



# **COPA Conference**

## **Impact of the Justice Center on Human Resources**

# Timing of Investigation Results

- Can Take Months To Receive A Determination From The Justice Center Regarding An Investigation
  - An Investigation Is A Top Priority For Agencies
- But...Is Undetermined As To Where The Investigation Is Prioritized Within The Justice Center System

# Impact On The Subject Of An Investigation

Can Have Negative Impact On Employees Due To:

- Fear Of Unknown
- Financial Impact
- Morale Or Judgment Among Co-Workers  
When Returned To Work  
(Regardless Of Determination)

# Impact On Staffing

- Creates Coverage Hardship Based On Length of Investigation
  - Adds To Burn Out and Crisis Mode