

How is an Internal Affairs Investigation Different from a Criminal Investigation?

(Labor Issue vs. Criminal Issue)

Employee is involved in a critical incident while on duty

Employer initiates an internal investigation to determine if departmental or employer policies were violated

Employee is represented by an LELS Labor Attorney during the investigation

Employee is found to have violated workplace policies and is disciplined (Reprimand, Suspension, Demotion, Termination)

Employee grieves the discipline and is represented by LELS through the grievance process, including Arbitration, where the employee will be represented by an LELS Labor Attorney

An LDF Criminal Defense Attorney is dispatched to the scene of the incident by LDF's 24-hour hotline

Outside agency initiates a criminal investigation to determine if the employee's actions were unlawful

Employee is represented by an LDF Criminal Defense Attorney

Employee is charged criminally

Employee continues to be represented by an LDF Criminal Defense Attorney, including court proceedings and litigation. There is no cap on defense costs.