ★ What are the liabilities? Why we are losing lawsuits?
 - Snohomish County settles jail death lawsuit for \$2.5 million.
 - Former Allegheny County Jail inmate settles lawsuit over loss of a baby.
 - Sandra Bland's family settles case for \$1.9M; agreement includes policy changes for Texas jail.
 - County settles jail meth death for \$2.3 million
 - Pennsylvania—A federal jury hit a prison health care provider and associated medical staff with a combined \$11.9 million verdict after they were found to have not properly addressed the psychiatric needs of an inmate who killed himself. The verdict broke down into roughly \$1 million for deliberate indifference and \$2.8 million for medical negligence against all defendants. The verdict also issues \$8 million in punitive damages directed solely by medical provider.
- ★ **Overview of Jail Liability**—While Jail/Correction officers may believe that they will be exposed to liability for all of their actions, both proper and improper, the fact of the matter is that most courts have avoided second guessing police actions and have only sanctioned the most egregious conduct. There are various levels of liability that may exist when a jailers actions are deemed improper.
- ★ **Civil Actions—Intentional Torts:** The Plaintiff must suffer as a result of the breach of duty.
- ★ **Federal Lawsuits**—When a federal lawsuit is filed under §1983 for violations of federal rights there is no vicarious or respondent superior liability. In such a case, in order to get the agency on the hook as a defendant, the plaintiff has to prove that the agency did something wrong that led the officer to act in the manner that he or she did.

Violations of Civil Rights—42 U.S.C. sec. 1983. This type of lawsuit is the type that most jails often face.
- ★ **Pattern and Practice Lawsuit**—Under USC §14141 it is unlawful for a Jail/Correction agency to allow its members to participate in a pattern and practice of violating civil rights.
- ★ **Understanding Judgment and Qualified Immunity in the Defense of Jail/Correction Officers**
 - **Summary Judgment:** Even if the person bringing the lawsuit story is taken as true there was no violation of the Constitution.
 - **Qualified Immunity:** Even if the person bringing the lawsuit story is taken as true and there was a violation of the Constitution, the law was not clearly established at the time the jail officer acted.

Jail Intake and Classification

Instructor: Lisa Farmer

Course Overview

This course will start from taking legal custody of the arrestee thru the intake screening process and assessment to how classification will use that information for housing.

Intake Screening

Jails now face multiple challenges with the deadly drugs that arrestees either have taken, concealed on them or attempted to smuggle into the jail that puts more emphasis on the intake officers completing a very detailed, documented screening. Not only drugs, but also with the serious mental health illness, or a combination of both, complicates their jobs as it seems that jails have become the last resort to take mental health persons. But having in-depth screening and assessment tools in place, in addition to the officers observations, not only helps the officer but also lessens the liability for the jail and possibly saves a life. The intake officers have first contact with the arrestee and plays a very vital role in getting the correct information from screening. It is imperative that intake officers complete an accurate screening process in addition to their observations.

Jail Classification

Jails having an objective classification system is an essential part of ensuring the safety and security of any facility. With an objective classification system, there can be a lower risk of litigation and a safer jail for both staff and inmates. This training will start with an overview of the history and evolvement of classification and housing inmates. There will be an overview of what a Objective Jail Classification System should include and why a valid objective system should be used over an subjective classification system. The training will also include changing requirements and use of Restrictive Housing to include certain inmate population where it should be used only as a last option.

Course Objectives

- ★ Intake Screening
- ★ Classification
- ★ Restrictive Housing and Legal
- ★ Inmate Discipline

Leadership Skills for Today's Jail/Correctional Officers

Instructor: Jeff Carter

Course Overview

A leader is only as good as his or her team's desire to be led by them. Leadership, or lack thereof, either creates the foundation of a strong agency or undermines the agency to the point where they become a liability. A bad leader is the person everyone despises working for every day; the one who never acknowledges your achievements and only emphasizes your faults. A good leader truly believes in the work they do and has a strong sense of purpose that materializes in even the most menial tasks. In this one-day class we will cover important elements in how to supervise staff effectively.

This presentation will assist not only new command staff who are beginning their career in leadership but will also give seasoned leaders the tools to improve their approach as well. Various elements are discussed that have been proven, through experience, how staff respond positively and improve performance.

Course Objectives

- ★ Becoming a Good Communicator
- ★ The Importance of Training Staff
- ★ Management Styles and Becoming a Servant Leader
- ★ How to be a Positive Role Model
- ★ Leadership in Security Operations
- ★ Employee Discipline and Counseling
- ★ Helpful Hints in Leadership

PREA Investigator Training for Allegations of Inmate Sexual Abuse

Instructor: Jeff Carter

Course Overview

This 2-day training is designed for those who are responsible for investigating allegations of sexual abuse and sexual harassment of inmates in facilities -both administrative and criminal investigations. The topics covered in this seminar align directly with the training required for investigators as specified in PREA standard 115.34(b).

This seminar discusses why these sexual abuse investigations are different and what special skills and knowledge is required. It also provides an understanding of how sexual abuse victims may respond; techniques for interviewing sexual abuse victims proper use of Miranda and Garrity Warnings; proper collection and preservation of evidence in confinement settings; procedures for preserving the objectivity and integrity of the investigation; and the criteria and evidence required to substantiate administrative findings and criminal prosecution.

Course Objectives

At the conclusion of this training, participants will:

- ★ Understand the unique nature of investigating sexual abuse in confinement.
- ★ Know the techniques for interviewing sexual abuse victims.
- ★ Know the proper uses of Miranda and Garrity Warnings.
- ★ Know proper techniques for the collection of physical evidence.
- ★ Understand best practices for reaching investigative conclusions.
- ★ Describe the level of evidence needed to substantiate both administrative and criminal findings.

LLRMI Instructors

For more information about our instructors please visit
<https://www.llrmi.com/trainings/#instructors>



Bill Backus



Rick Baker



Glenn Bard



Steve Campbell



Jeff Carter



Lisa Farmer



Ryan Gausman



Matt Greeley



Ken Hilte



Mike Irwin



Steve Kellams



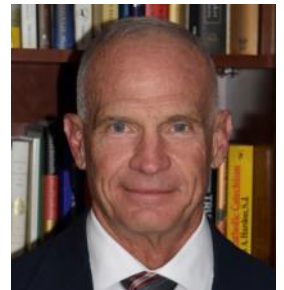
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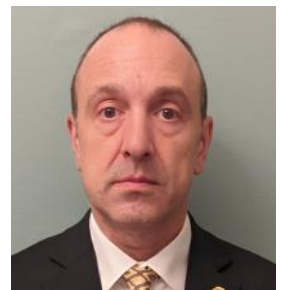
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