

Honoring the Badge: Spotting and Avoiding Ethical Pitfalls

California POST Certified – C# 40130



South Bay Regional Public Safety Training Consortium
560 Bailey Ave, San Jose, CA 95141
November 20 th, 2025 | Course Fee: \$80

**BRING MEANINGFUL & ETHICAL
IMPROVEMENTS TO YOUR ENTIRE
POLICE DEPARTMENT**

Modern policing operates within a complex ethical landscape, where decisions made in a split second can reverberate from the streets to the courtroom and beyond. These decisions shape public perception, influence officer wellness, and define the legacy of law enforcement agencies.

“Honoring the Badge,” co-created by former Detective Captain Jim Dugan and renowned ethicist Michael Josephson, offers a uniquely powerful blend of academic insight with real-world application, offering practical strategies to enhance institutional effectiveness and credibility within policing agencies.

“In my 20 years of law enforcement, this is one of the best trainings I’ve experienced. His story is amazing to hear. The instructional materials were well thought out. Excellent!”

**Nevada Sheriffs' and Chiefs' Association Annual
Conference - Las Vegas, NV**

This dynamic presentation goes beyond surface-level discussions, it is a thought-provoking journey that highlights the overlooked, and offend ignored, ethical dilemmas in law enforcement. Participants will leave with a renewed understanding of how ethical decision-making is not just a professional necessity, but a cornerstone of effective, respected, and trusted policing. 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 Six Pillars of Character® - applying them within your agency.

“40 years in law enforcement. Not many classes impress me anymore. This one did!”
Louisiana Associations of Chiefs of Police Annual Conference - Marxville, LA

“This is how you teach cops!”
Anaheim Police Department Agency Training - Anaheim, CA

REGISTER TODAY!

949-290-4033

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The Robert D. and
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SEE REVERSE SIDE

HONORING THE BADGE

Meet the Presenter

James Dugan

Director | Josephson Exemplary Policing Initiative at Drake University

Jim Dugan's journey is one of significant achievements, unexpected challenges, and powerful redemption. Over his 13-year law enforcement career, Jim excelled in narcotic enforcement and police training, rising swiftly to Captain of Detectives at just 32 YOA. He served as Director of a New Jersey State Certified Police Training Academy, earning numerous awards and speaking at major law enforcement conferences throughout the Northeast.

But Jim's story took a sudden and devastating turn when an ethical misstep during a high-stakes narcotics investigation led to his indictment on several criminal charges, bringing his promising law enforcement career to a heartbreaking end. Faced with the consequences of his actions and the loss of the profession that defined him, Jim was forced to rebuild from the ground up, navigating a path fraught with personal and professional challenges.

With determination, Jim turned adversity into opportunity, proving that a fall from grace could also be the foundation for a powerful comeback. He transitioned into the private sector, where he quickly established himself as a senior executive specializing in sales leadership and mergers and acquisitions. Over the next two decades, Jim built a distinguished career in business, leading successful ventures across various industries, including publishing, student travel, extraordinary events, and consumer products. His resilience and ability to lead through transformation became his trademarks.

Now, as Director of the Josephson Exemplary Policing Initiative (JEPI) at Drake University, Jim has returned to public service with renewed purpose. His firsthand experience with ethical failure and redemption gives him a unique perspective, enabling him to speak authentically about the cost of compromise. Through JEPI, Jim helps law enforcement agencies navigate complex ethical challenges and reinforces integrity as the foundation of effective policing.

Jim holds a Bachelor's Degree in Criminal Justice from Pfeiffer University and a Master of Education from Seton Hall University. Married for 36 years, he and his wife Beth have three children—Joey (Pastor), Jayson (Business Owner), and Alexa (Special Agent, USAF) and two grandsons. In his free time, Jim enjoys biking, fishing, golfing, and contributing to his church's Men's Ministry.

Jim's story fuels the Honoring the Badge program, inspiring officers to confront ethical dilemmas while delivering a message of resilience, hope, and a commitment to higher standards in law enforcement.



Honoring the Badge: Spotting and Avoiding Ethical Pitfalls

Testimonials and Accolades



Delaware State Police Command Staff/Supervisor Training, Dover, DE
September 2025 - Course Evaluation Score: 4.94

"Extremely educational and well done. The presenter was the right person to teach this to LEO's because of his background. No stronger connection could be made by someone outside the field. Well done!"

National Internal Affairs Investigators Association Conference, Louisville, KY
August 2025 - Course Evaluation Score: 4.95

"One of the best trainings I have had in 25 years!"

New Mexico Sheriffs Association's Summer Conference, Riudoso, NM
August 2025 - Course Evaluation Score: 4.93

"A much needed conversation in a career that hates talking about it. Thank you!"

Tippecanoe Sheriff's Department Agency Training, Lafayette, IN
July 2025 - Course Evaluation Score: 4.93

"Very good information given and very brave instructor to speak about betraying the badge in front of cops. For a four hour time block, I was surprised at how Mr. Dugan kept my interest the whole time."

Michigan Police Chiefs Associations Summer Conference, Bellaire, MI
June 2025 - Course Evaluation Score: 4.80

"Absolutely outstanding. Well researched, compellingly presented. One of the best presentations I have ever seen in nearly 50 years of law enforcement."

Florida Police Chiefs Associations Summer Conference, Miami Beach, FLA
June 2025 - Course Evaluation Score: 4.94

"Incredible program. Such a courageous speaker. Please make sure this program continues. It may literally save lives by the ripple effect it has on those those hear his story."

Delaware Association of Chiefs of Police Annual Conference, Dewey Beach, DE
May 2025 - Course Evaluation Score: 4.96

"An extremely powerful. Instructor was excellent and I was engrossed the entirety of the presentation."

Monmouth County Police Academy Open Enrollment Training, Freehold, NJ
May 2025 - Course Evaluation Score: 5.0

"I did not want to be here today. But after taking this class, I am glad I came. I think everyone should take this course, the Instructor was great."

Bergen County Police Academy Open Enrollment Training, Mahwah, NJ
May 2025 - Course Evaluation Score: 5.0

"James Dugan was an incredible instructor and taught a class that many may not like, but he made it amazing."

Myrtle Beach Police Department Agency and Area Training, Myrtle Beach, SC
April 2025 - Course Evaluation Score: 5.0

"A perfect course!"

Alexandria Police Department Agency and Area Training, Alexandria, LA
April 2025 - Course Evaluation Score: 5.0

"Effective. Moving. Powerful. Way better than expected! Pointed out a lot of things that needed to be said."

Colorado National Field Training Officers Association Conference, Black Hawk, CO
April 2025 - Course Evaluation Score: 4.91

"Great course, great instructor, with great information to pass on through my career"

International Law Enforcement Educators and Trainers Assoc., St Louis, MO
March 2025 - Course Evaluation Score: 5.0

"Awesome class!!! Every officer should take this. The best ethics class I've ever taken. The instructor was absolutely great!"

Missouri Sheriff's Association Spring Conference, Osage Beach, MO
March 2025 - Course Evaluation Score: 4.92

"Thank you, thank you. We needed to hear this!"

Course Evaluation Score

4.9/5

cumulative average

"Jim Dugan was phenomenal. passionate, sincere and humble. Excellent course of instruction. Not what I thought it would entail. His lead up to what happened after speaking of his successes caught me off guard. Truly inspirational and much needed! Thank you for this course of instruction. One of the best presentations I have ever had the privilege of attending at the MS Association of Chiefs of Police Conferences."

Mississippi Association of Chiefs of Police Summer Educational Conference, June 2024



Drake
UNIVERSITY

The Robert D. and
Billie Ray Center

Indiana Sheriffs Association Winter Conference, Indianapolis, IN
February, 2025 - Course Evaluation Score: 4.95

"Truly a life lesson session affecting the law enforcement community"

Nevada Sheriffs' and Chiefs' Association Annual Conference, Las Vegas, NV
October 2024 - Course Evaluation Score: 4.92

"In my 20 years of law enforcement, this is one of the best trainings I've experienced. His story is amazing to hear. The instructional materials were well thought out. Excellent! "

Connecticut Police Chiefs Executive Meeting, Rocky Hill, CT
September 2024 - Course Course Evaluation Score: 5.0

"I've been going to this training for years and years, and this presentation was the best I have ever seen. The courage it took to stand up and present is amazing and the moral integrity of this gentleman is incredible."

Anaheim Police Department Agency Training, Anaheim, CA
June 2024 - Course Evaluation Score : 4.89

"This is how you teach cops!"

Georgetown Police Department, Georgetown, SC
May 2024 - Course Evaluation Score: 4.93

"One of if not the best ethical training I have ever had in my 13 years in law enforcement."

Oregon Association of Chiefs of Police Conference, Pendleton, OR
April 2024 - Course Evaluation Score: 4.92

"Jim did a great job. Information was valuable current and pertinent. Course was a great reminder of the importance of ethical leadership and our responsibility as chief of police and I will take this material back to our department and put it to good use."

Jefferson County Sheriff's Training Center, Fultondale, AL
March 2024 - Course Evaluation Score: 5.0

"Good to be taught by a former police officer who knows how to teach police."

Alameda County Chiefs of Police and Sheriff's Association, Bodega Bay, CA
January 2024 - Course Evaluation Score: 5.00

"Jim was a very enthusiastic and entertaining instructor. His message was well received and thought provoking."

Hammond Police Department Agency Training, Hammond, LA
January 2024 - Course Evaluation Score: 4.87

"Amazing presentation & instructor. Mr. Dugan spoke from experience to allow us to not make the same mistake he did! Will definitely take this information and use it in my career and to inspire and encourage others! Thank you for such great knowledge!"

FBINAA – Alaska Training Conference, Anchorage, AK
December 2023 - Course Evaluation Score: 4.94

"Excellent presentation! Really pulled us in with his personal story. Sheds light on how simple choices can have powerful impacts: positive and negative."

Waterloo Police Department Agency, Waterloo, IA
November 2023 - Course Evaluation Score: 4.95

"Wasn't sure what this course was about. I enjoyed the material and how passionate James is. It was interesting to hear his story and how he overcame his hurdles. One of the better trainings I have been to - 16-year vet."

California Peace Officers Association, Ontario, CA
October 2023 - Course Evaluation Score: 4.95

I have nearly 25 years on with my agency and have been to more training than I can remember, but this two- hour block was one of the most beneficial training courses I have ever been to. Keep up the great work, Jim."

Carlsbad Police Training Center, Carlsbad, CA
October 2023 - Course Evaluation Score: 5.00

"Best class I've had in 24 years as an officer."

Napa Dept. of Corrections Agency Training, Napa, CA
October, 2023 - Course Evaluation Score: 5.00

"Amazing instructor! We need more people like him to train us! Presentation was amazing and intellectual."

Allegheny County Police Academy, Alison Park, PA
September 2023 - Course Evaluation Score: 4.87

"I have been taking Law Enforcement classes for 25 years. This is hands down the best instructor I have ever had."

Dayton Police Department Command Staff Training , Dayton, OH
September 2023 - Course Evaluation Score: 4.78

"Dugan puts it all out there. A lot of respect to him. Solid course!"

Louisiana Associations of Chiefs of Police Annual Conference, Marksville, LA
July 2023 - Course Evaluation Score: 4.87

"40 years in law enforcement. Not many classes impress me anymore. This one did!"



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