



JUSTICE INSTITUTE  
of BRITISH COLUMBIA

# Police Academy

## Advanced Programs

The Police Academy at the Justice Institute of British Columbia will be delivering a half-day workshop focusing on **Education Based Discipline for Police Officers** on **Tuesday, February 24th from 1300-1600 at the JIBC New Westminster Campus.**

The Los Angeles County Sheriff's Department (LASD) is currently making dramatic changes to the disciplinary system for all of its personnel. These comprehensive procedures, which are most likely the first of their kind in the nation, emphasize "Education-Based Discipline" (EBD). EBD is an *alternative* to the traditional approach of suspensions without pay, which are often perceived as punitive.

It is expected that an EBD system will reduce management-employee conflict, including the bitterness that results from withholding employees' pay. Instead, optional behavior-focused education and training opportunities will be offered to employees whose actions warrant some form of discipline. This new approach to discipline will build character as well as competence, while enhancing communication. It should also reduce representation costs for the unions.

Lt. Mike Parker is the Unit Commander of the EBD Unit. He will explain EBD and discuss the challenges and successes of its implementation for the 18,000 personnel of the LASD.

**Mike Parker** is a lieutenant and 24 year veteran of the LASD. He has worked patrol and jail assignments at three ranks, has managed as many as 160 patrol personnel, is multilingual, and has worked several administrative assignments including Chief's Aide, Internal Affairs, Press Relations, and International Liaison. He has co-developed, written about, and lectured on award winning programs including criminal abatements, transients, and the mentally ill. He has earned recognition awards for supervision, and co-created and authored "Operation Outreach," the winner of the 1996 International Assn. of Chiefs of Police (IACP) Webber Seavey Award.

He is the author of scores of nationally published policing articles, with an emphasis on successful policing partnerships. He is the editor of the *Peace Officers Association of Los Angeles County Journal* ([www.poalac.org](http://www.poalac.org)) and is Chairman of the Communications Committee of the California Peace Officers Assn. (<http://www.cpoa.org>). Utilizing experience gained while working Internal Affairs, he created California POST-certified classes to explain employee rights, and since 2007 has taught them to over 1,500 peace officers from over 50 agencies. He also co-created and co-presents training on "Preparing for Promotional Exams."

**The Los Angeles County Sheriff's Department** [www.lasd.org](http://www.lasd.org) is the largest sheriff's department in the U.S. Its 18,000 budgeted sworn and civilian employees provide law enforcement services to 40 incorporated cities, 90 unincorporated communities, nine community colleges, and over a million daily commuters of the L.A. Metro. Transportation Authority and the So. Cal. Regional Rail Authority. Over four million people are directly protected by the LASD. Additional jurisdictions include the 58 Superior Courts and 600 bench officers of the largest county court system in the U.S., as well as the nation's largest jail system, which houses nearly 20,000 inmates.

There is **no charge** to attend this workshop. The topic involved would be of interest to all police officers, police union executives and agents, police executives, police board members, and members of civilian oversight groups. **Register by emailing: [advancedpolicetraining@jibc.ca](mailto:advancedpolicetraining@jibc.ca)**