

# Honoring the Badge: Spotting and Avoiding Ethical Pitfalls

Carlsbad Safety Training Center  
5750 Orion Street | Carlsbad, CA 92008  
October 10, 2023 | 8:30 a.m. - 12:30 p.m.  
Course Fee: \$80



Every day, law enforcement personnel are presented with choices that can have long-term career consequences. Ethical behavior and decision-making are vital to the success and reputation of every law enforcement agency and the well-being of every officer. This presentation takes a deep dive into applied ethics and deals with hidden and ignored ethical challenges within law enforcement. The course was created by world-renowned ethicist Michael Josephson and Detective Captain James Dugan. Jim, whose highly decorated NJ police career was derailed by one bad judgment, provides a unique, sobering, and inspiring perspective.

This presentation addresses the following critical organizational needs:

- The major causes of unethical behavior within a law enforcement agency.
- The inherent career and officer wellness consequences of unethical behavior- long and short term.
- The liability of ethical compromise from the legal and public support point of view.
- The critical nature of ethical behavior as a “risk management” strategy.
- The Six Pillars of Character® - applying them within your agency.

**If you are committed to bringing meaningful, ethical improvements to your entire department, this training is for you!**

- ◇ “Engaging, knowledgeable and great presenter. I have taken multiple ethics classes at different agencies and by far- this drives it home!”
- ◇ “I have had to sit through countless mandatory ethics courses that have been demeaning, derogatory and overall negative. I expected this to be the same way. I was pleasantly surprised that this was not. Much better to paint this issue in a positive light.”
- ◇ “Honestly, the training really did encourage me to analyze how I live my life in and out of work.”
- ◇ “Greatest take-a-way was how clearly the instructor demonstrated how small decisions and mistakes must be dealt with and the discussion about the intersection of personal and professional life.”
- ◇ “Entertaining, valuable and powerful content. Great energy from presenter. The biggest strength was having Jim share his personal story- made ethics more real and relatable. All-in-all, great training.”
- ◇ “This could have been an 8-hour class- the instructor was very enthusiastic. This should be taught in the academy and to every deputy.”
- ◇ “A truly impactful class. I showed up today thinking this was a check in the box course. I am leaving today with a new look on ethics. The instructor was honest and extraordinarily genuine. His insights were incredible and helpful.”

To register, call Jim Dugan at 949-290-4033, or  
email [JimDugan@JosephsonExemplaryPolicing.org](mailto:JimDugan@JosephsonExemplaryPolicing.org).



The Robert D. and  
Billie Ray Center

# Honoring the Badge: Spotting and Avoiding Ethical Pitfalls



**Lead Instructor:**  
**Jim Dugan**



During his 13-year law enforcement career, Jim worked primarily in narcotic enforcement and police training. He received numerous awards and accommodations for his work and spoke at several state-wide law enforcement conferences throughout the northeast. He achieved the rank of Captain of Detectives at 32 when he was appointed Director of a New Jersey State Certified Police Training Academy. Unfortunately, Jim's highly decorated police career ended abruptly in 1997 because of an unethical compromise. In this course, Jim takes you through the painful journey, both professionally and personally, that resulted from his conduct.

Since then, Jim has had a very successful career in the private sector and now commits his time to educating and supporting the policing community. He provides expert insights and critical resources in police ethics professional development.

## Josephson Exemplary Policing Initiative at Drake University

Modern policing takes place in an ethical minefield – from the street to the courthouse, from management to recruiting, from training to on and off-duty conduct. The Robert D. and Billie Ray Center at Drake University is home to the Josephson Exemplary Policing Initiative, whose mission is to help agencies shape, enhance, and fortify their ethical culture and to prevent misconduct from eroding confidence in the public sector.

To accomplish this, the Institute advocates five core principles:

1. Place public interest over all other considerations including personal or private interests.
2. Make decisions on the merits, free from partiality, prejudice, or conflicts of interest.
3. Conduct police operations openly, efficiently, equitably, and honorably.
4. Observe the letter and spirit of the law.
5. Avoid appearances of impropriety or unethical conduct.

## Programs and Services

We offer a variety of approaches for ethics training that address specific agency needs and that are meaningful, measurable, and sustainable. Contact us for more information on our Department and Command Staff Trainings, Agency Cultural Assessments and keynote presentations for conferences and trainings.

For more information, call Jim Dugan at 949-290-4033,  
or email [JimDugan@JosephsonExemplaryPolicing.org](mailto:JimDugan@JosephsonExemplaryPolicing.org).



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