



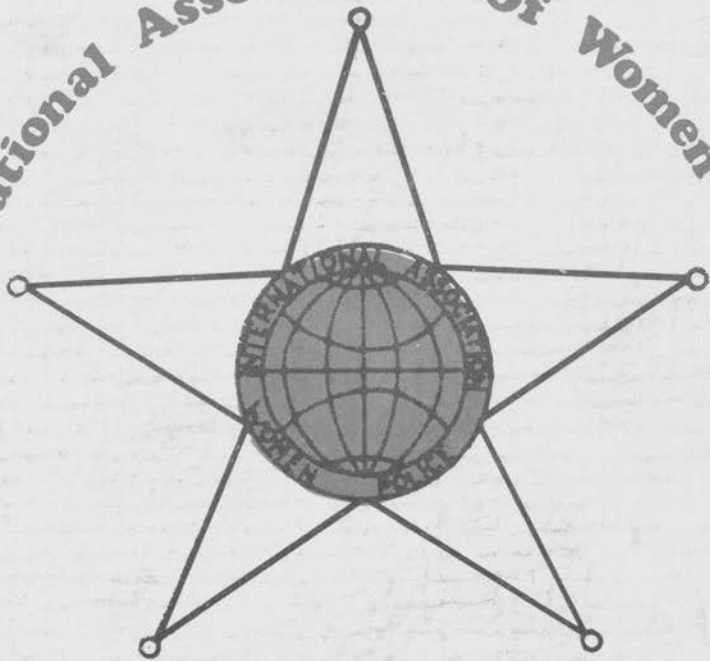
Carolyn Bailey papers

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International Association Of Women Police



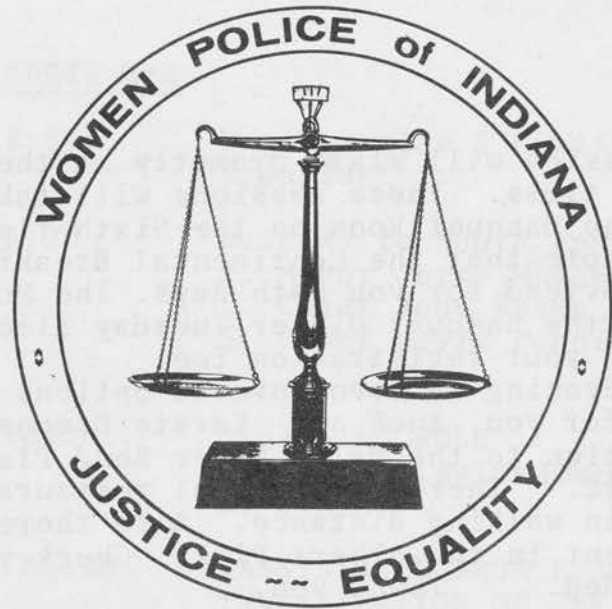
Region 4

'We've Come A Long Way Baby'

"SEMINAR 75"

APRIL 7th & 8th

SOUTH BEND, INDIANA



WE'VE COME A LONG WAY BABY

INFORMATION

Each session will start promptly at the designated times. These sessions will take place in the Banquet Room on the Sixth floor.

Please note that the Continental Breakfast will be provided for you both days. The Monday Luncheon & the Banquet Dinner Tuesday also are included in your registration fee.

Monday Evening we have several options available for you. such as: Karate Demonstration, Transportation to the Mall, River Bend Plaza, Theaters etc. There are several restaurants & Lounges in walking distance. Also there is entertainment in the Albert Pick. Check your list provided. Thank you.

Carolyn Miller: Director Region 4-I.A.W.P.
Micky White &
Arletta Stickley Co-Chairpersons Seminar 75

"SEMINAR 75"

MONDAY APRIL 9th

- 7:45 - 8:50 Registration & Continental Breakfast
- 9:00 - 9:20 Welcome to South Bend
1. Mayor Jerry Miller
2. Chief John Walsh S.B.P.D.
3. Chief David Pennington Elk. P.D.
- 9:25 - 10:00 'CHANGING ROLE'
Dr. Lois Higgins Executive Director of I.A.W.P.
- 10:00 - 11:30 'ASSISTANCE FROM F.B.I. IN INVESTIGATION OF SEX OFFENDER'
Special Agent Wm. Love F.B.I.
- 12:00 noon Luncheon
- 1:15 'EQUAL EMPLOYMENT'
Ms. Marialice Carter, Trial Attorney Litigation Services Branch E.E.O.C.
- Break
- 3:00 'VALIDATION OF POLICE TESTING'
Philip Rabinowitz, The Guidance Center

TUESDAY APRIL 8th

NOTES

8:00 - 8:45 Continental Breakfast

8:45 'WOMEN IN SUPERVISORY CAPASITY'
Lt. Felicia Shpritzer, 9th
Precinct, N.Y.C.P.D.

Break

10:15 'THE EFFECTS OF SEX ROLES AND
STEREOTYPING OF WOMEN'
Dr. Renee Rabinowitz, Assistant
Professor of Psychology I.U.S.B.

11:45 Lunch

1:00 'S.O.S. SEX OFFENSE STAFF'
Sandra Block, Assistant
Director of Big Brothers &
Big Sisters St. Joseph County

Break

3:00 'ASK ME' WHAT UNIONS CAN DO FOR
DISCRIMINATIONS IN LAW ENFORCE-
MENT
Ms. Judy Woodruff, Coordinator
for 'ASK ME'

5:30 - 6:45 Cocktails

7:00 Dinner

Guest Speaker - Dr. George
Kirkham, Assistant Professor
of Criminology Florida State U.
Tallahassee
"FROM PROFESSOR TO POLICE
OFFICER"

NOTES

NOTES

CREDITS

We would like to express our deep gratitude to the following businesses in the South Bend, Elkhart area for all their assistance.

Baers Home Outfitters
B.F. Goodrich
Business Systems
Civil Defense
Civil Defense Ladies Auxiliary
First Bank & Trust
First Federal Savings & Loan
Fox's Jewelry
Gates Chevrolet
Industrial Savings & Loan
Insty-prints
Merle Norman Cosmetic Studio
Miles Laboratories
Office Engineers
Professor D. Wrobel
Sonneborn Sport Shop
Sunnyside Beverage
Slicks Engraving
Toby's Standard
South Bend Federal Savings & Loan
Witmer-McNease Music Co.
Yeager Buick Dealer

We wish to give a special note of appreciation
to the following business associations

Avon Cosmetics
Brandywine Lounge
Coachman Trailers
Frances Shop
Mar Main Pharmacy
Monroe Liquor Store
Osco Drug Store
Police Emergency Lighting
PVT, Inc.
Vita Fair Drug Store

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Professor D. Wrobel
Sonneborn Sport Shop
Sunnyside Beverage
Slicks Engraving
Toby's Standard
South Bend Federal Savings & Loan
Witmer-McNease Music Co.
Yeager Buick Dealer

We wish to give a special note of appreciation to the Indiana Professional Police Association for underwriting this seminar.

Dr. Lois Higgins, Executive Director
6655 North Avondale Avenue
Chicago, Illinois 60631

Careers for Women in Law Enforcement



International Association of Women Police

6655 North Avondale Avenue
Chicago, Illinois 60631

EXECUTIVE DIRECTOR
LOIS HIGGINS

HISTORY OF WOMEN POLICE

The world's first policewoman was Alice Stebbins Wells of Los Angeles, a welfare worker who believed that women officers would be particularly well suited to do protective and preventive work with juveniles and women. This was in 1910. Her example and her advocacy of the employment of women police helped bring into existence the police juvenile and crime prevention bureaus of today.

During World War II, policewomen were increasingly used in protective work with young girls. Many communities today are utilizing or are contemplating the use of women police officers.

Simultaneously with their appearance in the United States, policewomen began to be widely employed in European countries and the nations of the British Commonwealth. Since the 1920's Interpol (The International Criminal Police Organization) has consistently recommended the use of women in the world's police forces in crime preventive work. Today, the policewoman's movement is world-wide. Japan and Korea have recently commenced employing women police.

The right of women offenders and young girls to be interrogated by police officers of their own sex is everywhere recognized as an important aspect of enlightened public policy.

The woman officer can feel great satisfaction in knowing that she is performing a useful and constructive task. It can now be said:

POLICEWOMEN ARE HERE TO STAY!

DUTIES OF POLICEWOMEN

The more traditional police functions of women police include supervision of recreational facilities such as dance halls, amusement parks, theaters, bus and train stations, parks, beaches and other public places, with special regard to the protection of youth and the prevention of delinquency.

A frequent duty of the policewoman is seeking to locate lost children or runaway juveniles.

Interrogating juvenile offenders sympathetically, the policewoman tries to discover ways in which the community can help delinquency-prone children and girls. Work with women offenders may include apprehension of shoplifters, prostitutes, etc., in close co-operation with male associates. Policewomen investigate cases of non-support and of destitute women or children, and make appropriate recommendations and referrals.

Women and children who are victims of sex crimes are often reluctant to talk with a male officer, but may talk freely with a woman officer.

Policewomen also investigate complaints received from citizens and community agencies and perform other general police duties in the detection and prevention of crime.

SIMILAR WORK

Police matrons are assigned to guard and care for the needs of women prisoners. Sometimes matrons are carried on local police rolls as policewomen, but usually this type of work is regarded as a separate occupation.

Women police may also be assigned duties in police headquarters as secretary to the chief of police, to identification and record work, etc. Usually, however, these tasks are performed by clerks holding civilian status.

So called "meter maids" and women school crossing guards are not ordinarily considered policewomen.

Sample only

HOW TO APPLY

Requirements differ for localities. Some cities require a high school education. Others require candidates to be college graduates with a background in social studies. Some departments require a combination of college and experience in an accredited social agency, teaching, nursing or the armed services. Obviously, the broader academic education and experience will be given higher ratings in examinations. But lack of these does not preclude a candidate from taking the examination if she is able to meet the minimum requirements listed for her locality.

For information regarding policewomen in local police departments, the applicant should visit or write the civil service commission of the city in which she resides and ask that she is notified when the next examination for policewomen is scheduled.

Any U.S. Citizen may apply for a civil service position in the Metropolitan Police Department, Washington, D.C. Write the U.S. Civil Service Commission, Washington, D.C. for information.

Age requirements vary from city to city, but usually the applicant must be between 21 - 35.

She must be a citizen of the United States. Often she must have resided in her prospective place of employment a year or more, though some departments now waive residence requirements.

The applicant must be willing to undergo a physical examination. In large cities the examination may take place at the local health department, usually in cooperation with the civil service commission.

In smaller communities she may be advised to have a medical examination by a physician of her choice and at her own expense.

All police officers must be of high moral character. They must give evidence of good judgment, emotional stability and ability to cooperate and get along with people.

SALARIES

Salaries are set by local governing bodies—city councils, boards of aldermen, etc. Basic salaries are usually subject to a deduction towards a retirement annuity or pension. Salaries differ considerably from one place to another, just as they do for male police officers.

PROMOTION

Originally appointments are usually made for a probationary period of six months to a year. In some cities provision has been made for advancement, upon successful completion of examination and the availability of a higher ranking job. Women's bureaus in larger cities often have women directors who are lieutenants or captains.

In smaller cities where there are fewer women officers and less specialized units, advancement may be difficult. In some cities, women officers cannot at present rise above the rank of patrolman. While the trend is toward advancement for policewomen, progress in this direction has been slow.

SPECIAL TRAINING

The women recruit may, in some localities, undergo special training. In some cases this may involve attendance at a local police academy or a community college or University.

* * * *

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

* * * * *

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United Kingdom

9TH REGION

EILEEN FINLAYSON

Edmonton, Alberta, Canada
Canada

See new list of officers & chairmen

18
480
see new list
11 p 15
48
745-28
45
8 pt Nelson Belt
18 pt quill
10 pt Nelson's
8 pt Nelson's

AN EXCERPT FROM THE LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder, and to respect the Constitutional rights of all men to liberty, equality and justice.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

W E L C O M E !

**TO THE FINEST
LAW ENFORCEMENT ASSOCIATION
FOR WOMEN
IN THE STATE**

Extensive information concerning women in law enforcement is available to you by writing:

Women in Policing Information Center
IACP, Inc.
Eleven Firstfield Road
Gaithersburg, Maryland 20760

(301) 948-0922, Ext. 295

**MINNESOTA
ASSOCIATION
OF
WOMEN POLICE**



MINNESOTA ASSOCIATION
of WOMEN POLICE

Officers: 1975 - 1976

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11 Eagle Ridge Road
North Oaks, Mn. 55110
St. Paul Police Department

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Sheila Gillson
325 Banbers Drive
St. Paul, Mn. 55110
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4101 Mildred Place
Minneapolis, Mn. 55422
Minneapolis Police Department

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Evelyn Piepgras
5512 Knox Avenue South
Minneapolis, Mn. 55419
Minneapolis Police Department

1975 SPRING MEETING

You are invited to attend the 1975 Spring Meeting of MAWP on May 10, 1975, 11:00 a.m., at 11 Eagle Ridge Road, North Oaks, St. Paul, Minnesota. For further information and directions, please contact President Bailey, 612-291-1111, or LuAn Zuhlsdorf, 612-348-2853.

OBJECTIVES of MAWP

Promote a closer official and personal relationship among women in law enforcement throughout the State of Minnesota.

Emphasize the need, increase the opportunity and expand the duties of women in all aspects of law enforcement.

Uphold high standards of professionalism and job performance.

Encourage continual exchange of contemporary police information and techniques.

Support efforts to eliminate discrimination in law enforcement on the basis of sex at recruitment, selection and promotional levels.

Increase community awareness to the role of women in law enforcement.

THE ROLE OF WOMEN POLICE

The role of women in policing has changed considerably throughout the country in the past five years and is continuing to change. Many progressive departments, striving to use their police personnel innovatively and to greatest advantage, are hiring greater numbers of women and utilizing them in all areas of service by expanding their job responsibilities. This change may be attributed to the need for qualified police officers; modified attitudes of police administrators, legislation and court orders against discrimination on the basis of sex, as well as the proven performance of many women police officers in assignments traditionally performed by men.

Lucille Burrascano



NY PD

SPECIAL

GUEST SPEAKER

May 10, 1975

SHE'S GREAT !

Officer Lucille Burrascano is one of the original fifteen women on patrol in New York City as part of the Police Foundation pilot project. She worked for almost two years with a female partner in a high crime precinct. Ms. Burrascano is currently involved in monthly seminars with the NYC patrolwomen, created to identify and solve patrol problems.

Officer Burrascano has made a TV documentary, radio and news interviews, two documentaries for elementary and secondary schools, and numerous magazine interviews.

In her current position as Crime Prevention Specialist, Officer Burrascano lectures on personal, home, and business security as well as rape and sex crimes.

Lucille Burrascano is recognized as an authority on "Women on Patrol" and is sought after as a dynamic speaker on this subject throughout the country.

DON'T MISS HER !

Lulla - 533-6089 (home)
348-2941 (work)

①



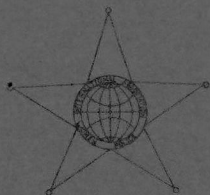
Check List - Seminar

- ✓ 1. Debbie Montgomery - 645-5408
WTCN TV, Fri., Apr. 23, 11:15 AM
with Mary Ellen Abrecht.
2. Katherine Ellison - arrived
10 A.M., Fri #201 NW
Carl Mield will meet her.
Prepay fare.
3. Committees: Golden Valley
Displays - Barb Ego - 935-9316
bring poster
Crime Prevention - Policanso

Reservations - Jania - 348-3787
Banquet tickets - # ?
guests at banquet?

Hospitality - Juliann Brunzell
722-5875 (home)
373-3550 (work)

- ✓ Check on beer.
- ✓ liquor - ROA + ?
- ✓ mix - Gold Medal
- ✓ snacks? measurers - ROA

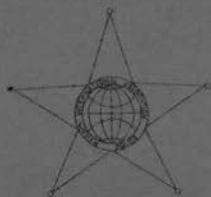


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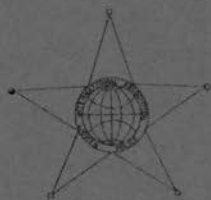
Cash + Checks - Evelyn
Piepgras - 348-2921

Folders - Pat Ferrazzo
777-8131

4. Type list of attendees -
Tania
- ✓ 5. Secretary for Paulak?
- ✓ 6. Floral centerpiece -
blue, yellow + white) \$16.50
~~courage?~~ Fund + Lange +.60
\$17.10
7. Name tags, ✓ place cards -
Tania
✓ plastic - 9/6
8. Video tape + equipment
Inpls. P.D.

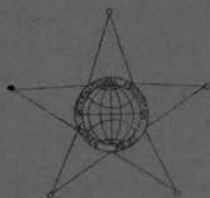


- 9. Meeting places - unknowns
at Airport Security
- ✓ 10. ✓ lunch tickets
✓ folders
- 11. Signitaries
 ✓ (McCutcheon)
 Chief Carl Johnson
 Warren Spanus
 Invite to banquet? Yes
- 12. Determine exact lunch &
 banquet reservations.
- 13. Head table
 guests w/ tickets
 speaker
 Lais Higgins
 ~~speakers (unless too many)~~
 Zulu + Carolen
 joint moderate
 Chief Rowan + wife
 Warren Spanus
 Chief Carl Johnson?



(4)

14. MAWP Introduce speakers
✓ Task Force for Allison?
Regis. fee for Spector?
15. Posters for dues V.P.
Membership MAWP - Gillson
✓ LAWP - Crumley Yes
~~or~~ Felicia
16. Payment list for speakers
& what to pay direct
Per diem vs. regis. fee?
17. Bills:
Pay Al Madson for tags
18. Announcements
19. ✓ Barb, Bob's sec. - all day Fri?
Tell Tania to determine.



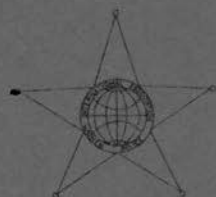
Meeting Planes

Thursday - Apr. 22

Riggle - 5:30 P.M.

Flight # 906

Air Wisconsin



Introduce:

1. Lois
2. McCutcheon

Introduction of speakers:

- Frank Sass - Bev Young
✓ Mary E. Abrecht - Julie Brungell
Judge Arthur L. Pat Downey
✓ Lou Mahigel - Pat Ferrazzo
✓ Kathy Ellison - Eileen Keller
✓ Kathy Burke - Sheila Gilson
Marcella Daniels - Barb Ego



*Crisis Intervention
And
Investigation
Of
Forcible Rape*

**By
Morton Bard
and
Katherine Ellison**

Crisis Intervention And Investigation Of Forcible Rape

By
Morton Bard
and
Katherine Ellison



MORTON BARD is professor of social psychology at the Graduate School and University Center of the City University of New York. His interest in human crisis began with extensive research on the psychological impact of cancer and radical surgery. Dr. Bard has directed a number of innovative community-oriented projects and organized the first Family Crisis Intervention Program within the New York City Police Department. His current focus is on crisis intervention and interpersonal conflict management in the police function.

KATHERINE ELLISON is a doctoral student in social-personality psychology at the Graduate Center of the City University of New York. For the past year, she has served as consultant to the Sex Crimes Analysis Unit of the New York City Police Department as a trainee in urban psychology under an NIMH training grant.

THE TRADITIONAL FOCUS of the police has been on law enforcement: the solution of crime and the apprehension of offenders. However, it has become almost a cliché to point out that analyses of the police function reveal that they have increasingly fallen heir (estimated to occupy between 80 and 90 percent of their time) to an increasing array of important human service functions. Traditional training gives them few tools to aid them in performing these functions. If the police are to provide these human services in the manner most satisfactory both to the public and to the officer, it is essential to draw upon the knowledge in other fields related to human behavior. This does not mean that police officers should be made over into psychologists or social workers, rather it means that they should combine knowledge from these fields with their own unique experiences and expertise to perform all aspects of their job with maximum effectiveness, safety, and satisfaction.

Both law enforcement and human service functions are combined in an officer's dealings with a victim of forcible rape. This paper will deal with ways in which the police can use psychological knowledge both to benefit rape victims and at the same time to enhance their ability to apprehend offenders and close their cases satisfactorily.

The handling of rape investigations with psychological insight not only benefits the victim in terms of future psychological functioning, but also results in greater job satisfaction for the officer. In addition, it has ramifications in a larger sphere: "the word gets around," and an image is projected to the public of an authority with psychological and technical competence. This must lead not only to greater public cooperation but also to a greater sense of security for the public at large.

CRISIS THEORY: THE BACKGROUND

The body of psychological knowledge known as crisis theory is particularly useful in enlarging an officer's understanding of the victim's psychological state and reactions, of the way the victim views the situation, and of the officer's role in relation to that event.

Modern crisis theory had its origins in 1942 when a Boston psychiatrist, Erich Lindemann, and his colleagues from the Harvard Medical School, became involved with the victims and the families of victims of the Cocoanut Grove fire.¹ This terrible nightclub conflagration, in which almost 500 lives were lost and many more people were badly hurt, had a major impact on the city of Boston.

Lindemann's work with survivors, their relatives, and friends, produced many ideas about how to deal with victims in crisis. This work has been enlarged and elaborated on by other researchers in the field. Much of the work that has been done has dealt with people in psychiatric crises, while practical applications in other areas have been slower to develop. This paper will suggest that crisis intervention theory has particular relevance to the police especially in their interactions with the victims of crimes against the person, particularly the crime of forcible rape.

CRISIS AND ITS ASPECTS

Crisis may be interpreted in a wide variety of ways, but common to most definitions is the idea that it is a turning point in a person's life. It is a subjective reaction to a stressful life experience, one so affecting the stability of the individual that the ability to cope or function may be seriously compromised. Crisis comes in many kinds and degrees. An event that may be of crisis proportions for

¹ Lindemann, E. Symptomatology and Management of Acute Grief. *American Journal of Psychiatry*, 101, 1944.

one person may have less effect on another, but there are some situations that may be considered crisis inducing for any individuals who experience them.

Crime victimization is one of the most stressful events in life. While it is not usually seen in crisis terms, it has all of the qualities that make for crisis. People tend to react to crime with the behavior that one sees in other, more obvious, crisis-inducing situations.

As every officer realizes, people respond differently to having been victims of crime. While highly personal reactions to stress make it difficult to suggest a formula approach to people in crisis, it is possible to define some aspects of a situation that will typically be perceived and reacted to as a crisis. It may be useful to discuss important characteristics of stressful situations that result in a crisis reaction.

A. Stress

1. *Suddenness.* Stressful life events that are sudden tend to have a crisis impact. When a situation comes on slowly, people are able to readjust their psychological defenses slowly to cope with it. The death of a loved one who has been dying slowly over months or years usually has less crisis impact than a sudden, unexpected death.

2. *Arbitrariness.* A situation that is arbitrary usually is experienced as a crisis. This is the sort of situation that seems unfair, capricious, and highly selective; it seems to happen in a no-fault, "out of the blue" way, resulting in the "why me?" phenomenon. An out-of-control auto selectively hitting one pedestrian in a crowd is an example of arbitrariness.

3. *Unpredictability.* Closely tied to arbitrariness and suddenness is unpredictability. In everyone's life there are normal and predictable developmental crises for which one can plan: marriage, a new job, a school examination, elective surgery, or any number of other events that are stressful but that can be predicted as being such with greater or less accuracy. Crises that can be anticipated lend themselves to planning so that some of the severity of the impact may be reduced. On the other hand, there are those crises which cannot be predicted. They are precipitated by wholly unforeseen events such as natural disasters, serious accidents, or crimes. It is the unpredictable that further confounds and complicates the stressful event leading to a crisis reaction.

B. Reactions to Stress

1. *Disruptiveness.* A crisis reaction has the characteristic of disrupting normal patterns of adaptation. Normally all of us have defenses which operate all the time to preserve the sense of "self," that is, to protect the self against the normal ebb and flow of life's events. We stay on a pretty constant course that way. But under the impact of a crisis-inducing situation, those defenses are disrupted and functioning suffers. Sleeping and eating patterns may become disturbed, work inhibitions may develop, attention and concentration become difficult.

2. *Regression.* Often individuals regress, that is, emotionally they revert to a state of helplessness and dependence that characterizes an earlier stage of development. When in a crisis, an otherwise mature and effective person behaves almost like a child in seeking support and nurturance, guidance, and direction from those regarded as strong and dependable.

3. *Accessibility.* With characteristic defenses disrupted in a state of helpless dependency, individuals in crisis are extraordinarily open and suggestible. This provides a unique opportunity to affect long-term outcomes.

One of an individual's most basic needs at this time is to ventilate feelings—to be able to talk about what has happened, to "get it out of your system." At this point sensitive intervention can help the person work through turbulent feelings about the experience and can minimize the long-term damage to psychological functioning.

If there is insensitive intervention that discourages ventilation, the individual quickly regroups his defense mechanisms and attempts to use them, often in extreme forms, to deal with the crisis. The defenses, instead of being appropriate reactions to a crisis situation, might harden into inappropriate habit patterns. For example, a common defense mechanism found in victims of crime is repression; they "forget" what has happened to them and can give only the barest, most confused details to the investigating officer. (One psychological theory tells us that this forgetting is only apparent and that the events continue to influence behavior.) Victims may tend to become paranoid and to feel someone is following them, or that the environment is dangerous, or that the offender is lurking nearby, even when this is not possible. They may develop nightmares, compulsions, or excessive, unreasonable phobias. Such defensive reactions often hinder not only the initial investigation, but also the successful legal pursuit of the case when the offender is apprehended and the case comes to trial. The person who "can't remember," who refuses to leave his or her room, and who fears all strangers can hardly be an ideal witness.

The disruption that occurs with crisis may become apparent immediately or there may be a delayed reaction. A police officer often will see a victim of serious crime, such as rape, who seemed calm and unconcerned at the time, but who, three or four weeks later, will need psychiatric treatment or be hospitalized. She may even call the officer who investigated the case and complain of acute or chronic insomnia, or phobias, or that she is depressed and cannot stop crying, and the like. Because crisis-symptoms might not be evident immediately but may show up after some period of time, the officer must act as though the situation is of crisis-proportions.

CHARACTERISTICS OF SUCCESSFUL INTERVENTION

Given the elements that make for crisis, the question then becomes, what are the basic elements that contribute to dealing successfully with a person in crisis? Specifically, what should a police officer do to help the person in crisis regain equilibrium while, at the same time, furthering his own work?

Police have several advantages as crisis intervention agents. Those who have worked with the crisis concept have emphasized the importance of earliness of the intervention. Being on the scene early allows one to take advantage of the period when the victim's defenses are down, when he/she is open and accessible to authoritative and knowledgeable intervention. The police officer is there early simply because people in crisis turn first to the police, especially when the crisis is precipitated by crime. Because the officer is on the scene first, actions taken can critically affect, either positively or negatively, the victim's subsequent behavior.

Almost as important as the immediacy is the question of authority. Most professionals in our society are seen as authority figures and their ability to perform their duties is enhanced by this aura of authority. Professional people are expected to be competent, to be able to do their jobs well. Because professionals are expected to be competent, those seeking their services act in ways that will facilitate this competency; for example, people listen and follow directions.

Some professionals have learned to take advantage of the public confidence that comes with authority. In the field of medicine, it is common knowledge that most of what a doctor cures has nothing to do with anything that is specifically wrong with people. At least 70 percent of the time of a general practitioner is devoted to functional disorders, i.e., with ailments that are basically psychological in origin. (Not unlike the 80 percent of police time being concerned with non-crime functions.) What people are cured by is a kind of laying on of hands. The doctor has come to have enormous authority in the eyes of people, and they turn to him for the satisfaction of psychological as well as physical needs. In the course of his training he learns how to use this authority in helping patients feel better.

Similarly, a police officer has considerable authority, both real and symbolic. The officer is the symbolic representation of everything from parent to the state. This is especially so when people are in trouble; people turn to the police to help in all sorts of difficulty, from a cat on the roof, to disputes with landlord or spouse, to emergency illness, to rape and robbery. Trouble is the business of the police, and society grants them much authority to help them deal with it. They must learn to use this authority. Because the police, by the nature of their job, have immediacy and authority, their behavior toward the individual in crisis must have impact upon both short and long-term adaptations of such people.

IS RAPE A SEX CRIME?

It is common to regard rape as sex crime. However, there is reason to question this view. Indeed, looking at it in the traditional way may well create a set in the police investigator's thinking that is dysfunctional. That is, to regard the act primarily as sexual in nature may distort the view of investigating officers, giving them a sense that they are dealing with something that really belongs in the area of morality. If one looks upon rape as a crime against the person, one may be more disposed to see it as one would view other aggressive crimes, such as robbery, assault, etc.

The difference in point of view may have a significant effect on the investigator's handling of the case. Despite the new morality, in our society sex is still a subject that is highly charged emotionally, and is difficult to deal with coolly and objectively. Even the most hardened officer, for example, often reports difficulty in dealing with the case of a child who has been sexually molested. The special feelings in our culture about sex are revealed by the fact that, in many states, laws dealing with sex crimes differ significantly from laws dealing with other crimes against the person. For example, a woman carrying a purse is ordinarily not considered to be "asking for" a mugging, but a woman in a short dress is often accused of "asking" to be raped. No other crime has such stringent corroboration rules or requires such blameless character and conduct on the part of the victim.

Recent research on rape² suggests that the intent of the offender is more often aggressive than sexual to prove his own masculinity and invulnerability by scapegoating and degrading the victim. Contrary to popular belief, the average rapist probably is not someone for whom normal sexual outlets are unavailable. Often too, the crime may follow a fight with a mother, a girlfriend, wife, and be a displacement of hostility against that man.

RAPE IN THE CONTEXT OF CRIMES AGAINST THE PERSON

To understand the impact of rape, it would seem appropriate to examine it in the context of other crimes against the person as they are experienced by the victim. All crimes against the person can be said to be violations of the self³ and, as such, precipitate crisis reactions.

A burglary is such a crisis-inducing violation of the self. People usually regard their homes or apartments as representative of themselves. In an important symbolic sense, their homes are extensions of themselves. It is, in the most primitive sense, both nest and castle. Particularly in a densely populated, highly complex environment it is the place that offers surcease and security. Each nest is constructed uniquely; each is different, just as individuals are different. When that nest is befouled by a burglary, it is not so much the fact that money or possessions have been taken, but more that a part of the self has been intruded upon or violated.⁴

In armed robbery, a somewhat more complex violation of self takes place. While in burglary, the victim is not directly involved, here the violation of self occurs in a somewhat intimate encounter between the victim and the criminal. In this crime, not only is an extension of the self (property, money, etc.) taken from the victim, but he or she is also coercively deprived of independence and autonomy, the ability to determine one's own fate. That is, under threat of violence, the victim surrenders autonomy and control, and his or her fate rests unpredictably in the hands of a threatening "other." This kind of situation must have a profound ego impact.

Now let us go a step further on the scale of violation of self to assault and robbery. Here there is a double threat: the loss of control, the loss of independence, the removal of something one sees symbolically as part of his "self," but now with a new ingredient. An injury is inflicted on the body, which can be regarded as the envelope of the self. The external part of the self is injured, and it is painful, not only physically, but internally in ego terms as well. Victims are left with the physical evidence reminding them that they were forced to surrender their autonomy and also of the fact that they have been made to feel like less than adequate people . . . a visible reminder of their helplessness to protect or defend themselves.

In this discussion we have moved from considering the implications of the violation of self as it relates to the extension of a person (burglary), to the loss of control and autonomy as well as part of the self (armed robbery), then to considering the insult to the envelope of the self as well as the loss of autonomy (assault and robbery). Now to the ultimate violation of self (short of homicide⁵), forcible rape. In the crime of rape, the victim is not only deprived of autonomy and control, experiencing manipulation and often injury to the envelope of the self, but also intrusion of inner space, the most sacred and most private repository of the self. It does not matter which bodily orifice is breached. Symbolically they are much the same and have, so far as the victim is concerned, the asexual significance that forceful access has been provided into the innermost source of ego.

² Amir, Menachim. *Patterns in Forcible Rape*. University of Chicago: Chicago, 1971.

³ The self is an abstract concept, sometimes called ego. It is the sum of what and who a person feels he is. A large part of the concept of self involves the body and the way one feels about the body, but it also includes such extensions of the self as clothing, automobile and home. For example, this may be expressed in such ways as, "That's just the sort of house I'd expect him to have."

⁴ This explains the sense of feeling "dirty" often expressed by burglary victims. The intent to degrade is borne out by the fact that many burglars leave behind wanton destruction, and even, sometimes, deposits of feces.

From an ego-psychological point of view, this kind of forceful intrusion into interior space would have to be one of the most telling crises that can be sustained, particularly since it occurs in the context of the moral taboos which traditionally have surrounded the sex function. Indeed, to view rape as purely a sex crime encourages the search for possible sources of satisfaction in the experience for the victim. Actually, there is little opportunity for gratification in the context. For example, if one focuses only on the sexual, one would be tempted to minimize the effects of rape on women with considerable sexual experience. This is not the case. That is why promiscuous women or prostitutes, for whom sexual activity is certainly part of their normal adaptive pattern, will experience rape as a crisis. For all women the focus is upon the intrusion and the violation of self; even prostitutes, for whom sex is a commodity, there is a need to have a sense of control, a sense of autonomy. When this is taken from any woman, her defenses will be incapable of protecting her ego.

Adding to the victim's distress over violation is her awareness of cultural myths about rape, leading to fears of how friends and relatives will react toward her, and perhaps guilt feelings that she surrendered under duress, to a "fate worse than death." In this fearful, disrupted state, she sometimes comes to the police.

IMPLICATIONS FOR THE INVESTIGATOR

The implications of all this for police investigators are truly profound. If officers realize the crisis significance of rape and have an understanding of their role, particularly in terms of its immediacy and authority, they can be considerably aided in achieving a successful outcome of the investigation. Remember that an individual in crisis may be in a state of regression, and it is natural in such a state to try to defend the self by repressing the noxious experience. While regression provides an opportunity for fostering a relationship with the victim, repression may inhibit the communication of significant information.

A CASE HISTORY OF A RAPE SITUATION

Let us examine an example of a more-or-less typical rape case⁶ and the way it was handled. Of particular interest are some of the crucial situations, how the police in this case handled them, what they did consistent with our understanding of crisis theory, and how they might have responded differently.

One Saturday afternoon an eleven year old girl, living in a large apartment complex in New York City, was accosted by a sixteen-year-old boy as she went into an elevator, was forced at knife point to the top of the building, and raped in the stairwell for half an hour. She was injured rather badly. When he left, she went down to the playground where she had been playing table tennis, picked up her racket, in a stunned manner, commented on the experience to two of her little girl friends, then went to her own building, took the elevator to her family's apartment, and told her mother about it. Her mother called the police. The police arrived quickly, questioned the family and the child with official demeanor, took the facts, and advised the family that detectives would be there shortly to conduct an investigation. They then advised a hospital examination and, indeed, took the child and her mother to the hospital which was not far away.

About two hours later, two detectives arrived, asked essentially the same questions that the original officers had asked, told the parents they would in touch again, and left.

Then the problems began. The child tried to talk about the event as the evening went on and both mother and

father conspired to keep her from talking about it. The mother's guilt was operating; she experienced the event as having somehow been her fault. She had not protected her child, did not go down to the playground with her, did not keep an eye on her, etc. The father was enraged and guilty because he too had somehow failed to protect the child. There was a fifteen-year-old brother in that family who was also thrust into a state of crisis, and was being ignored. Why was he in a state of crisis? It was an event that had involved sex, an issue about which adolescents are particularly concerned. There was not much age difference between the two children; they were of different sexes, and there must have been some feelings. After all, incest taboos operate strongly in all families. And, additionally, the victim had reported that the rapist was about the same age as her brother. Thus the situation must have had serious implications for him.

What we see here is an incident in which the crime of rape has produced a crisis not only for the victim but for the entire family as well.⁷ The impact of the crisis, its shattering effects, the regressive tendency of all members of this family cry out for a firm, gentle but knowledgeable authority who, by his actions, can satisfy the need for support and strength. And if this authority is a police officer, he can at this time set the basis for furthering his investigation.

For example, the parents might be approached in the following way: "Look, we're police officers; we've had experience with this sort of thing, and we understand. So let's talk about what our experience tells us is going to happen as a result of what's gone on here. You're going to feel more guilt than you may realize about what's happened to your little girl. You're going to ask yourselves, 'What could I have done to prevent this?' Well, in reality, you didn't do anything wrong, and neither did she, and there probably was nothing you could have done to prevent it. But we realize that knowing this is so doesn't keep you from feeling guilty all the same, and we understand that."

Just such a simple statement gives the message that this person with authority is knowledgeable and understanding and can actually predict and give voice to the gnawing internal experiences of these parents. Somehow this process is not only reassuring but encourages trust and an openness with the officer.

From there the investigators might go on to anticipate their future reactions so that the family and/or the victim can recognize them and deal with them as they occur. At the same time, they may set the basis for furthering the investigation. They might say something like, "We know that this is painful for the family, too. You're probably going to have a tendency not to want to hear about it, to feel that it would be best for everybody if your child didn't talk about it. But our knowledge in these situations tells us that people have a compulsive need to talk about what has happened to them, to 'get it out of their system,' to share it with someone who understands and who won't judge her or be harsh with her or blame her and says in effect, 'We still love you.'"

⁶ Homicide, of course, is the ultimate violation of self. However, witnesses of the homicide or relatives of the victim are usually in a crisis state. The intervention techniques useful with the victims of crimes against the person are appropriate for use with these individuals.

⁷ Contrary to public expectations, the majority of victims of rape are in their teens, and younger victims are common. Parenthetically, young male victims of sodomy are not uncommon either.

⁸ This must be so in all cases; even if the victim does not tell her family about the crime, the changes that will almost inevitably be produced in her behavior as a result of the crisis will become obvious to those close to her. They will wonder what is wrong and be upset by these changes for which they can see no reason.

"Now, I want you to do a job for us. I would like you to listen to what she has to say, and if at any time in the retelling of the story there is a new piece of information you didn't hear before, write it down, and call us immediately."

In other words, these officers would not only be demonstrating to the family that they know what they are doing, but they have also given them a job to do in relation to the event. They have made them partners in apprehending the offender. The family members can feel that they can do some good in the apprehension, and at the same time they are doing the most helpful thing they can for the victim.

From the viewpoint of the investigating officers, this may seem the long way around. It implies that they should not try to get more than the barest facts at first, that the original report by the patrolman first on the scene probably is enough to begin with, and that probing at this point, especially aggressive probing, is more likely to be harmful and impede the flow of information than to be helpful.

So we would suggest that the first interrogation or interview be a very general one, a helpful one, one that demonstrates to the victim and her family that the officer is concerned about them. The emphasis is on the victim and on her family, not on the offender . . . not yet. First the victim must be allowed to "pull herself together," then she will be willing and able to deal with cooperating in the process of apprehending the offender. A realization of this priority establishes a relationship that will serve as a basis for gaining information. The investigators might even set up an appointment and say, "We'll be back next Wednesday, and we'd like to talk to you then and see how things are going. Maybe then you'll feel a little differently, and will want to go into the matter a little more." The situation is defined as one of helpfulness, not force, and the victim will repay with information and cooperation because the officers gave her and her family the support they needed in crisis.

In the long run, then, more information is likely to be gained with a little increase in time spent by the investigators. They have established a relationship of trust with the victim and with her family. Their desire to help reciprocally will also lessen the likelihood, so frustrating to the investigators, that if a suspect is arrested, the victim will refuse to cooperate, or that her family will put pressure on her to forget the whole incident.

FURTHER GUIDELINES FOR INVESTIGATION

We have attempted to present here a broad outline of how the theory of crisis intervention may be related to work with victims of rape. This outline has emerged from a blend of psychological theory and the practical experience of officers with whom it has been discussed. In discussing this outline with police officers who have dealt with rape cases, several more specific questions about the best procedures have arisen. In answer to the most common questions, some general guidelines may be presented that seem appropriate for the majority of cases. It is up to investigators, however, to realize that each situation differs and to use their discretion and intuition in determining when these suggestions are appropriate.

1. It is critical that the investigator scrupulously avoid any suggestion of force. This is especially true if the officer is male (and of course, most officers are male). Often, in his zeal to complete an investigation, because he is committed to what he is doing and really involved, the officer may be perceived by the victim as aggressive and forcible. In a sense, he is acting toward her essentially as

the rapist had acted. The implication is obvious.

2. It is crucial that an authoritative investigator present himself in a benign, nonjudgmental way. This is especially true for the male officer. He must have patience and attempt to create a climate that will allow the individual to bring to the surface the information willingly and naturally. The extra time that this seems to take in the short run will yield more information in the long run because it tends to short-circuit repression.

3. The officer should encourage the victim to talk about what has happened, even though he may find it painful and threatening to have to listen. He may want to probe gently in a later interview for information that may be particularly shameful to the victim or that she may not know how to express. This is particularly true if some form of sexual abuse or sodomy, has or may have, occurred. The officer may say something like, "Very often women tell us other things happened to them, too, things they consider unnatural or find hard to talk about. Did anything like this happen to you?" The officer must be careful, at the same time, not to suggest things to a victim who may lie or remember incorrectly in an effort to please him. A very gentle approach, perhaps a bit off-handed, not intense probing, may prevent the tendency to induce suggested conformity.

4. The most appropriate place for interrogation differs with the circumstances. No relationship or encounter occurs in a void. It happens in a setting and the setting often determines what happens in it. Generally, the home is the best place for an interrogation, especially if the rape did not occur there and the victim has not expressed a desire that her family not know about the crime. The home is the extension of the self, and if the interview can be done privately, within the home, it often adds to the victim's sense of safety and security. If the officer is in doubt it often is appropriate to ask, "Where would you feel most comfortable talking about this?" The station house usually is the worst place. It is an environment that is conducive neither to the sense of comfort nor of ease.

5. The question of place leads to the problem of the presence of others, and the necessity, often, of dealing with the family as well as with the victim. Most victims are part of a social network, and their reactions to a crisis will necessarily affect the way they relate to others, whether the others are told directly about the crisis or not. A victim may be afraid to tell her husband about the rape, but he cannot help but notice that her behavior has changed, that something is wrong, and this will, in turn, influence his behavior toward her, often in ways that make the crisis worse for her.

6. The victim always should be seen privately. Even the most well-meaning relative or friend will be upset by the situation and will tend to try to cut off the victim's need to ventilate. If the interview is in the home and the family members seem particularly anxious, it is sometimes helpful to interview the other members of the family first. This should be done without the victim in the room and for the purpose of assuring family members that both they and the victim are blameless. It is important that the authority make clear that the victim acted correctly because she is still alive. It is important, too, to reflect for them something of what they are feeling. They then may be enlisted as helpers in the investigative process.

7. If the victim comes to the station house alone to report the crime, she may want and need support in dealing with her family. It is appropriate to ask if she would like to be taken home and have the officer help her explain the

situation to her family. At any rate, given the nature of the social view of this crime, the meaning the crime has for the victim (i.e. violation of self), and the effect upon the person, it is very important that the privacy of the relationship with that immediate authority be uncomplicated by any other relationship. It should be developed in the context of confidentiality and closeness. If the officer establishes a good relationship with the family so that they understand the crime and its significance to the victim, then they have a way of dealing with the situation. This enables them to relate to the victim with the same sense of compassion and understanding that they have just received.

8. In later interviews, the officer assigned to the case may help the victim by de-mystifying the court procedure to her in a supportive way. He may also give her the names of organizations that have been formed to help the victims of rape. In New York City, for example, members of women's organizations familiar with the court procedure are available to supportively accompany the victim through the complexities of the legal process.

9. A frequently asked question is whether the officer assigned to the victim of a rape should be male or female. The reality in most police departments in this country is

that the bulk of work is done by male officers. Even if one wanted to refer the victim to a female investigator such an officer may not be available. If the victim specifically and spontaneously requests a female officer, every attempt should be made to provide one for her. However, there is some feeling that there are advantages to having a sensitive male officer deal with the case. An understanding, supportive male at this time may help the victim overcome a natural aversive reaction to men. That is, she sees, at a time when such an experience is vital, that not all men are aggressive and harmful. This may ease her job of relating to the other men in her life. In any case, more important than the sex of the investigator is the individual officer's crisis intervention and investigative competence.

SUMMARY

In this brief presentation we have attempted to place the crime of forcible rape in the context of crisis theory. An understanding of human crisis and of crisis intervention techniques by an investigating police officer can immeasurably aid the rape victim in preserving her psychological integrity and also aid the investigating officer in the apprehension of the offender and in the preparation of a case that will stand up in court. ★

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Chatfield, Jo 2500 N. Nathan Lane, Apt. 327, Plymouth Mn. 55441
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3. Patricia Downey, Bloomington Police Dept., Bloomington, Minn.
4. Judith Hanson, Edina Police Dept., Edina, Minn.
5. Patricia Ferrazzo, Maplewood P.D., Maplewood, Minn. 55109
6. Evelyn Peepgrass, Minneapolis Police Dept., Mpls., Minn.
7. Barbara Beatty, " "
8. Dora Saunders " "
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10. Pamela Lanoue, 1551 E. 80th St., Bloomington, Minn. 55420
11. Patricia Kelley, Richfield Police Dept., Richfield, Minn.
12. Rosemary Linden, " "
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21. Harriet Kish, Mounds View Police Dept., New Brighton, Minn.
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Dealing With the Victim During Investigation

By

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Police departments have long realized that a large portion of their work involves providing a variety of services not directly related to their law enforcement function. Between 70 and 90 percent of the work that police do can be classified as service functions: service to the public in the form of emergency help or crisis intervention. Many police academies have begun to train officers for these functions. However, courses on interviewing, in which they have dealt with the victim of a

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violent crime, have focused on obtaining information about the offender or ferreting out false complaints. Only recently has there been any systematic training that focuses on dealing with the impact that crime, accident, or tragedy has on the victims and on their families. This emphasis has come from the growing realization that understanding of the situation as the victim experiences it, and appropriate treatment by the police officer based on that understanding, can be useful to the police in two ways. It not only contributes to a smooth investigation by increasing the victim's willingness, and indeed, ability, to cooperate, but also often can make a tremendous difference in that victim's ability to recover psychologically from the inci-

“ . . . the response of the first authority figure on the scene at a crisis-producing situation has a tremendous effect, even in a few minutes, on the outcome of that situation.”

dent and return to his or her everyday life. Thus, the two police roles of crime control and service to the public are both advanced.

The major emphasis for special police training in the psychology of the victim has been in the area of forcible sex crimes.¹ In fact, many departments have established special training programs for rape investigators.

From our theoretical knowledge of crisis and our practical experience in talking with officers and with victims of violent crimes, we realized that the reactions of all these victims had much in common. We also realized that the actions of the first officer to respond to the scene often set the tone for the entire investigation and may facilitate further investigation or provide a substantial barrier to be overcome. This can have strong repercussions for the police image and the court case.

In the summer of 1974, we approached the police academy of the city of Passaic, N.J., about offering a course in understanding and dealing with the victims of violent crimes and similar crisis situations which fall within the province of the police. After consultation with members of the academy staff, it was decided to offer a 1-day course focused primarily on the situations encountered by the officer on patrol.

Course Content

The theoretical background for the course was drawn from the discussion by Bard and Ellison² of crime as a crisis, with crisis defined as “a sub-

jective reaction to a stressful life experience.” We stress that crisis may be seen as a turning point, one from which the individual may emerge either weaker or stronger.

Given this background, we discuss some crisis-producing situations with which officers are familiar: normal, developmental stresses, such as marriage, birth of children, death of parents, and retirement; other predictable stresses, such as combat; and sudden, unpredictable stresses, such as accidents, natural disasters, and crime. We ask the officers for examples of behavior in crisis from their own experiences, both personally and in their official capacities. The responses of the officers nicely illustrate the point that different people react differently in what appears to be similar situations, and we are able to emphasize that both hysteria and extreme calm are crisis reactions.

Going further into the psychology of the person in crisis, we deal with the various stages of the crisis reaction and their implications for the officer's ability to aid in a successful court case.

Throughout the seminar, we stress the advantages of the police as crisis intervention agents and the practical

implications for the officer of understanding and dealing appropriately with the victim in crisis. The course, as it has developed, combines theory and practical information. Methods include lecture and discussion; we rely heavily on the participants for case material. We have also found that a victim of violent crime who is willing to come to the seminar to discuss his experiences is an extremely powerful teaching device. We have, of course, considered the possible effects of this experience on the victim very carefully and take great care in choosing such an individual.

Although we deal with the entire crisis process, we realize that the officer on patrol is involved with the victim for only a matter of minutes in most cases. Still, the course stresses the need for understanding the victim's experiences and typical reactions throughout the crisis, even though, in any one incident, the officer may need only a small part of his expertise. We make an analogy to medicine. For most of his day, the general practitioner deals with routine problems: flu, gastrointestinal problems, and the like; for this he needs only a small part of his training. However, it is essential for the well-being of his patients that he have the knowledge and expertise to recognize unusual diseases or problems that he may encounter and to deal with them, or to refer the patient to a specialist who can. Similarly, in the few minutes he deals with the average complainant, the patrol officer usually brings to bear only a small portion of his expertise. When he needs it, however, the more sophisticated training will allow him to deal

“Only recently has there been any systematic training that focuses on dealing with the impact that crime, accident, or tragedy has on the victims and on their families.”

with the situation appropriately. The authority of the officer is recognized—as is that of the physician in the different context—and expertise enhances the police image.

Over the course of several seminars, as a summary of the experience of the participants and of material drawn from other sources, we developed the following brief guidelines for techniques in dealing with victims:

1. The officer should show a calm, objective manner.
2. The officer should have an air of authority, of knowing what to do.
3. The officer should express concern and understanding for what the victim is feeling.
4. The officer should avoid appearing overly forceful, if possible.
5. The officer should adopt a nonjudgmental attitude.
6. The officer should encourage the victim to talk about the incident in his own way.
7. The officer should explain what he is doing and what the victim can expect.
8. The officer should explain the circumstances to the family, if necessary.
9. The victim usually should be interviewed alone, if possible.
10. The officer should never make any promises he cannot keep.
11. The focus of the officer should be on the victim. Too often, a number of officers will congregate around the victim and laugh and joke with each other. The victim may feel deserted, or unimportant, and may even feel that the officers are laughing and talking about him.

“ . . . we stress the advantages of the police as crisis intervention agents and the practical implications for the officer of understanding and dealing appropriately with the victim in crisis.”

The Officer in Crisis

Finally, we include in the course a section on the police officer in crisis. We discuss the situations which officers may find hard to handle, such as dealing with a battered or molested child, and apply our knowledge of the needs of the person in crisis to these situations. The importance of predictability in lessening crisis impact is emphasized.

The response to the course has been excellent. Not only have we received very positive evaluations from the Passaic officers, but other jurisdictions are continuing to send their men to take part in the seminar in increasing numbers: 9 people participated in the first class; by the fourth, the maximum number of 20 was reached, and others were turned away.

We are, of course, always adding new material as the knowledge in the field of victimology increases. While the 1-day format has the advantage of fitting into the busiest of schedules, and will be continued, we are also planning additional courses to elaborate on the material we have been presenting. We are beginning to obtain and develop for ourselves audiovisual materials to illustrate the points we make. We also wish to expand the section on the officer in crisis, and perhaps make it into a separate course.

In summary, we believe that the response of the first authority figure on the scene at a crisis-producing situation has a tremendous effect, even

in a few minutes, on the outcome of that situation. Because the officer on patrol often fills that role, we believe that training him to respond appropriately to crisis can increase his effectiveness and the effectiveness of the entire department in both law enforcement and service functions.

FOOTNOTES

¹ For more details on such programs, see Bard, Morton, and Ellison, Katherine, “Crisis Intervention And Investigation Of Forcible Rape,” The Police Chief, May 1974, and Cottell, Louis C., “Rape: The Ultimate Invasion of Privacy,” FBI Law Enforcement Bulletin, May 1974.

² Bard and Ellison, op. cit., p. 68.



THE FBI LABORATORY

The FBI Laboratory, which conducts scientific examinations of evidence without charge for law enforcement agencies throughout the United States, conducted approximately 541,000 examinations during 1974.

ORGANIZED CRIME

The FBI's continuing drive against organized crime in the United States in 1974 resulted in nearly 1,100 convictions of hoodlum, gambling, and vice figures, and the confiscation of more than \$6 million worth of cash, property, weapons, and wagering apparatus.

The FBI also disseminates intelligence data to other law enforcement agencies. During 1974, such information developed by the FBI in the course of its racketeering investigations and furnished to State, local, and other Federal agencies resulted in more than 3,100 arrests and the seizure of, or assessment of liens against, \$20 million worth of cash, property, narcotics, and wagering paraphernalia.

Some Sound Advice . . .

Plainclothed Police Personnel:

An Identification Problem

By
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Rising levels of lawlessness have required the assignment of more plainclothed law enforcement personnel on many of our cities' streets. In New York City, particularly, the number of police officers carrying out assignments in civilian attire has greatly increased in the last few years.

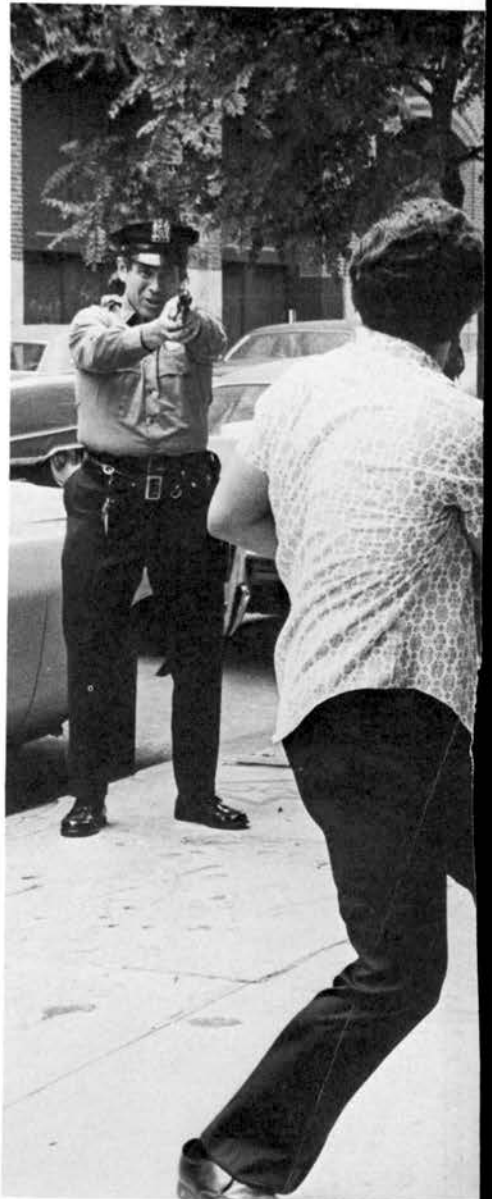
With this increase in numbers has come the obvious problem of identi-

fying the police to the police. The problem is complicated by the fact that many of these police officers are no longer attired in just "plain clothes" but are disguised by dress and manner. While the use of disguises has proven tactically successful, it has sometimes resulted in dire consequences because of mistaken identity. During the past 2 years, nine sworn members of the New York City Police Department were shot and seriously injured because of encounters of the uniformed police with their civilian-clothed counterparts whose identities were unknown to them.

On an average day, in the New York City area, literally thousands of law enforcement officers are working in civilian clothes. The varied anticrime units (whose members dress in disguises while on patrol) of the New York City Police Department alone assign hundreds of people to field duty daily, and their appearances are, of necessity, acclimated to their working environments. The presence of these anticrime officers, in addition to other plainclothed police personnel, combined with the recent upsurge in attacks on police officers by extremist

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The sudden turn of an armed undercover police of



WOMEN AND THE CRIMINAL JUSTICE SYSTEM

TRAINING SEMINAR

A training seminar on Women and the Criminal Justice System was held May 21, 22, 23, 1975, at the University of Montana. The training seminar utilized national speakers, state-wide panels, and workshops to study women as offenders, victims, and employees of the criminal justice system. (See Appendix I for training seminar schedule). One major focus of the training seminar was the development of recommendations for implementation by the Montana Criminal Justice System.

There were over 150 training seminar participants, including Montana Criminal Justice System practitioners, students from Montana colleges and universities and other interested people. All sessions were open to the public. (See Appendix II). Many of the participants found the interaction between criminal justice system practitioners and students to be particularly valuable.

Sixty-two of the participants received University credit for participating in the seminar sessions and completing the required background reading. The Readings required were: "Judicial Enforcement of the Female Sex Role: The Family Court and the Female Offender", Meda Chesney-Lind, Issues in Criminology, Vol. 8, No. 2, Fall, 1973; From Convict to Citizen: Programs for the Woman Offender, Washington, D.C., Commission on the Status of Women, June, 1974; "The Female Offender", Margery Velimesis, Crime and Delinquency Literature, Vol. 7, No. 1, March, 1975; Women in Policing, Catherine Milton, Police Foundation, 1972; "Rape, the All-American Crime", Susan Griffin, Warner's Reprint, 1973. These readings, plus a wide variety of literature on women and the criminal justice system, were available at the seminar. (See Appendix III).

Morning panels and speakers discussed the current situation of women as offenders, victims, and employees of the criminal justice system in Montana and the nation. Afternoon workshops produced recommendations emphasizing the following topics:

- 1) ways to increase the employment opportunities for women in the Montana criminal justice system; the lack of female personnel creates problems for women wishing to find a career in the criminal justice system and also for the woman offender and the woman victim. Employment opportunities for women are now limited by traditional sex role stereotyping and lack of positive recruiting within the criminal justice system; 2) approaches to equalize the treatment and programs available for male and female offenders in Montana; it was particularly noted that the lack of facilities and written guidelines for the incarceration of female offenders leads to fewer options and often longer terms actually served; 3) ways to improve criminal justice system response to women who are victims of rape, beatings and other crimes; and 4) development of programs aimed at prevention of crimes against women such as rape and beating. The discussions in the workshops indicated the existence of much concern about the negative effects of traditional sex role stereotyping. Therefore, ways to change these stereotypes were set forth in many of the recommendations.

WOMEN AS OFFENDERS

The seminar on May 21 was concerned with women as offenders. Laurel Rans, president of the National Association of Women in Criminal Justice, opened the discussion by detailing the growing national concern over the lack of resources and facilities available to the woman offender. She described attempts to develop new programs tailored to the needs of women offenders and mentioned the newly created National Resource Center on Women Offenders, which is dedicated to increasing public awareness of the problems of the woman offender. Rans also discussed the changing status of women employees of the criminal justice system. She pointed out how recent federal laws against sex discrimination in employment are forcing state criminal justice agencies to review and often change their employment policies and practices.

The morning panel discussed the current situation of women offenders in Montana. Delores Munden, Supervisor of Women Prisoners, explained that Montana provides no prison facilities or half way houses for women offenders. She noted that there are no specific written guidelines as to the placement of female offenders; all decisions are made on her personal judgement. While Munden feels she does as effective a job as possible, she pointed out that she received no professional training for this type of decision-making.

According to Munden most women offenders are incarcerated in Nebraska State Prison at York, Nebraska. Those not sent to York are incarcerated in the state mental hospital at Warm Springs where they are required to sign "voluntary commitment" forms.

Jo Jorgenson, of the Montana Women Offenders Project, discussed some of the problems Montana women offenders face. She noted that women incarcerated in York, Nebraska which is over 1000 miles from Montana, have obvious problems maintaining family and community ties and developing a suitable parole plan. Since there are no provisions for family or child visitation, Montana women face severe isolation when sent to York. Jorgenson also explained that women in York must meet the standards for parole of the Nebraska Parole Board which differ from the standards of the Montana Parole Board. For example, all women in Nebraska prisons must serve a minimum sentence of 6 months; while men in the Montana State Prison at Deer Lodge do not serve any set minimum sentence. As a result, the minimum time a woman spends at York may be longer than the minimum time she would spend if facilities were available at Deer Lodge. Jorgenson added further that women may also have more difficulty obtaining parole due to the need to develop job plans while still in Nebraska before they can qualify for parole hearings.

The women incarcerated at Warm Springs, Montana, Jorgenson asserted, face an additional stigma as a result of signing voluntary commitment forms. She maintained that since there is little vocational programming available at Warm Springs, many women upon release find themselves with no new skills and the added liability of being an ex-mental patient.

Another major concern of Jorgenson's was the difference in the type of vocational training available in the prison facilities for women and men. She noted that programs at York and Warm Springs provide training for traditional women's jobs that can be characterized by low status and low pay, e.g., laundry worker, beautician, secretary. Vocational programs at Deer Lodge include the traditional men's jobs that have higher status and higher pay, e.g., carpentry, mechanics, etc. Jorgenson felt women seldom learn a skill that will provide them and their families with sufficient income.

According to Jorgenson, another problem Montana women face is that there is no agency or volunteer organization to help them find a job or formulate a parole plan. The Tower 7 program works with men incarcerated at Deer Lodge and does not have enough personnel to handle women at York and Warm Springs. She also noted that currently there are no women parole or probation officers in Montana. This creates a problem, she explained, because many of the women offenders she has interviewed feel they can communicate better with women law enforcement personnel and probation officers. They feel males are often unable to be responsive to the needs they express or the alternatives they are interested in pursuing. Jorgenson pointed out that the lack of female employees in the criminal justice system negatively affects the interaction of the system with women offenders.

Pat Reuss, of the Montana Criminal Justice Standards and Goal's Task Force on Corrections, pointed to the sex role stereotypes that still pervade the treatment of male and female offenders. She noted that many teenage females are picked up for incorrigibility, promiscuity, and as runaways, while very few teenage boys are treated in this way by the criminal justice system. This difference she felt was due to the fact that being sexually active or running away are serious deviations from traditional female behavior but are compatible with traditional male behavior. Reuss also examined the "chivalry factor", i.e., the assumption that a woman should be treated more leniently than a man. She pointed out that the image of the woman offender is often one of the "fallen woman" who has persisted in crime in spite of all the help and protection she has received from society. Upon release from prison, the female parolee is faced with a more hostile reaction from the community than the male parolee, Reuss feels, because serving time in prison violates the female role expectation more seriously than the male role expectation.

Juanita, a women offender representative, discussed her experiences with the Missoula criminal justice agencies.

It was noted by several participants in the discussion following the panel, that women sometimes receive lighter sentences than men for similar offenses. Other participants, however, pointed to statistics that show that once a woman is incarcerated she often spends more time in prison than male offenders do.

Many training seminar participants felt that Montana women offenders are not given equal treatment with male offenders. There was discussion of various approaches, including legal action, to provide for equality in facilities and programs available to Montana women and men offenders.

There were three workshops to develop recommendations for women as offenders:

- 1) alternatives to incarceration, 2) sex-role stereotyping of women offenders, 3) legal rights of women offenders.

Recommendations from Alternatives to Incarceration

1. Facilities must be provided in Montana for Montana women offenders. There was a discussion of whether to recommend integrating the Deer Lodge facility, creating a separate facility for women, or providing community rather than state wide facilities. The group emphasized the need for Montana facilities for women offenders.

2. Corrections for women offenders should be kept in the community. Half-way houses, alcoholic treatment centers and drug abuse centers for women must be provided using buildings available in the community. Para-professionals and

community service groups should be utilized to provide contacts and counseling for offenders.

3. Encourage the wider use of work furlough in Montana. Vocational training programs for women offenders should be set up in the community in order to provide them with future contacts and jobs.

4. A state wide position as Women's Advocate should be created to work specifically on state programming for women, including needs and problems of women offenders. This office should also be charged with reviewing existing state programming and eliminating sex role stereotyping and discrimination. The possibility of enlarging the responsibilities of the current Women's Bureau in the Department of Labor, so that it would be concerned with all state programming, should be pursued.

Recommendations from Sex Role Stereotyping of Women Offenders

1. All Montana offenders should be treated equally as persons. Attitudes of chivalry and paternalism towards women should be eliminated.

2. The criminal justice system should not be used to enforce the sexual double standard. Juvenile women should not be incarcerated for promiscuity and incorrigibility if male juveniles are not; female prostitutes should not be arrested if male customers are not.

3. All sex role stereotyping in the criminal justice system vocational training programs should be eliminated. Equal opportunities should be made available to women and men in training for the vocation of their choice.

4. The criminal justice system policy makers and administrators must become more aware of the negative effects of sex role stereotyping. The Montana Board of Crime Control should establish a task force on Women and the Criminal Justice System to work with the Women's Advocate or Women's Bureau (see recommendation 4 above) in scrutinizing all criminal justice programs and eliminating all stereotyping.

5. The Montana Board of Crime Control Task Force on Women and the Criminal Justice System (see recommendation above) should publicize widely the facts about the current situation, needs, and problems of women offenders.

6. Community awareness of the negative effects of sex role stereotyping must be heightened. Attitudes and policies that restrict alternatives available to individuals on the basis of their sex must be challenged. Sex-role stereotyping needs to be challenged in the schools and in media programming.

7. All state and federal legislation that includes or reinforces sex role stereotypes must be changed. Passage and implementation of the Equal Rights Amendment is an important step in ending sex role stereotyping.

Recommendations from Legal Rights of Women Offenders

1. Montana women offenders have the right to equal protection under the law which includes: a) remaining in Montana when incarcerated b) equal bail opportunities c) equal vocational training d) equal opportunities for parole and work or study release e) adequate quality and diversity in programs and facilities to meet their needs.
2. Specific guidelines for the incarceration of Montana women offenders should be developed rather than reliance on personal judgement for decision making.
3. All offenders should have access to probation and parole guidance from persons of their own sex, if they so desire. Probation and parole officers for adults and juveniles should develop and use community volunteers to serve the clients of the other sex in their caseloads.
4. Juvenile status offenses should be eliminated.
5. The importance of family bonds to all offenders, and particularly to the female offender, should be maintained and strengthened whenever possible. All incarcerated female offenders should have available the options of conjugal and child visitation or weekend leave.

Panelists on the evening program discussed prostitution. The discriminatory treatment of the prostitute versus the customer was used as an example of the sexual double standard prevalent in the criminal justice system. Representative Roberto Federico, Billings, author of a bill that would have legalized prostitution, John Krsul, Cascade County Sheriff, and representatives of the COYOTE Prostitute Union discussed and answered questions about the decriminalization of prostitution. The COYOTE representative maintained that prostitution is a business and should be treated like any other small business, *i.e.*, subject to licensing and taxation but not regulated by the criminal justice system. Some people have proposed that prostitution be legalized and controlled through licensing, the same way alcohol is controlled in Montana. The COYOTE response to this proposal was that women from lower income groups, who constitute the majority of prostitutes, would be denied access to the profession by prohibitively expensive licenses. They suggested that prostitution be decriminalized, allowing access to any woman who wished to practice, and that health and zoning standards be created which reasonably regulate the manner in which it exists. Representative Federico originally argued for legalization because of the restrictions it would place on prostitution, but by the end of the discussion he stated that he was leaning toward decriminalization because it would accomplish his goals better than legalization would. John Krsul explained the law officer's position of enforcing a law whether or not he or she personally approves of the law.

WOMEN AS VICTIMS

On May 22, the training seminar focused on women as victims. The opening

speaker, Judy Smith, of the Women's Resource Center, emphasized that the socialization of women prepares them to be the ideal victim. From early childhood girls are taught to be passive and helpless; they are taught not to fight back and to be afraid of physical violence. Boys, on the other hand, are taught to respond to violence; they are encouraged to fight back if threatened. Therefore, many men do not understand that the basic female response to the threat of violence is fear and passivity rather than physical resistance.

Smith maintained that children learn that male violence directed toward women is a common thing in this society; they see it in their homes, on television, and in the movies. Wife-beating becomes normal, if regrettable behavior. Female violence toward men is treated as a joke in American society. While few men are afraid to walk the streets alone at night due to fear of assault by women, the average woman has been trained since childhood to be afraid to walk at night by herself because of potential male violence.

Smith discussed two basic results of this difference in socialization: 1) Women are often the victims of male violence and aggression but have little legal redress. Women are encouraged to change their behavior, e.g., not to be out by themselves at night, not to go to bars, etc., rather than forcing men to change their behavior. 2) The criminal justice system has not responded effectively to the needs of women victims. Many criminal justice practitioners do not understand the trauma the victim has endured and, receiving no training to sensitize them, are often biased toward blaming the victim rather than the perpetrator of the violence. The most obvious example of these problems, according to Smith, occurs with the crime of rape. Rape victims often do not report to the police because they fear the response they will get from the criminal justice system. Often the criminal justice system has proven to be completely unsympathetic and even hostile to the victim. Many law enforcement officers share the basic societal prejudices about rape and, as a result, intensify the negative experience surrounding the rape for the victim. Until recently in Montana it was possible for a defense attorney in a rape trial to ask the victim about her sexual experience, while it was not possible for a prosecutor to ask an accused rapist anything about previous rapes he may have committed.

Smith noted that, as a result of this practice, many victims feel that they are on trial rather than the man accused of rape. Many jurors will not convict a man of rape if the victim is known to be sexually active or did not violently resist the attack.

Smith explained that many women now feel that law enforcement, court, and corrections officials are completely unsympathetic to the woman victim in dealing with male violence against women. In growing numbers, women are seeking protection from male violence through arming themselves and learning such skills as karate and self-defense. The number of women who have killed rapists has risen in the last year and many women feel driven to defend themselves by any means possible.

The morning panelists discussed the various ways women are victimized and the Montana criminal justice system's response to women victims. Tom Olson, Gallatin County Attorney, stated that he would not prosecute a rape case unless he was sure he would get a conviction. Even though the new law rules out the introduction of the victim's past sexual history, Olson considers it an important issue. If the victim had venereal disease, was hitchhiking at the

time of the rape, or had been drinking, Olson feels the jury opinion will be against the victim and he will not prosecute. He contended that the criminal justice system looked bad whenever a case was lost and that a rape victim would be further traumatized by losing a case.

Anne Maclay of Women's Place, a rape counseling service in Missoula, took issue with Olson. She argued that until more rape cases are prosecuted, women victims won't consider it worthwhile to report to the police. Women should be told the chances of winning the cases and allowed to participate in the decision of whether to prosecute or not. She outlined the purposes of Women's Place rape crisis service—to have a sympathetic woman act as an advocate for the victim in a rape crisis situation. Women's Place personnel are available 24 hours a day to be with a victim, to accompany her to the hospital, the police station, and later to the courtroom if necessary. They offer supportive counseling for rape victims and their families.

Mary Ellen Navratil of Missoula County Welfare spoke on the victimization of women and their children by violent husbands and other men. She spoke of the unwillingness of judges to place restraining orders on husbands and ex-husbands who are posing a physical threat to their wives. She also spoke of the helplessness of women who are abused by their husbands but are economically dependent on them.

Robert Deschamps III, Missoula County Attorney, spoke on the victimization of women through white collar crimes. He pointed out that many consumer frauds are difficult to prove or prosecute.

There were three workshops concerned with women as victims: 1) Uses of the Criminal Justice System by Women Victims 2) Prevention of Crimes Against Women, and 3) Alternatives to the Criminal Justice System for Women Victims.

Recommendations from Uses of the Criminal Justice System by Women Victims

1. Re-education concerning the victimization of women is necessary for the criminal justice system and the community at large. There are many misconceptions—particularly about rape—in the community and in law enforcement agencies. Many women feel they would not report a rape because of prejudice against rape victims that has been exhibited by law enforcement agencies and by the community. A massive information program should be undertaken to dispell myths and make women aware of the resources available to them in a rape situation. Other areas that have sponsored re-education programs have noted an increase in the reporting and prosecution rate of rape.
2. Minority and ethnic women have experienced discrimination in treatment from the criminal justice system when they are victims of rape. Stereotyped attitudes about rape and wife-beating should be re-evaluated and the right of all women to be protected from rape should be emphasized.
3. Women counselors trained to help women victims should be available to all women. Law enforcement agencies should make women employees or volunteers available to victims where counseling agencies are not available.
4. The criminal justice system should encourage rape prevention programs and self-defense training for women.
5. Some legislative change is necessary to protect women from rape and other

crimes of violence. In Montana a husband cannot be charged with rape because his wife has "consented" at the time of marriage (the exception is when the husband assists someone else in raping his wife). Many women feel that this concept of the wife as sexual property of the husband should be challenged. Wife-beating is also linked to this attitude toward the relationship between husband and wife. Legal protection for a wife from physical and sexual violence by her husband should be considered.

6. The development and funding of community programs outside of the criminal justice system designed to aid victims of domestic crisis (e.g., wife-beating, child abuse) should be encouraged.
7. All community organizations that help women victims, within and outside the criminal justice system, should develop open communication and work together whenever possible.

Recommendations from Prevention of Crimes Against Women

1. A massive education campaign must be conducted to:
 - (a) dispell myths about rape and rape victims
 - (b) encourage prosecution of rape
 - (c) explain methods of prevention
 - (d) encourage women to take self-defense classes and to become more confident of their own ability and strengths so that they no longer have to be victims
 - (e) promote changes in the media to eliminate the image of women as sex objects
2. Women should not be seen as the sexual property of men. Male violence toward women should be strongly discouraged through education as well as law.
3. Traditional sex roles which portray men as aggressive and women as passive should be challenged. Women need to become more active and assertive.
4. Comprehensive sex education programs should be made widely available. Men and women need more accurate information on sexuality and the development of sexual values should be emphasized for all ages.
5. The Montana Board of Crime Control should support research on rape and other crimes against women in Montana.
6. Widespread publicity about location, times, and details of assaults, attempted rapes, and rapes is necessary in order to alert women to problem areas, patterns in rape attempts, etc.
7. The prosecution of rape and other crimes against women should be encouraged by the criminal justice system and the community.

Recommendations from Alternatives to the Criminal Justice System for Women Victims

1. There is a need for alternative institutions, like Women's Place in Missoula, to provide support for rape victims.
2. Sex role stereotyping must be eliminated in the schools. Schools should stop conditioning women to be the perfect victim. Instead, they should teach women to use their bodies and to help them realize that they are capable of defending themselves.
3. Men should work with other men to change male consciousness about violence toward women.

The evening panel was composed of four women, three of whom had been raped and the fourth assaulted, and three men from Montana State Prison who were convicted of rape. The men participated in the discussion and answered questions from the audience via telephone from the prison.

The women described their experiences as victims. Two were attacked at gunpoint, one while hitchhiking, and one was attacked at a party. They emphasized the overwhelming effect the attack had on their lives, their feelings about themselves and other people. They all shared feelings of fear and powerlessness and a general suspicion of men. Two women had successfully prosecuted the men who had raped them, the other two did not report the attacks to the police. The women who had prosecuted felt the police had been helpful but did not make an effort to catch and convict the rapists. Both women felt they had not been told enough by the prosecuting attorney about what to expect during the trial.

The men on the panel all maintained their innocence. During the discussion the women and men panelists disagreed on many issues. The men felt that rape victims advertise their availability. The women explained that they had done nothing that could be interpreted in that manner and also pointed out FBI estimates that only 4% of all rapes are precipitated by the woman's behavior. The men felt that rape was a very easy crime to prove against a man while the women noted the very low conviction rate associated with rape. One woman explained that the man who had raped her had been charged with at least 3 other rapes, had been to court at least three times before, and had never been convicted on those charges.

WOMEN AS EMPLOYEES OF THE CRIMINAL JUSTICE SYSTEM

The third day of the training seminar dealt with women as employees of the criminal justice system. The main issues that emerged were: 1) there are very few women employed and most of the women that are employed fill jobs that have traditionally been women's jobs with little decision-making power, e.g., secretaries, clerks (See Appendix IV); 2) women face discrimination in hiring, promotion, and job classification due to stereotypes that women are "unfit" for key jobs in the criminal justice system, e.g., law enforcement officers, judges, etc.; 3) many key criminal justice system officials are not aware of evidence that women are both very interested in, and have proven to be very effective, in traditional "male jobs" in the criminal justice system;

4) the small number of women who are employed by the criminal justice system often face problems because there are so few women employees with whom they can share experiences; they feel isolated and need support from other women; 5) criminal justice agencies are not sensitive to some special problems that women employees experience, such as the need for child care and maternity leave and the experience of previous educational discrimination; 6) affirmative action programs for the various criminal justice agencies need to be developed and implemented. *

Gladys Elison, acting chairperson of the Montana Criminal Justice Standards and Goals Project, opened the discussion of women as employees of the criminal justice system. She explained the project's structure and objectives and pointed out how few women were involved in the project on any level. She voiced the concern that more women are needed in the criminal justice system in order to make it representative of the community.

The panelists all discussed the problems of being among the few women in non-traditional jobs in the Montana Criminal Justice System. Barbara Bellandi of the Silverbow County Sheriff's Department spoke of the unwillingness of another deputy to take her on a "gun call" because she was a woman. Peggy Tonin, as assistant county attorney in Ravalli County, related the story of a defense attorney appealing to her "sympathetic nature" as a woman on a driving while intoxicated charge. Pam Jones, Crime Control Commission in Helena, mentioned negative comments that are made when she travels and attends conferences with male colleagues. Arlina Howell, a former probation officer, pointed out that women probation officers were not considered capable of handling male probationers and, therefore, were usually assigned an exclusively female caseload. Sandy Muckleston, Assistant Dean of the U.M. Law School, mentioned experiences as the only woman student in the law school when classmates and professors made her feel very unwelcome.

Most of the problems mentioned arise from preconceived ideas about women and their place in the criminal justice system. All panelists felt that after the initial testing period, when they had "proved" themselves, most of the problems disappeared for them as individuals. However, the same prejudices about women in general often remained.

All the panelists encouraged women to pursue jobs in the criminal justice system. They felt opportunities were improving for women, particularly if they were assertive about their interests and abilities.

There were three workshops to develop recommendations concerning women as employees of the criminal justice system: Employment of Women in Law Enforcement, Employment of Women in Courts and Adult Probation, and Employment of Women in Juvenile Corrections.

The three workshops developed similar recommendations which are presented below. Those that dealt specifically with certain areas of employment within the criminal justice system are included after the more general recommendations.

1. More women should be hired by all criminal justice system agencies. All jobs should be filled on the basis of ability rather than sex, race, etc. Jobs should be categorized using non-sexist language, such as police officer rather than policeman, and the availability of all positions should be widely advertised.
2. All employees, regardless of their sex, should receive equal pay for equal work, equal training opportunities, and should be promoted on the basis of

their abilities and performance.

3. Montana criminal justice system agencies, including the Montana Law Enforcement Academy, should encourage the development of assertiveness training programs for women, in order to facilitate the application and employment of women in non-traditional areas.

4. Montana criminal justice agencies and administrators must be educated to change stereotyped attitudes, images, and expectations of women. Special seminars for all practitioners should be available that deal with the problems women face in entering non-traditional jobs and the stereotypes that restrict employment opportunities. Spouses of practitioners should be included in education programs when possible.

5. Montana criminal justice agencies must have policies which allow for the special needs of women employees such as day care facilities and maternity leave. When setting job standards, consideration of the fact that women may have faced prior job and educational discrimination is necessary.

6. Montana communities must be educated to change stereotyped attitudes about women and opportunities for employment in the criminal justice system. Sex role stereotyping in schools that channel boys into certain jobs and interests and girls into other jobs and interests should be eliminated. Women employed in non-traditional criminal justice system jobs, such as police officers or county attorneys, should speak in high schools; pamphlets that encourage women to consider all jobs in the criminal justice system should be developed for use in high school and college career education and counseling; media should be encouraged to update the image of women employed by the criminal justice system.

7. The Montana Board of Crime Control should collect and maintain accurate statistics on hiring, job classification, salary, and promotion of women and other minorities.

Recommendations specific to employment in Courts and Adult Corrections

1. In order to increase the number of women in the Montana Court system, the Montana Board of Crime Control and other interested agencies should support the recruitment of women into law schools and encourage the candidacy of women for (Justice of the Peace and other) elective positions in the criminal justice system.

Recommendations specific to employment in Juvenile Corrections:

1. Juvenile offenders should have access to probation and parole guidance by persons of their own sex (see recommendation 3 of Legal Rights of Women Offenders).

Training Seminar Set For Women In Law Enforcement

Women in law enforcement are invited to attend a two-day training seminar sponsored by the Minnesota Association of Women Police and The International Association of Women Police. The seminar is set for April 23 and 24, 1976 in the Minneapolis south suburb of Bloomington.

Women Law Enforcement Officers from six states—Minnesota, Wisconsin, North and South Dakota, Montana and Wyoming—will participate.

The seminar will offer general as well as specialized training in areas where women officers, in particular, have contributed skills to their departments.

A variety of practical topics are on the agenda, including rape and sex crimes investigation, non-verbal communication, women on patrol, and undercover narcotics investigation. Speakers from around the country are scheduled on the program. Spokesmen for the event said they hope the seminar will provide knowledge, skills and insight which will enable the officer to further contribute to her department.

Headquarters for the seminar is the Sheraton Airport Motor Inn, 2525 East 78th Street, Bloomington, Minnesota 55420. The Inn is located five minutes from Minneapolis-St. Paul International Airport, just off Highway 494.

Registration will begin at 8 a.m. Friday, April 23 at the Inn. The \$25 registration fee includes a banquet Friday evening and a poolside luncheon Saturday.

Indication of your intention to participate in the seminar must be made by April 17, 1976.

For brochure, further information, reservations as-

sistance and application blanks, call or write: Sgt. Carolen F. Bailey, St. Paul Police Department, 101 East 10th St., St. Paul, Minn. 55101, Telephone 612/291-1111; or LuAn Zuhlsdorf, Minneapolis Police Department, City Hall, Minneapolis, Minn. 55415, Telephone 612/348-2941.

The Minnesota Association of Women Police consists of approximately 150 Minnesota Women Law Enforcement Officers.

MADISON PROMOTES



Recently promoted at the Madison Police Department are, seated from left, Sergeant Vic Lambrecht and Detective Steve Koecke. Standing from left, are Lieutenant Jerry Hinz, Captain Tom Hischke and Sergeant Richard Wallden. Promoted to detective but not pictured here are Officers Jon Sipple, Steve Gilfoy, Fran Rotelle and Bob Lombardo.

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SCIENTIST DISCOVERS BLOODSTAIN BREAKTHROUGH FOR CRIME LABS

A forensic scientist working under a Law Enforcement Assistance Administration grant has developed a method that permits crime laboratories to determine for the first time the sex of a person from a dried bloodstain.

Dr. Robert C. Shaler says he can predict a person's sex in nine out of 10 cases from a bloodstain that is months old and as small as a quarter.

Additionally, this and other methods enables him to determine the race of a person; to detect the presence of certain drugs in a bloodstain; and holds the potential of determining the health of an individual.

"We have confirmed, for example, that a high level of copper in a bloodstain suggests that the stain is from a woman and that she may be taking birth control pills," said Dr. Shaler, formerly a criminalist at the Pittsburgh-Allegheny County (Pennsylvania) Crime Laboratory for five years. He is now a research forensic chemist at the University of Pittsburgh.

"Dr. Shaler may be on the threshold of a significant discovery in crime investigation techniques," said Richard W. Velda, LEAA Administrator.

"One of the most important clues a criminal investigator may have is a bloodstain, and an accurate analysis of that bloodstain considerably narrows the search for a suspect," he said.

The key to Dr. Shaler's new method is determining the ratio of the sex hormones, testosterone to estradiol in a bloodstain. A higher ratio of testosterone to estradiol indicates the blood came from a male, while a preponderance of estradiol indicates the blood is from a female.

To determine race, Dr. Shaler employs a new technique he developed which isolates in a dried bloodstain an enzyme called peptidase A. Only one

of its three types is found in caucasians.

By identifying peptidase A, other genetic markers and blood factors in dried blood, Dr. Shaler says it is theoretically possible to determine that a particular bloodstain can be found in .0085% of the population; tell whether it came from a white, black or yellow person; and shed light on the state of health of the individual.

Dr. Shaler's research also has successfully identified peptidase A in seminal fluid and seminal stains which holds the possibility of identifying a seminal stain with regard to its ethnic origin and its genetic probability in the population.

This new methodology should pave the way toward identifying most abused drugs in bloodstains such as heroin, amphetamines, barbiturates, marijuana or morphine, said Dr. Shaler.

In analyzing the bloodstain, Dr. Shaler employs three methods—im-

munology, serology, and biochemistry—separately or in conjunction with each other.

Dr. Shaler says he has successfully singled out the components of a bloodstain that was eight months old without any difficulty.

He says that perhaps the greatest application of the new method will be in the area of criminal investigations.

"By isolating certain blood characteristics, we can theoretically tell an investigator whether he should be looking for a white, black or yellow person, whether the person is male or female, and if the person is taking a drug for medical reasons or if a person is a drug abuser," he said.

Dr. Shaler's findings were made public in a preliminary report which summarized the year of research. The final report will be available in the next few months. LEAA officials said the findings are subject to independent verification and further study. ■

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SPRING 3100, New York City PD

Wisconsin Police Journal

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SPRING 1976



Top billing at Wauwatosa Police Department's recent annual crime prevention exhibit was the film, "Senior Power." Getting the attraction under way are Owen Horsch, community support officer for the department, and Bonnie Seer of the Milwaukee County Crime Prevention Commission. Over 15,000 people enjoyed displays containing new types of deadbolt lock sets, alarms and security devices, drug abuse information and a booth on the "Whistle Stop" program. (See story page 1.)

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