

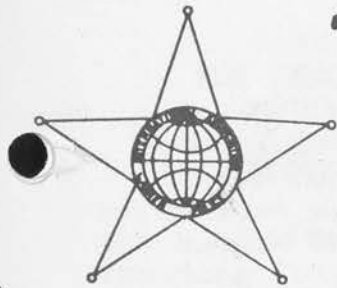


Carolyn Bailey papers

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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

Volume 16 Number 4 Dec. 1982

EXPECTATIONS FULFILLED: CHATTANOOGA'S GREATEST!

On Oct. 4, Chattanooga Chief of Police Tom Kennedy offered greetings and a warm welcome to the more than 150 officers attending the 20th Training School of the IAWP.

Chief Kennedy emphasized that women have a strong place in police departments throughout the country and have demonstrated expertise in many fields of police work. He added, "You've earned your place in law enforcement; don't let anyone take it away!"

Janet Crumley, Margaret Chastain, Corky Hamilton and the committee which worked so hard to orchestrate a perfect program demonstrated their ability to perform under pressure. They provided excellent speakers and programs which increased the knowledge and expertise of all who attended.

Steve Bevel, Assistant District Attorney in the 6th District of Tennessee for the past 11 years, described the relationship of his office with that of the police department as a "team preparation".

"The better you do your job," he told an eager, informed group, "the better we do ours."

He added that the public does not often recognize the stress placed on a police officer, for they (police) are seldom praised, often criticized. The tension experienced by police officers is unparalleled in any other job.

The three "C's" of police work are courage, confidence and commitment, he added. But police-women have an extra burden of convincibility. (Con't. p.14, col.2)

TEXAN IS WOMAN OFFICER OF THE YEAR



Dianne Bosch, Amarillo, TX was selected 1982 Woman Officer of the Year by the Executive Board of the IAWP.

Dianne, who has been with the Amarillo Police Department for 5½ years, threw wide her arms and exclaimed, "I'm so happy to know you all are out there! I'm not alone!"

Dianne learned early that to succeed, a woman must have tenacity and a sense of humor. This lovely, lively lady is well endowed with both!

In spite of an uphill battle, Dianne has kept a sense of humor, and time and again demonstrated her tenacity. She has a warmth and sensitivity to others which is unmistakable as she speaks of her work with the Crime Prevention Unit in the Amarillo PD.

A former nurse and school teacher, Dianne was responsible for organizing the Rape Prevention Unit within her department, as well as the community support system to educate and (Con't. p.14, col.2)

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FROM THE DESK OF
THE EXECUTIVE DIRECTOR

Greetings!

I have been trying to find the words that would fully describe the manner in which the 20th IAWP Training Conference was executed by Janet Crumley, Margaret Chastain and their wonderful committee in Tennessee.

However inadequate, all I can say is "Terriffic"!

The selected subjects were superbly conducted and the speakers were excellent. The only way one could have left the conference without a broader knowledge of policing was to have failed to attend any of the seminars!

We cannot thank the conference hostesses enough for every effort they put forth to make this a real success.

Chattanooga, our hats and our caps are off to you!

We would again express our sincere thanks to Carolen Bailey for the excellent job she did as president. We will ever remember her great leadership. This organization moved forward with great strides under her direction.

We also reflect on the commendable services of LuAn Lorensen, Kathy Burke, Lillian Bonner, Jessie Stoneman, Babe Barkdoll (former, Executive Director) Hilary Pownall Mary Stowe and all former members of the Board of Directors. They've stepped aside for a breif "coffee break". However, they must not take too long over coffee, for their services are still much needed.

Congratulations to our newly elected president, Mary Wamsley and the Board of Directors which you, the membership, have selected to serve with her.

Madame President, we pledge to you our full support. Please know that our shoulders are leaning against the wheels. We're ready for the upward push. We, the members of IAWP, do not know the way down. It is onward and upward. That's the only way we

travel and we're with you all the way.

I would again encourage each member to start now to seek out every female officer in and/or around your home town, county, and state. Solicit their membership.

I am encouraged by the growth of this organization, as I am sure each of you are. Since "we're in this together", let's pool our efforts and resources and see if we can enroll at least 100 new members by our 1983 conference; more if possible. At any rate, let's set a goal and work toward it.

We again offer our congratulations to DIANNE BOSCH as the 1982 Woman Officer of the Year. It is our hope that her future will be a continual success.

And we welcome aboard Gail Thomson, from Gailshields, Scotland, who added so much color (and accent!) to our 1982 conference.

Much Love,
Rosie Mason

THE IAWP BULLETIN is published quarterly in March, June, September and December, from 1202 E. Colfax, South Bend, IN 46617. Deadline for submitting articles or information is on the 15th of the month preceding each publication date.

We are heartened by the increased correspondence from various regions and feel that the newsletter reflects this. Editors of various newsletters of state associations have agreed to add this publication to their mailing lists. This will add to the universal appeal we strive for.

Information gleaned from local newsletters and newspapers is helpful to the general membership. So write to us; send news clippings; let us know what is happening in your department and in your career. Perhaps the information you share will be helpful to our readers elsewhere.

To each of you: May the Spirit of Christmas be with you throughout the coming year.

PRESIDENT'S MESSAGE

My first official act as the President of the IAWP is to extend my sincere gratitude to the members for unanimously electing me to the Presidency. I was very touched. Tears came to my eyes. I would have let them fall, but when you wear contact lenses, crying presents certain real hazards!

Thank you.

I am going to strive to maintain the standards set by my predecessors. The IAWP has been a very important part of my life as a police officer. When you're a cop, it's 24-hours a day, which makes it your life.

My first training seminar was in 1979. (ED. note: Mary was Woman Officer of the Year:1979). With each successive year, I've been increasingly impressed with the talented and dedicated women I've met.

We are truly a unique group of women. Recognition may be slow and harassment continues to exist. Incredibly, there are still those who are debating whether we have a "place" in law enforcement! I realize that the knee-jerk reaction among our detractors is a commonly used obscene gesture!

Hold off! Keep the faith. If we persevere, exceed standards and expectations and stand toe-to-toe with the Doubting Toms, we will win as professionals.

One of the key attributes of a profession is an organization that contributes ideas, standards and encouragement. That is an apt description of the International Association of Women Police. While in Chattanooga, one member approached me and expressed concern that the technical advisor for the television show, "Cagney and Lacey" was not a woman. She asked me to write a letter of concern to the producers. My response was that while I would, indeed, write a letter it was not beyond her to also express her feelings to the producers at CBS.

As a member of the IAWP and a police officer, each of us should take every opportunity that pre-

sents itself to clarify misconceptions about our role in law enforcement. Publicity for the IAWP is my primary concern, the concern of the Board of Directors and each member should make it their concern. We have over 800 IAWP members; there are approximately 22,00 women in policing in the United States alone. We need to reach those women and let them know that we exist.

Pass the word!

The IAWP exists, not only as a training forum, but for support, to share similar concerns and to share the laughter - and the tears.

To each of you - Enjoy the holidays and have a safe and happy New Year.

Mary



HIGHLIGHTS AND SIDELIGHTS

The enthusiasm generated by the 20th Training School held in Chattanooga in October was only exceeded by the information disseminated. As reported elsewhere in this issue we had excellent speakers and a program which included information to aid even the most proficient police officer.

We have attended many conferences over the past ten years and hosted one in South Bend, as well as a regional conference. But I was amazed this year at the number of years, and the positions of rank, held by the many women who attended at Chattanooga, as well as the variety of assignments represented.

Felicia Shpritzer, past president of this organization, is now retired (as a Precinct Captain) after 34 years with the NYPD; Rosie Mason, current Executive Director, has spent 39 years in law enforcement, the past 15 as a sworn officer. Jayne T. Rich, who has served more than 30 years in various departments, is presently Chief of Police at Montclair State College in New Jersey.

When I attended my first IAWP Conference (a regional seminar held in Palos Hills, IL) most of those in attendance had five years or less with their respective departments. Those who had more years of service were mostly 15-20 year veterans. The gap was huge. And there were no women with supervisory rank that I can recall.

And so, in Chattanooga, I was buoyed with enthusiasm listening to the officers tell of the number of years they have served (very few had less than 3 years, most had 10 or more), the positions held (chiefs, captains, lieutenants, sergeants) and the variety of assignments (patrol, investigations from rape and robbery to homicide squads) traffic and supervision.

Knowing that we are not alone, that there are others out there whom we can contact for guidance and advice is a comfort to those

of us who have unwittingly been thrust into the role of trail-blazers.

So for all of our readers, a reminder that the resources of the IAWP are available to fellow officers who are struggling with reluctant administrators, uninformed citizens and recalcitrant co-workers: Contact your regional Coordinator for assistance. If uncertain what region you are in, contact this editor or the president. We have booklets available that address some of the problems peculiar to female officers; reading lists which may provide the information you need; or the ability to put you in contact with someone who has had a similar problem and can offer assistance.

We're all in this together - let's work together to improve the role of policing and our own roles as police officers.

NOTE FROM FINANCIAL SECRETARY

1982 is just about thru, But you are not finished yet IAWP is due \$20.00 Don't forget!

But if bargains are for you \$100.00 is better yet. Life Memberships - it's true! Before Dec. 31, Don't forget!

ANNE

If you have already received this cute little poem in the mail, but have not yet sent in your dues (for 1982), this newsletter may well be the last contact you will have initiated from the IAWP.

Anne has been working overtime to bring records up to date, correlating paid memberships with mailing lists and contacting members who are past due on dues.

If your dues for 1982 have not been paid, your name has been pulled! So contact ANNE GARCIA, P.O. BOX 2495, Greensboro, NC 27402.

If there are errors, she will discuss and adjust.

For current, paid-up members, 1983 membership dues are due and payable now.

IAWP HAS NOBLE GOALS

"These are noble goals of the International Association of Women Police," Chief Lee Brown, Houston (TX) PD, told the officers assembled in the banquet hall of the Read House in Chattanooga, TN at the conclusion of the five-day training school, Oct. 8.

Prefacing his remarks with the statement that "all police officers should have as their primary objective service to all citizens of the community", Chief Brown continued. "We have a need for growth in good, decent, qualified officers, dedicated to serve rather than seeking adventure.

"There should be as much emphasis on prevention as on apprehension," he said, "as one of every three serious crimes affect all households. Citizens have become victims of the 'fear of crime'."

Brown added that the big issue of women in police work is "women in police work!" Womens' role in law enforcement has been traditionally limited; those ideas are outmoded.

Sexual harassment is still a part of the every day working life of many female officers, although there are 'token' women officers in 'token' assignments, he said.

"You must reject the nonsense of disrupting the status quo and advocate change in order to seek improvements in the profession," Brown admonished his audience.

Career opportunities must be available and administrators must understand that the focus will be on moving up through the system.

Brown gave sound advice. He said that each officer must set goals, then direct activities to reaching that goal. Education, experience and community activities give the goal-oriented officer a broad perspective. The officer must prepare to make changes, when it is necessary, to advance. These changes may be in assignment or in location, says Brown, who has served as Safety Director in Atlanta, GA and with the Sheriff's

Department in Multonoma Co. OR.

Brown told the audience that Houston first hired women in 1918, but until 1975 all were assigned to inside duties.

In 1975, ten female officers were assigned to traffic control. The women proved their capabilities in this assignment and were soon placed on patrol.

"It was no easy thing," Brown said, "but the women overcame the male officers objections."

Brown expressed regret that Houston had just lost its first female officer. In a case of mistaken identity during a narcotics raid, Off. Kathleen Schaefer was killed by a fellow officer.

Brown supervises a force of 3200 officers, only 204 of whom are women. Of that number, nine women are sergeants and ten are lieutenants.



ROBOT DIFFUSES EXPLOSIVES

A police robot diffused a bomb 70 minutes before it was set to explode in a Florida supermarket.

Police found the bomb in a cardboard box after a caller said he had planted 30 such bombs in various markets. The caller demanded "a lot of cash" from the president of Publix Corp, a chain of supermarkets, but authorities refused to discuss the extortion threat or indicate whether they had any clues to the identity of the caller.

The robot, under directions of Broward County sheriff's bomb experts, wheeled a shopping cart containing the bomb outside, opened the package, lifted it and diffused it as a crowd of shoppers watched from a distance.

Authorities searched several other supermarkets, but found no more explosives.

Broward County officials bought the robot last spring from Pedesco Canada Ltd. of Ontario, according to Detective Jim Hansen.

WOMEN IN ADMINISTRATION

A panel of law enforcement administrators discussed Women in Administration at the 20th Training Conference of the IAWP in Chattanooga, TN, October 8, 1982. The panel consisted of Mary Dumas, Assistant Director, University of Massachusetts Police Department; Deputy Chief Beverly Harvard, Atlanta (GA) PD; Chief Jayne T. Rich, Montclair State College PD (NJ); Captain Dorothy Schulz, Conrail PD (NY); and Captain Beryl A. Thompson, Seattle (WA) PD.

The panelists emphasized creating your own opportunities, obtaining as much training as possible, and working to overcome resistance and bias.

Other suggestions included:

Be mobile, if necessary, within or between departments.

Be willing to change assignments and gain wide exposure.

Continue to take civil service examinations while appointed to high-level positions.

Establish net-working and mentoring; become involved in other business and professional women's groups.

Plan your career and set goals.

Negotiate salary range at upper levels. Ask what you feel you're worth.

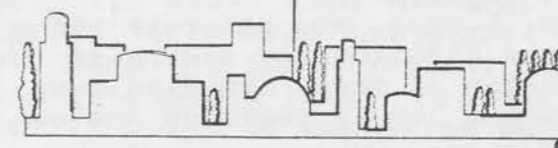
Make contacts for lateral mobility. Read for opportunities in professional journals.

Know the laws as they apply to you - and use them. One person Can fight successfully.

Submit articles for publication in your area of expertise.

Don't limit specialties to women's fields. Fill existing needs.

Find ways to distinguish yourself from the crowd. Public speaking develops poise and is useful in Assessment Centers.



POLICEWOMAN'S ACTIONS PROMOTE SALE OF BLEACH

It was one of those particularly nasty days when any human operating at full mental capacity would have been at home. The temperature was 2 degrees above frostbite.

A lady had managed to get the rear wheels of her rather large vehicle stuck on an even larger piece of ice. A male officer had pushed until his face was as blue as his uniform; the car would not move. A female officer came upon the scene and stopped.

"Maybe I can help," she offered with a smile.

He shot an "if-I-can't-free-this-sonuvabitch-no-one-can" look, bowed low and stepped aside.

The female officer retreated to her cruiser and returned with a bottle of common household bleach. She poured some behind both of the back wheels, then motioned to the lady to try again. The car lurched the tires caught and the marooned vehicle began to inch forward.

The female officer turned to her male counterpart, who was blushing (and cussing under his breath). She smiled sweetly, blew a kiss in his direction, got into her cruiser and left the scene.

The incident has never been mentioned around the muster room, but the sale of Clorox to policemen during the winter has gone up dramatically!

from: Dianne Bosch

DEMONSTRATING FOR THE QUEEN

Pvt. Kathleen Gibson disarmed a gunman (Cpl. Chris Taylor) in a demonstration for Britian's Queen Elizabeth II. The display of unarmed combat was held at the Headquarters of the Royal Military Police.

BEST WISHES FOR THE MERRIEST OF
CHRISTMASSES
AND THE HAPPIEST OF
NEW YEARS

AWARDS AND PROMOTIONS

Officer Kay Doppler, Bismarck, ND was recipient of the Gold Award in September. The award is presented by the community to recognize citizens who have made "significant contributions to humanity".

Off. Doppler has reached thousands of people throughout her 16 years in law enforcement through her years in the Youth Bureau; clinics to teach school-age babysitters how to handle crises involving law enforcement; organizing the Rape Advocacy Committee and most recently, in establishing Tele-Friend, a program to reach the elderly and shut-ins.

Off. Doppler notes in a letter which accompanied the article that this the first time a police officer has received this award.



Brenda Bishop and Lori Beth Morgan became the first females on the Greensboro (NC) PD ever to be promoted to sergeants.

Sgt. Bishop, who has been an officer for 14 years, says that women are pretty well accepted now, but she adds, "It's going to be a while before we're accepted as sergeants and not as female sergeants."

Departmental policy requires that newly promoted officers be assigned to patrol duties. Bishop remarked that she was glad that at least two women were promoted, and Morgan quipped, "At least we don't have to suffer alone!"



Three women were promoted to lieutenant and two were promoted to sergeant in the Washington, DC PD recently.

Jaqueline D. Simms, Rosiland Y. Parker and Gayle A. Fisher, all sergeants, were promoted to lieutenant, while officers Diane Ross and Brenda Holley were promoted to sergeant.

Officers Beth Michaud and Brian Coner, with Sgt. Robert Ritchie of the Merimac (MA?) PD were presented outstanding awards for heroism after they prevented a despondent man from jumping from a ledge.



Nancy Fadhl has been awarded a \$100,000 judgement in Federal Court after being fired from the San Francisco PD.

The judge ruled that training officers deliberately discriminated against Fadhl in a field training program in which veteran officers graded her on common sense and grooming.



Susan Heath, a reserve police officer in Greerfield, MA, alleged that she was rejected for fulltime police work because she is a woman. The Massachusetts Commission Against Discrimination has ordered Greerfield selectmen to re-instate Heath on the force, with seniority and back pay.

The award, which extends back to May 1, amounts to \$34,000. . .

. . .and in Nassau County, NY, the Police Department has agreed to an out-of-court settlement on a sex discrimination suit filed in 1976.

Alice Woodson White, who alleged that she was passed over for promotion because of her sex, was awarded \$10,200. Since the suit was filed, White has been promoted twice and is now a sergeant.

Hassau PD will pay roughly \$400,000 to 30 other women who joined the suit after Officer White filed. The awards will be made according to years of service.



. . .but. . .

Officer Cibella Borges was suspended from NYPD after nude poses of her were displayed in a sexually explicit magazine.

Ms. Borges, who has received a meritorious citation for aiding in the apprehension of three armed hold-up men during her 1½ years on the de-

ORGANIZING A STATE ASSOCIATION

There has been considerable interest and many requests for information as to how to organize a state women's police association. The following are some basic suggestions as to how to proceed.

Informally meet with a group of women officers who have at least expressed curiosity in organizing into a group sharing common interests in law enforcement. A "group" may be only two women who are willing to devote time to gather more women together. One enthusiastic woman can be the catalyst to a state association; an association has grown from ten to 200 members in one year.

Do some homework before calling a first formal meeting. Obtain copies of by-laws of other organizations; the IAWP Constitution can provide a foundation for your association. Decide on the goals and objectives of your group - will your purpose be educational? social? or a combination thereof? Decide on the goals and objectives of your association. What do you plan to accomplish?

Don't overlook the support you may be able to get from the administrative staff in your agency. They may be able to gain similar support from other law enforcement administrators. They may also be willing to give you access to copy machines, print shops, teletypes, mailing costs, etc.

Call a first official meeting. A luncheon or a coffee at a restaurant or a home, with a speaker, can be an attendance incentive.

Obtain input from those who do attend about the purposes of the group.

If there is sufficient interest decide on a Board of Officers. Be specific about when the next meeting is to be held and where.

Name the organization; this can be changed later if desired, but it helps to appear as an organization in recruiting additional

members. Decide on dues for operating expenses.

When you are formally organized use publicity in trade publications and local newspapers and other media to increase membership and develop interest.

Decide on how often meetings will be held and solicit local departments to host the meetings. Also, decide if and how often to print a newsletter for the membership. Newsletters, however brief, stimulate the members' interest, and if a membership application is printed with each copy, you will increase the size of your organization through members passing on the applications.

Develop a logo or emblem; it will provide a sense of organization and solidarity. And attractive brochure explaining the purpose of your association is useful for mailing not only to individuals, but in statewide recruiting efforts.

It may be helpful to divide the state into different regions with an interested woman in each region to coordinate recruiting.

Check your state government to see if there is a centralized listing of police officers by sex; if not, you may have to mail brochures to each law enforcement agency in the state.

Develop ideas for raising funds for your group; garage sales, raffles, dances. Consider providing training seminars with a moderate registration fee. Advertise the seminars to all officers.

After you are organized, do not neglect to file the necessary state and federal tax documents for a non-profit tax exempt status.

Consider affiliating with the International Association of Women Police for Assistance. See IAWP by-laws.

Perserverance will pay off within months and you will be on your way to a thriving professional organization. We feel you will find many, many women who will be interested. You need only to search them out.

STATE ASSOCIATIONS AFFILIATE WITH IAWP

Several state organizations of women police have taken affiliate membership with the IAWP and requests for information to affiliate are continuing to arrive.

In lite of these requests, we are publishing section 13, Article IV of the IAWP Constitution to advise all members of requirements and procedures.

"Affiliate State Membership.
This corporation shall have affiliate state memberships of women police association. Each state organization desiring affiliation shall submit application to the Membership Committee for a recommendation to the Board for approval. This shall be a group membership, and each individual member of the affiliate organization shall be considered upon application for membership in the International Association of Women Police on an individual basis in accordance with Article IV, subdivision 1.

"Each affiliate organization shall be recognized as an affiliate member of the International Association of Women Police while retaining or determining its own organizational title.

"An affiliate member in good standing shall: 1) Conduct at least one state membership meeting annually. 2) Submit annual dues of \$25.00. 3) Encourage individual membership in the International Association of Women Police. 4) Encourage representation from the state affiliate organization to the annual International Association of Women Police conference. 5) Submit an annual written report of activities and current status of the organization to the Board prior to the annual International Association of Women Police meeting.

"The President of each affiliate organization shall receive from the International Association of Women Police: a) Copies of the Constitution, by-laws, the news-

letter, and all pertinent written materials. b) A certificate of affiliation. c) Where possible, transcripts and materials available at the annual training seminar. d) Assistance on request from the Regional Coordinator and other members of the Board in implementing and/or conducting the affiliate organization."

IAWP ITEMS FOR SALE

There are numerous items for sale through this organization, many of which have the IAWP emblem on them. Included are Tee-shirts, briefcases, and belt buckles.

A list of items, sizes, etc., are available through Mary Wamsley. If you are interested, contact her at 745 So. Jersey St. Denver, CO 80224 or TX: (303) 388-0608 Support your organization! Buy IAWP!

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More later!!

DRESS CODE GUIDELINES NEEDED

A request from Sgt. Lin Adams, Mesa, AZ states:

"Our department is currently considering a special policy regarding women police officers' dress code. If any of our members have written regulations regarding the uniform, hair, fingernails, make-up, etc. I would appreciate receiving a copy.

"Also, if any have a policy regarding how women officers will carry their weapons (on the hip, ankle, in purses, etc.) we could use that information."

Please forward any information as soon as possible to: Sgt Lin Adams, Mesa Police Dept., 130 N. Robson, Mesa, AZ 85201-6697



BULLETPROOF VESTS AT ISSUE

Police union officials demanded a departmental issue of bulletproof vests after Off. Paula Howard, Washington, D.C. PD, was critically wounded when she attempted to question a suspect about a robbery.

Off. Howard underwent surgery after being shot once in the abdomen and was reported in stable condition.

A suspect was apprehended and ordered held without bond, charged with assault with intent to kill.

...But Officer Frankie Shivers is dead in spite of her protective vest.

Off. Shivers, who went to the aid of a motorist who had struck a police cruiser, was shot when the stunned driver grabbed the officer's holstered revolver and began shooting wildly.

One slug entered the gap between the front and back panels of Shivers' bulletproof vest and severed the spinal cord.



CITIZEN INVOLVEMENT NECESSARY

In Charlotte, MI, a service station attendant who stated he was "too busy" to call police for a bloodied and beaten rape victim was suspended from his job with the Spartan Oil Corp. . . .

. . . and in San Diego, CA, Mary Ann Gray has been re-instated in her job at a fast-food restaurant and her supervisor fired.

Ms. Gray demanded use of the phone to summon aid for a dying man; her supervisor refused her the use, and fired her for being 'unreasonable.

Rebecca Gagley, special officer at the Spofford Juvenile Center, (NY) received the \$1,000 Daily News Crime fighter of the Week Award in August.

Ms. Bagley, walking with a friend in Greenwich Village, responded to a woman's screams, chased down an 18-year-old purse-snatcher, and held him to the pavement until police arrived.

Ms. Bagley received nine stitches to a knife wound above her right eye which she incurred during the struggle.

VICTIMS PROTECTION ACT NOW LAW

"Treating victims with the care and sensitivity they deserve is long overdue," Sen. John Heinz (R, PA) said during the signing of the Victims Crime Bill Oct. 12. Sen. Heinz introduced the bill in April.

Saying that ". . . we have learned that victims suffer again at the hands of a callous criminal justice system, which is unresponsive to emotional needs. . . financial losses . . . or social trauma, Fair treatment of victims will now be public law.

President Reagan told the crowd assembled for the signing that "It is high time the legal system shows honest citizens the same concern it exhibits for the accused. . . (this act) seeks to return some balance to our criminal justice system without infringing on the rights of the accused."

AFFILIATE ORGANIZATION
ACTIVITIES

Colorado Association of Women Police report that Mary Wamsley, Denver PD, has resigned as president in order to devote more time to her new position with the IAWP.

Mary was elected IAWP president at the October business meeting held in Chattanooga, TN.

Carlton Washo, Arvada PD, and vice-president of CAWP, will assume the duties of president until the next general elections.

Deputy Connie McDaniels, Larimer County, was terminated after testifying in a sex discrimination suit filed by Evelyn Morrison, director of health services at the county jail.

Although Morrison won the judgement, Dep McDaniels who testified to sexual discrimination and harassment which occurred in the Sheriff's department, was placed on 'medical leave' pending a 'mental health evaluation'.

The sheriff, in seeking to terminate Dep. McDaniels, stated she was 'angry' and questioned her 'emotional stability'. He added he was concerned about her "carrying a firearm."

Termination was recommended when the deputy appeared before an Officer's review board after she appealed from a Captain's review board which had also recommended dismissal.



Officer Ellen Hunt, Moorehead PD, was named Woman Officer of the Year by the Minnesota Association of Women Police for "distinguished service" as well as outstanding community service.

At the banquet following a two-day seminar held in St. Paul, MN Sept. 10-11, Off. Hunt was awarded a plaque - and well deserved recognition for herself and her department.

Nine members of MAWP attended

the IAWP conference in Chattanooga. This was the largest representation from any state affiliate.

Congratulations, MAWP, for an active, concerned membership with dynamic leadership!



The Tennessee Association of Women Police have received a request from Belgium policewoman, Gizele Devos, who would like to correspond with female American officers. Her address is: Gentsesteewef U, 2800 Mechelen, Belgium, Europe.

Officer Diane Vaughn, Nashville PD, has been recognized for exceptional bravery for saving the life of fellow officer, Morris Rogers.

Off. Vaughn pulled the wounded Rogers to safety, shielding him with her own body, while she returned fire to his assailant.

The Nashville Banner praised Off Vaughn, saying that "throughout her career in uniform, (she) has demonstrated beyond doubt that women indeed have a place in the ranks. Her action - and reaction, as well as her coolness under fire in risking her life, offers ample evidence of her ability to perform her duties in exemplary fashion, above and beyond the call of duty."

Sgt. Valerie Meese, Nashville PD recently earned a red belt in the Metro Tae Kwon Do (Korean Karate) class taught at the Academy.

Sgt. Meese, one of the first two female officers assigned to patrol duties, is now an instructor at the Training Academy and is in charge of Hostage Negotiation Training, as well as assisting with the physical training program.

The South Carolina Association of Women Police became an affiliate of the IAWP in October of 1982. Members of that association advise that the organization was formed in 1956, after members attended a conference in California. (The same catalyst that resulted in the reorganization and revitalization of the IAWP!)

We welcome them as an affiliate and hope that it will be a long and profitable association for both organizations.

Sgt. Mary Dumas, with the U. of Massachusetts PD at Amherst, graduated from the 129th session of the FBI Academy at Quantico, VA in June.

Sgt. Dumas is the first woman from New England invited to attend the prestigious FBI Academy.

Sgt. Dumas, who has a Master of Science degree in Criminal Justice, says this was a most rewarding educational experience. She encourages all female officers to seek admission through their departments. Congratulations, Mary.

Peterson, NJ police officer Leonia Robinson retired after 25 years of service. Robinson is the second woman to retire from the department, but the first to retire as a detective.

Sgt. Sara Leigh served 30 years and retired in 1956.

TWO SIDES OF THE COIN

An officer from New Jersey, in a letter to Law and Order, writes that she is only one of two female officers in the Camden Co. area, outside the prosecutor's office and the Sheriff's department. She says that after 3 years, she is still not recognized as a regular police officer and cites an incident in which a local chief tried to assign her to work with reserve officers during a demonstration in a local park. She adds that, thanks to her chief, she was reassigned with regular officers.

"Thanks to my Chief and Sergeant, I have PMA (positive men-

tal attitude). Without the support of those you work with, you can forget it! Women have come a long way in law enforcement, but they still have a long way to go."

. . . and Policewoman Andrea D. Crump. Lubbock, (TX?) is getting a lot of support from the officers she works with.

Off. Crump, advised by her doctor not to wear a gunbelt or ride in a patrol car due to pregnancy, was denied light duty. Officials said that her pregnancy was a disability unrelated to her job and therefore she was not qualified for desk duties.

Because the city officials say she must take vacation and sick leave, then go on leave without pay, about 40 policemen are working overtime and without pay so that Crump will not miss a paycheck.

In explanation, one unidentified patrol officer said simply, "She belongs to the brotherhood."

Hooray for Lubbock policemen!!!



WOMAN JUDGE RAPS BIAS

Superior Court Judge Marilyn Loftus, speaking at a conference of New Jersey Women Lawyers, told her audience that there is a "deep-seated gender bias in our judiciary."

"The bias problem does not exist throughout the court system, but it does exist," she said.

The judge added that, had she been asked two years earlier, she would have said no, but in recent years she has become sensitized to problems of women within the court system.

Judge Loftus is currently chairing a task force on problems of women in the judicial system, which will study the problems of female lawyers as well as witnesses and women involved in court cases.

"If equal justice under the law is to have meaning, we must make the effort to sensitize the entire judiciary," she said.

WOMAN OF THE YEAR (from p.1)

the community support system to educate and support victims of rape and their families.

In a three-hour lecture, Dianne tells her audience of rape and the law (as it works in Texas). She bluntly tells them that of the five per cent of rapists charged, only two percent will be convicted.

However, Dianne emphasized that while she is lecturing women on how to protect themselves and what to expect should they become a victim, she is educating juries. She attempts to destroy the myths that rape or sexual assault is sexually motivated, or that the victim has "enticed" her assailant. In addition, she provides sufficient information to give children a language to discuss sexual matters.

"Children don't lie," she adds "and they need to know that it is okay to talk about sexual matters."

"Laughter helps you remember," says Dianne, "and we do a lot of laughing during these sessions."

In a calm, straightforward manner, Dianne delivered truths which we all recognized. She was interrupted frequently with applause and laughter.

Statistics are often impressive and Dianne impressed her audience. She said that available crime statistics for the first 6 months of 1982 indicated that the crimes of burglary and rape was down .3% in Texas, but for the same period, Amarillo showed a 29% decline in these two crimes.

Dianne and her husband, Larry, a former Amarillo Police officer, have seven children, ranging in age from 19 to 3 years.

Off. Bosch has received numerous commendations and awards and is credited with saving the life of a newborn infant and the mother as well, acting above and beyond the call of duty.

We are proud of Dianne and of the work she is doing. We welcome her into the ranks of IAWP and hail her "Officer of the Year."

EXPECTATIONS (from p.1)

Women encounter more skepticism on the job, from citizens and from fellow officers than policemen do. He advised that women, then, must demonstrate diversification and determination, which adds to the tension experienced.

These were opening remarks; the entire experience got better as the week progressed!

Nashville Metro Police Chief Joe Casey Spoke at a luncheon on Wednesday and lauded the women in their efforts toward increased professionalism for all officers through training.

Casey, who is a vice-president of the IACP, blasted criminal procedures which have created an "insanity of turnstile" crime, and advocated that the Criminal Justice System must protect the rights of the law-abiding.

Casey urged police to forge partnerships with local citizens, whom he called the "eyes and ears" of communities. He advocated Neighborhood Watch and similar programs.

Houston, TX Police Chief Lee Brown was guest speaker at the banquet on Friday night, climaxing five days of excellent speakers and topics.

Those who were in attendance will not soon forget the information gathered here. Professional contacts made will be of value throughout each career and friendships developed will be long-lasting.

We hope that attendance will continue to grow at each succeeding training opportunity and that each member will benefit as much as those who came to Tennessee.



TRAINING AVAILABLE

SEXUAL ASSAULT: Rape, Incest, and Child Molestation - The Psychology of the Offender, with A. Nicholas Groth.

Feb.3-4, 1983 Augusta, GA
Mar.3-4, 1983 Las Vegas, NV
Apr.7-8, 1983 Tuscon, AZ
May 9-10,1983 Rapid City, SD

For further information contact: H. Jean Birnbaum, Forensic Mental Health Associates, 3 Ireland Rd., Newton Center, MA 02150 or TX: (617)332-0228.

#####

The Caliber Press Street Survival Seminars will have new tactical content as well as a new instructor in 1983.

The two-day program stresses practical, realistic procedures for patrol officers in handling high-risk situations safely. Content for 1983 will include effective new tactics for: entering and searching buildings; controlling personal reactions to danger; disarming suspects; retaining service weapons; using batons; winning hand to hand encounters; dealing with motorcycle gangs; resolving hostage officer situations; and searching prisoners.

The seminar is open only to law enforcement personnel. For more information contact: Eva Gier, Caliber Press, Inc., 666 Dundee Rd., Suite 21607, Northbrook, IL 60062. TX:(312)498-6580.

#####

The International Society of Law Enforcement and Criminal Justice Instructors will sponsor an educational journey to Europe with visits and official receptions at Scotland Yard, The Grenzschutz Training Center, Interpol, and Secûrete.

The tour will depart from 11 gate cities in the USA and Canada and will assemble in Frankfurt, Germany for group visits to European criminology and police centers.

Continuing Education Unit Credits, a Certificate of Achievement (from the Management Center of Cambridge) and a one year free membership to the sponsoring organization will be awarded to participants.

The tour is scheduled for March 26 to April 2, 1983. For detailed information, including costs, write:K. Peter Kien, Executive Director, International Society of Criminal Justice Instructors, 51 Seven Star Lane, Concord, MA 01742.

#####

The Los Angeles Police Revolver and Athletic Club will hold a second annual International Ordinance Exposition on the grounds of the LA Police Academy Jan. 25-27, 1983.

Eight informative, action-packed seminars are offered for participants to choose from.

For details and reservations call ((213)221-3101.

BOOKS OF INTEREST

CRIME ANALYSIS CHARTING sells for \$9.95 + \$1 shipping. Explains all the basics behind VIA (Visual Investigative Analysis). Gives several VIA charts and case examples. Absolute "must" for persons unable to attend formal classes in VIA development. Contact: Palmer Enterprises, P.O. Box 966, Orangevale, CA 95662.

THE CRIMINAL JUSTICE SYSTEM AND WOMEN. A perspective on treatment of women in the CJ system - as offenders, victims and working members within the system. A series of essays from various sources, drawn from a number of different disciplines and perspectives; reflects historical and recent developments in understanding the CJ system and its impact on women. Clark Boardman Co.Ltd. 435 Hudson St., New York, NY 10014 (This book to be reviewed in March issue of IAWP BULLETIN).

MEMBERSHIP APPLICATION

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

NAME (Ms. Mrs. Mr.) _____

HOME ADDRESS: _____

No.	Street	City	State	Zip	Country
-----	--------	------	-------	-----	---------

I am a Law Enforcement Officer authorized to make arrest under the authority of the Penal Code of the County, State, Province, or Country in which I reside. Yes ___ No ___ Job Title _____ Date of Appointment _____

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, ammended, or enacted, shall be binding on me.

Date _____ Signature _____

New Membership: \$20. _____

Renewal: \$20. _____

Mail to: ANNE GARCIA, Financial Secretary
International Association of Women
Police
P.O. Box 2495
Greensboro, North Carolina 27402

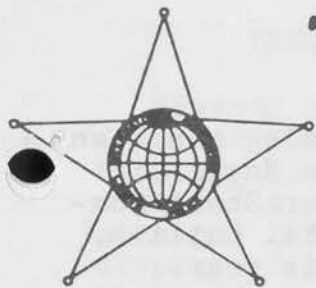
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

Volume 17, Number 1 March 1983

B.C. IN '83

October 3-7, 1983, the IAWP, with the Vancouver Police Department, will host the 21st annual training conference at the Inn at Denman.

Seminar Director Sgt. Carol-Ann Halliday, with her committee, has planned a program that will enhance professional expertise and broaden horizons.

Highlighting the program will be Cecil Kirk, retired lieutenant from Washington, D.C. Police. In a day-long seminar, Kirk will discuss Forensic Science and in the light of this topic, discuss and attempt to answer the question: Did Lee Harvey Oswald Really Kill Kennedy?

Other topics on the agenda are Economics and Law Enforcement - The Police Response to A Changing Fiscal Climate; and Labour Relations - Internal Police Unionism and the Law Enforcement Response to External Labour/Management Conflict.

Extra-curricular activities already planned include an evening in China town, which is the second largest in North America; and jogging daily in Stanley Park, 1000 acres at your doorstep.

Rooms at the Inn at Denman will be \$60 per night, across the board. This amounts to approximately \$48 U.S. currency, at the current rate of exchange. Deluxe rooms could be shared by 3 or 4 persons (if you can live with one bath!) cutting expenses further.

If you are interested in learning new police techniques and in sharing professional affiliation with fellow law(Con't P.14,Col.2)

IAWP: POSITIVE IMPACT ON
"HAIRY" HEARING

IAWP regional co-ordinators Lee Haynes (4th) and Donna Pence (6th) with Deborah Frank, Vice-president of the Tennessee Assoc. of Women Police and an IAWP member, traveled to Middletown, O. in December to testify on behalf of Laurel Powell after she was suspended from duty for refusing to obey an order to cut her hair.

Ms. Powell, a 5-year veteran with the Middletown Police Department, who wears her shoulder length hair in a bun, was suspended in October for three days when she refused to cut her hair.

Following the City Civil Service Commission's ruling on Dec. 27, that the officer was not insubordinate, Ms. Powell called IAWP President Mary Wamsley, excited and "eternally grateful". She said that she was convinced that the "IAWP had a tremendous and positive impact on the outcome of the hearing."

During the hearing on Dec. 7, officers Lee Haynes, Edgewood, KY, Debbie Frank, Nashville, TN and Donna Pence, Tennessee Bureau of Investigations, testified that the rule on hair was a "trivial issue frequently used to penalize female officers." Haynes, who wears her waist length hair in a bun, asserted that the dress code is to insure a neat, clean, professional appearance and that Powell's hair style complied with the technical wording of the local code.

Middletown regulations stipulate that a police officer's hair should be above the collar and not interfere with the wearing of a helmet or gas mask.

FROM THE EXECUTIVE DIRECTOR

Hi! I'm sure it will surprise many of you to hear that on Dec. 7th, 1982, I completed my 'eight hours' with the Kansas City (MO) Police Dept. So I have put away my badge and hung up my gun.

I must confess that I'm a slow worker; it took me 38 years to complete the full 'eight hours' that led to my retirement!

Those were beautiful years that shall be a constant and delightful part of my now, my henceforth, and my forever.

But in retirement, I am still a definite and active part of IAWP. Now I simply stack mail on my breakfast table, sort it, then read and respond as is appropriate.

Many schools are requesting our pamphlets on "Women in Law Enforcement" as well as other information concernign women in policing. Receiving such inquiries tells us that society has realized that we're here to stay and that we have something worthwhile to offer.

My dears, please heed my earlier suggestion that together we must strive to add to our membership at least 100 new members between now and our annual conference. We are growing - let's shift into high gear for more rapid growth! There are a great number of policewomen out there whose membership in IAWP has not been claimed. Let's go after them!

Also, encourage all members to make plans now to attend the coming conference in Vancouver, B.C. Canada, Oct. 3-7, 1983. News from Carol-Ann Halliday, conference director, is that she and her co-workers are off to a running start making plans for us.

Check your calendars now, make your plans and let's all meet in British Columbia.

I wish for each of you a really super continuance in the work of policing, a happy summer and a joyous always.

Much Love
Rosie

HELP WANTED

President Mary Wamsley has been invited to speak at the National Law Enforcement Explorer Scout Conference to be held in Ft. Collins, Colorado in July of this year.

Mary's topic is to be Women in Law Enforcement. In preparing for the seminar, Mary is Planning a slide presentation on policewomen and she needs the help of the members. She needs 35mm slides of policewomen as they perform their jobs no matter what the assignment.

Mail slides to: Mary Wamsley, 745 S. Jersey St., Denver, CO 80224
All slides will be returned.

We've had several requests from women needing information to form state associations. Available information has been forwarded after each of these requests. It might be beneficial if these requests were channeled to other state associations for assistance. It is possible that some IAWP members may not be aware of existing state associations.

Following is a list of contact persons from those states currently having associations of which we are aware.

Minnesota: Beverly Hall 1640 W. Hwy.-36, Roseville, MN55113;
Tennessee: Donna Pence 4120 Baxter RD., Joelton, TN 37080; Oregon: Deborah Ellis, 7848 SE King Rd., Milwaukie, OR 97222; North Carolina: Anne Garcia, P.O. Box 2495, Greensboro, NC 27402; Indiana: Ann Tyler, 3804 Burbank, Ft. Wayne, IN 46804; Michigan: Judy Eckstein, 27200 Parkview #814, Warren, MI 48092; Iowa: Linda Cherry, P.O. Box 126, Ankeny, Iowa 50021. California: has a Women's Peace Officers Association; however, we do not have the name of a person within that organization to contact.

Another possible source of information on state associations would be the Secretary of State where you reside. Request information on non-profit organizations, specifically dealing with women.

@!@! @!@! @!@!

PRESIDENT'S MESSAGE

Several months ago I jumped a fence at the scene of a possible burglary with all the grace and style of a drunk trying to walk a straight line. The result of this display of physical ineptitude was to re-injure a knee then functioning at less than 100%. While the pain was sufficient to ruin my day the mental anguish over the possible ramifications of being disabled was infinitely worse.

I've watched two friends, two policewomen, go through the trauma of disability retirement recently and I have no desire to join the walking wounded! While hobbling around in a cast, the threat of losing 40% of my income didn't worry me as much as the termination of my career. I will admit there have been times when I've been ambivalent, but on an average day, I'm eager to go to work.

That eagerness is probably influenced more by the people I work with than the inherent nature of the job. The friendships that I have formed with the men and women from within my department, the Colorado Association of Women Police and the IAWP have always held a greater value for me than any number of felony arrests.

In fact, affiliation with the IAWP has been extremely beneficial for me and the evidence would indicate that's also true for other IAWP members in need of a support network.

Two policewomen from Middletown Ohio were recently forced to seek remedy outside their department in opposition to unjustly imposed hair regulations. They turned to the IAWP for support - and received it.

Regional Coordinators, Lee Haynes and Donna Pence, with Debbie Frank, appeared at the hearings. I wrote a letter of support for the women, which was read into the record. The regulation was rescinded, and Laurel Powell was re-instated after suspension.

I am pleased with the outcome of the hearing for Laurel, as well as proof of the effectiveness of the IAWP for its members. The support of women within one's own profession, sharing with understanding the pitfalls and the highs, is of great value.

If you need help we are here for you. In return, let another woman know about the IAWP; the more women there are under our banner, the greater the impact.

Pass the word about us!

Mary

CRITICS: TAKE NOTE

"Please don't bother to print any retractions or corrections. You might unwittingly surpass the newspaper which corrected itself with the following feckless bravado:

"In the Last issue we mistakenly stated that Officer So-and-so was a defective on the police force. Actually, he is a detective on the police farce." (From:Voice of the People, South Bend Tribune)

IAWP BULLETIN

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@!@! @!@! @!@!



This picture symbolizes Rosie's devotion. Even while cleaning out her desk for the last time, she cannot resist answering the phone. It may be a call for help.

"PERFECT LADY" TURNS IN GUN/BADGE

Dec. 7, 1982. The end of an era. Sad? Perhaps. But a time for new beginnings, new focus and more time to devote to what has always been "extra-curricular" activities.

"Regal Rosie", as many in the IAWP have affectionately called her, turned in her gun and badge on that date, ending a 38-year career with the Kansas City (MO) Police Department.

Rosie is, perhaps more than any of us, the symbol of "Police-woman". From inauspicious beginnings as an elevator operator in the KCPD building in 1944, she became a detective in the juvenile bureau and president then Executive Director of the IAWP.

She worked for ten years, going up and down, day in and day out, greeting and cheering officers as they, too, went up and down, about their business. One day, the police chief suggested she join the juvenile division.

That was, however, twelve years before the Police Academy opened its doors to women. Rosie became an "acting" policewoman. She was issued a gun and a badge, but retained her civilian status.

Finally, in 1967, Rosie was one of the first two women to complete training at the Kansas City Police Academy. She has continued as a juvenile officer for most of the years she has been a sworn officer, working the midnight shift for the past six years.

Capt. Marilyn Brauniger said that Det. Mason "adopted" women officers who were joining the force in the late '60's and she was "Mom" to most of them.

"She's just a perfect lady," Capt. Brauniger added.

The esteem in which she is held is illustrated by this story from fellow officers.

After carrying a gun for 12 years, Rosie was faring badly on the pistol range in rooking school. Noting this, other officers aimed their weapons at her target! Rosie eventually passed the test on her own, but the remarkable support which she received from her cohorts speaks volumns!

Chief Caron, who says he has know Rosie since he became a police officer, called her an old friend and an outstanding officer and added, "I wish she could stay another ten years."

Fortunately for us, the IAWP, Rosie will retain her position as Executive Director. We need, and are thankful for, her guidance, her expertise and her prayers.

TRIAL BY PRESS

Newspapers around the country are praising federal appeals court denial of a prior restraint order issued by a federal judge, which allowed the showing of a film alleging brutality by the New Orleans police during an investigation into an officer's death.

A segment of "60 Minutes" was shown just 3 weeks prior to the start of a trial for seven officer's accused of beating black citizens during the investigation.

Defense attorneys had won a motion to move the trial to Dallas, Texas because extensive publicity

in Louisiana would make it impossible to find an impartial jury.

In reporting events, the press which includes electronic media, frequently fails to get all the facts before publishing; brings in facts not at all relevant to the case at hand; distorts the story by leaving out relevant facts and editing film which might justify the actions which are shown to TV viewers.

Freedom of the press is guaranteed by the Constitution; however, usurping the power of the courts is abuse of that freedom.

Restraint should be used in reporting crimes which have not come to trial. Long biographies or even biographical notes, particularly of previous crimes totally unrelated to the present one, should not become a part of any news story until the case has been decided in the courts.

To do otherwise constitutes a trial by the press and denies the defendant a fair trial, which is also a constitutional guarantee.

WAMSLEY STABBED BY 13-YEAR-OLD

Off. Mary Wamsley, Lakewood (CO) PD, was stabbed by a 13-year-old girl with a bayonet on Feb. 10. The cut, which was 2 inches long and 3 inches deep, required a half dozen stitches to close.

Wamsley and Off. John Stone were called to assist a social worker in taking the teenager into custody for a mental health evaluation.

Wamsley accompanied the social worker and the girl to an upstairs bedroom. The girl grabbed an old army-style bayonet; a scuffle ensued; Off. Stone came to Wamsley's aid, and Wamsley was sounded.

The girl, confined in the Jefferson County Youth Center, was scheduled for a hearing on Feb. 14 for investigation of attempted first-degree murder.

BOARD MEETING APRIL 9, 1983



MAJOR SKAGEN

Major Noreen Skagen, Seattle, (WA) Police Department has been named one of four assistant chiefs in that department.

Skagen, who rose from police officer to major in less than ten years, has served as an aide to the former police chief; headed the department's sex crimes squad, been a patrol watch commander and a community relations officer.

She has a degree in journalism from the University of Washington, and graduated from the FBI National Academy in 1973.

CAPT. BASS CANDIDATE FOR POLICE COMMISSIONER

Capt. Marian Bass, Commander of the Juvenile Bureau and the Women Officers Bureau of the Buffalo (NY) Police Dept., has been certified by the NYS Civil Service Commission as a candidate for Inspector of Police, the highest civil service rank attainable in that department.

Capt. Bass was recipient of the 1982 State University of New York at Buffalo's University/Community award as Outstanding Woman in the Professions in Western New York.

Besides her command duties, Capt. Bass is an associate professor in the department of Criminal Justice, Erie Community College.

PREPARE FOR VISIT TO CANADA

Since we will be meeting in Canada this year, we thought it appropriate to write a bit about our host country.

Canada and the United States share the longest, undefended border in the world, a total of 3,897 miles.

The second largest country in the world, Canada probably is the only one which still has a lot of unexplored frontier. Air mapping reveals new northern frontiers frequently.

Of the approximately 23 million people who live in this beautiful country of lakes and mountains, prairies and forests, two-thirds are within 100 miles of the borders of the United States. Of the remaining one-third of the population, 90% live within 200 miles of that border.

Canada has two official languages: French and English. In the Province of Quebec, where the first permanent settlement was founded in 1608, French is the primary language.

The name "Canada" derives from the Iroquois Indian word 'Kanata' or 'Kanada' meaning "a group of huts".

The Dominion of Canada was formed in 1867 following the British/North American Accord and consisted of four provinces: Quebec, Ontario, Nova Scotia and New Brunswick. These were joined by Manitoba (1870), British Columbia (1871), Prince Edward Island (1873) Alberta and Saskatchewan (1905) and Newfoundland (1949).

In 1931, Canada became independent of Great Britain, but remained a voluntary partner in the Commonwealth of Nations.

In April, 1982, Queen Elizabeth II proclaimed the Canadian Constitution, which provides statutory independence for our northern neighbors.

While the British monarch remains the constitutional monarch, Canada is governed by the Prime

Minister, with a Parliament. This body is made up of a Senate and a House of Commons.

In background, government and history, as well as geographically, Canada is our closest neighbor.

Laura Manuel



RESOLUTION AGAINST SEXIST ADVERTISING

At the October meeting in Chattanooga, TN, the membership of the IAWP passed a resolution to boycott Second Chance products due to sexist advertising and lack of response to objections on the part of IAWP members. The resolution reads:

WHEREAS the goals of the International Association of Women Police are to promote the professionalism of women in law enforcement and to accentuate the positive aspects of women in these positions and

WHEREAS the use of women as sexual objects by manufacturers to advertise their products is a degrading and dehumanizing practice and

WHEREAS Second Chance Body Armor has used women in a degrading fashion in an advertisement which appeared in the May 1982 issue of Police Product News and

WHEREAS when contacted by a member of the IAWP complaining about the advertisement, the president of Second Chance refused to reconsider this method of advertising

BE IT RESOLVED that the IAWP encourages its membership and other law enforcement personnel to refrain from purchasing Second Chance products until Second Chance no longer promotes its products in an offensive and sexist manner.

INTERESTING APPLICANTS

Aria Ricardo, a New York model earning \$2,000 a day, has passed the written exam for the Police Department of New York City.

Saying that she "just wants to help people and change the view that all police officers are 'mean'" she scoffs at warnings that police work is dangerous.

"Anyone can walk out on the street here (in NYC) and something can happen to them," Ricardo says.

Coached by her father, who is retired from NYPD and has tried to discourage her application, she passed the written exams easily. She does not anticipate any difficulty with the physical tests, either, although she weighs only 115 pounds, 35 pounds lighter than the dummy she will have to drag during the physical tests. Nor does she fear failure on the pistol range for she has spent long hours on the practice range.

Ms Ricardo does not plan to end her modeling career if she is approved, saying that it is possible to do both.

"Both jobs give you a lot of freedom," she says. . . .

. . . . Esther Snyder, Cleveland Ohio, has passed the written police exam with flying colors. She is now waiting to take the physical tests. In preparation for that possibility, she is doing calisthenics, squeezing rubber balls and jogging daily.

Ms. Snyder says she is not a crusader but thinks there is something radically wrong with our society.

"I want to strike a blow for all these older people who are being wasted," she said.

Ms. Snyder is 62 years old.

New member Joyce Wurster, of Tempe, AZ says that she was promoted in December, '82 to corporal and detective. She is the first female detective to serve in that capacity at the Arizona State University Department of Public Safety.

PHYSICAL FITNESS PROGRAM PRIORITY NEED

Sgt. Mary Dumas, Amherst, MA University of Mass Police Dept. has initiated a physical fitness program coordinated with the Exercise Science Department.

Campus police devote 30-45 minutes of regular work-shifts to workouts on hydraulic equipment in the "Body Shop" at the U of Mass's NOPE Gym.

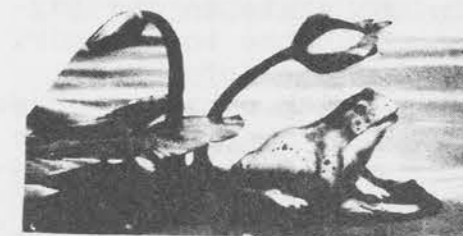
Police officers and support staff, 43 in all, have volunteered for the fitness program that will prepare them for the physically demanding response sometimes required on their jobs. In a "needs assessment survey", police indicated their second highest priority was the need for a physical fitness program within the department.

A battery of fitness evaluation tests, underwent by the volunteers, were analyzed with a computerized fitness evaluation and each officer received a computer printout of individual test results.

Dumas says that without a doubt the fitness program has helped to boost departmental morale. Also, they have received 'tremendous feedback' from other police departments since the program's inception. Representatives from four other area police departments have come "to see what's going on."

Success of the program has led to plans for a U-Mass-based "Western Mass Satellite Center" for physical fitness.

Dumas said "After experiencing the program at the FBI Academy, I was committed to getting it (physical fitness program) into our Staff Development Program. It's a top quality program, second to none, even the FBI!"



STATE ASSOCIATIONS AND IAWP AFFILIATES

As membership in the IAWP has increased, interest in State Associations has mushroomed. The latest of these is the IaAWP, the Iowa Association of Women Police, in January, 1983. They will hold a training seminar May 2, 1983, (details under training). For information and membership applications, contact Linda Cherry, P.O. Box 126, Ankeny, IA 50021 or call (515)964-4550.

The Oregon Association of Women Police held a training seminar at their November meeting in Salem, OR. Helen Terry, Personnel Manager for Vancouver, WA discussed "Assessment Centers" and provided a group exercise in which many communication skills and weaknesses were identified.

Attendees summarized the meeting as outstanding, but too brief! Future training seminars of the OAWP will be certified as qualifying points for officer recertification.

Mid-May has been selected for the next meeting and the topic for training will be "Discrimination, Harassment and the Law: Your Rights".

For further information, contact Debbie Ellis, 7848 SE King RD., Milwaukie, OR 97222.

The Minnesota Association of Women Police will conduct a one-day seminar on Saturday, April 9, in Faribault, MN. Topics and further details will be published in the next M.A.W.P. newsletter; or contact Beverly Hall, 1640 West Hwy. 36, Roseville, MN 55113.

The M.A.W.P. is seeking support of other law enforcement organizations in the state in the boycott of Second Chance body armor.

We encourage each of you to read and share with others the resolution passed by the IAWP at the annual membership meeting in Chattanooga, TN in October, 1982, concerning the use of women as sexual objects by manufacturers to adver-

tise their products. (Resolution in its entirety is elsewhere in this issue).

The lack of understanding illustrated by the president of Second Chance, when contacted by an IAWP member, with this complaint, is further degrading and dehumanizing. It is only through the concerted efforts of all members that such practices can be halted.

An update from the Colorado Association of Women Police concerning the death of Denver police officer:

"Officer Kathy Garcia was murdered outside her home in April, 1981 as she returned from her tour of duty.

"A neighbor of Off. Garcia's was arrested and brought to trial in September of 1982. The defendant was acquitted.

"By Jury? Yes! There was no comment from the jury, however, after the trial."

Greg Morrison, Lakewood (CO) PD was honored by the Colorado Association in December.

Morrison, the first male member of that organization, said the goals and objectives were impressive and that CAWP is an excellent training and networking organization.

Morrison is currently assigned as a Public Information Agent. He has received the Medal of Valor for performing rescue at considerable risk to his own life and the departmental Medal of Meritorious Service after rescuing another home owner from a burning home.

Dr. Carol Ann Martin was seriously injured in a car accident in January. She suffered a dislocated shoulder and possible nerve damage which affects both her arms and legs.

Martin is manager of Guardsmark, Inc. in Oklahoma City, OK.

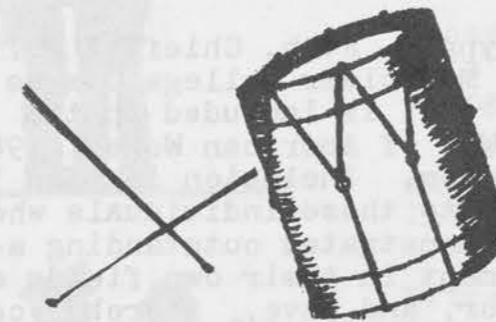
Sgt. Bonnie Brogan Werntz, South Bend PD was recipient of the Outstanding Service Award from the Women's Committee on Sex Offenses,

of weak, corrupt, head-thumping goons and foreboding, humorless, big-busted matrons. Or worse, promote the "Isn't she cute and demur in her little uniform as she 'plays' policeman!"

I, for one, would like to welcome myself to the real world. I would like to acknowledge myself and any other officer, regardless of sex, for those qualities I feel are important to our work: intelligence, character, creativity, sensitivity, common sense, humor and courage, to name just a few.

It is not my intent to exhibit emotional breast-beating, chain myself to the departmental doors, or starve myself.

It is my intent, however, to toot the horn when is merited, to be confident, proud and uncompromised in what I do, and to encourage everyone else to feel comfortable in doing the same!



CONSTITUTIONAL CHANGES PROPOSED

Jayne T. Rich, chairman of the constitution committee, has proposed the following changes to the IAWP constitution.

Proposed changes appear in parenthesis() immediately following the current reading, which is underlined.

Article IV, Section 1. Membership. ACTIVE: All full-time law enforcement officers with the power of arrest who are paid by public funds of county, state or territory of any country (full-time sworn police officers)

ASSOCIATE: All retired law enforcement officers, all part-time law enforcement officers paid by public funds(delete)

SUSTAINING: Any individual interested in fostering the aims and object-

ives of this Association may, upon contribution of \$10.00 (\$100.00) or more per year, become a sustaining member.

Section 13: Affiliate State Membership: (4) Encourage representation from the state affiliate organization to the annual International Association of Women Police conference. (:The affiliate would have one (1) vote by delegates in addition to individual IAWP members' votes.)

Article VI, Section 12. Removal. (from office) . . Any officer or chairman proposed to be removed shall be entitled to at least five days notice in writing by mail(insert certified) of the meeting of the members.

According to Article XI, Amendments: changes can be made in the following manner.

"1. By Directors. An amendment to this constitution must be presented in writing to the Board of Directors. Upon approval by the Board of Directors, the amendment will be presented for vote at the next annual meeting. All provisions of the constitution made by the Board of Directors may be altered, amended or repealed by the members.

"2. By Members. The constitution may be altered, amended, or repealed at the annual meeting of the members of the corporation by a two-thirds majority vote of all the members represented in person provided that the proposed action is inserted in the notice of such meeting."

All proposed amendments should be directed to Chairman Rich, in writing, so that such proposals can be inserted in notices of the membership meeting.

RESOLUTIONS REQUIRED IN WRITING

If members have resolutions which they feel should come before the membership, these should be presented, in writing, to Jayne Rich, who is also chairman of the Resolutions Committee.

Rich should have these in hand prior to the October conference.

AWARDS AND COMMENDATIONS

Off. Marsha Camp, Seattle (WA) PD has become the first woman in her department to become a member of the horse patrol. She was a part of this unit when Queen Elizabeth of the United Kingdom was in Washington. The unit was involved in the Queen's protection detail.

Off. Karen Meriwether, Bellingham (WA) PD was honored as the best academic in her academy session at the 250th session of the Washington State Criminal Justice Training Academy which was completed Jan. 21, 1983.

Off. Pam Lissenden, Hunterdon County (WA) became the first woman to join the Lebanon Township PD. Lissenden is the only female officer in the entire county.

Susan Medici, NYPD firearms unit, was awarded the coveted Combat Cross in 1982. Off. Medici is the first woman to receive this award. She was cited for saving the life of her partner, as well as her own, when they were fired upon by a disorderly male with a fully loaded 9MM Luger.

Detective Hilda Hubbard, NYPD, became the first female President of the Guardians Association in 1982. A former corrections officer, Hilda joined the NYPD in 1969; in 1979 she received the New York Daily News Hero Award when information she developed led to the arrest of a suspect in the killing of a corrections officer.

Off. Regina Smith, Washington D.C. Metro PD was selected officer of the month by the Editor of the Metro-Intercom, local publication of D.C. Metro PD, in February.

Off. Smith, advised by a citizen that a bank had just been robbed by three men, radioed for assistance, then gave chase on her scooter.

Smith spotted the men about to enter a parked car; she pulled her

service weapon and ordered them to stop. Two of the men, on the passenger side of the auto, escaped.

Smith held the remaining suspect at gunpoint until Sgt. James Keifline arrived on the scene. Keifline apprehended a second of the suspects, and both were returned to the scene. Both were identified by witnesses and both were charged with armed bank robbery.

Off. Smith, a 5-year veteran, stated that she felt confident in her ability when she came upon the three suspects, having just qualified as an Expert at the range.

Sgt. Romaine Jenkins, Washington D.C. PD received a certificate for outstanding service at an awards ceremony, citing her invaluable aid in the investigation of sex-related crimes.

Jayne T. Rich, Chief of Police of the Montclair College Campus Police (NJ) is included in the Who's Who of American Women, 1983/84 edition. Inclusion in this is limited to those individuals who have demonstrated outstanding achievement in their own fields of endeavor, and have, thereby, contributed significantly to the betterment of contemporary society.

Officer Robbi McKay of the Denver (CO) PD, will receive a Medal of Honor for disarming a suspect in a disturbance call. Off McKay entered a home through the back door, observed the suspect with a cocked pistol in his rear pocket, and removed the pistol. McKay was assaulted by the subject before other officers arrived to assist her, but maintained her hold on the gun.

Agents Laurel Lichtenberg, Mary Wamsley and John Stone will receive Meritorious Service Awards for disarming a knife-wielding 13-year-old mental subject. Agent Wamsley was stabbed during that confrontation. (to P.11)



MEMBERSHIP DRIVE: GOALS FOR 1983

Women in Law Enforcement is a reality on the federal, state, county and municipal level. Affirmative action programs in many cities is increasing the numbers of women among the ranks of officers in all these agencies.

While membership of the IAWP has grown over the last ten years, that growth has not matched the growth of the numbers of women in law enforcement!

Perhaps, as so many new members have declared, they (other women and law enforcement agencies) have never heard of the IAWP. Perhaps, as others have said, they have no need for a "women's organization" as they have been accepted by their departments and their male counterparts..

But there are many out there who surely feel as a new member recently wrote:

"After three years with a very discouraging administration. . .it was nice to know we aren't alone in the problems we face."

She added that after reading the December IAWP BULLETIN, "I feel great! I can't wait to receive your next newsletter. Thanks for bringing me out of my rut!"

SO, share your experiences with others; encourage them to join the INTERNATIONAL ASSOCIATION OF WOMEN POLICE.

SHOW AND TELL: Use the IAWP BULLETIN! Extra copies of past issues are available from the editor..

BE PERSUASIVE: The association, through its collective members, has much expertise. The opportunity to communicate and exchange information concerning problems, goals and common objectives could be extremely beneficial to all.

NOTE: On the back of page is a new membership application form. There is space for "sponsor information". This is important!

Members sponsoring 1-3 new members during the remainder of 1983 will receive a metal adhesive IAWP Emblem; those sponsoring 4-5 new members, an IAWP belt buckle; 6-7 new members and the sponsor has a choice of a bean bag Cop-Toy or a Briefcase; 8-10 new members rate a Golf T-shirt with the IAWP Logo. Any member sponsoring 11-25 new members will receive a year's dues, pre-paid. AND any member who sponsors 26 or more will receive a LIFE MEMBERSHIP!



REMEMBER: GROWTH IS THE GOAL GROWTH IS THE GOAL GROWTH IS THE GOAL GROWTH

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

Application for Membership and Related Services

To be completed and returned with membership dues

Please print in BLACK or BLUE ink, except the information you wish to have appear on the mailing labels for all membership publications.
PLEASE DO THIS IN RED!

First Name _____ Initial _____ Last Name _____

Title: _____		SPONSOR INFORMATION	
Department/Organization/Institution _____		Name: _____	
Street Address _____		City _____	
		State _____ Zip _____	
City _____	State/Prov. _____	Zip/Zone _____	Signature _____
Country (if other than U.S.A.) _____		date: _____	
Arrest Powers Yes _____ NO _____		Appointment Date	
Street Address (Home) _____		Month _____ Day _____ Year _____	
City _____	State _____	Zip/Zone _____	
Country _____			

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, amended or enacted, shall be binding on me.

Date _____ Signature _____

New Membership: \$20. _____
Renewal: \$20. _____
Associate: \$20. _____
Sustaining: \$20. _____
Life: \$200. _____

MAIL TO:
Cathy Keys
IAWP Financial Secretary
P.O. Box 17098
West Palm Beach, FL 33416-7098

EDITORIAL FROM CAWP

In January of this year, Ft. Collins Officer Karen Holloway filed suit against a man who had assaulted her while she was investigating a domestic disturbance. The defendant denied legal liability, maintaining that Off. Holloway's injuries were due to her own negligence (the way she identified herself as an officer) and that she has an "assumption of risk" in her job.

What is the rationale that the "assumption of risk" in police work allows that peace officers can be intentionally injured while performing their job and that it should be passed over as an expectation of enforcing the law? Just blow it off - cops get hurt. Right?

Karen Wesley is injured as she investigates a traffic accident by a car out of control; Mary Wamsley is stabbed during a mental health evaluation; Penny Girson is beaten while arresting a DUI; Bonnie McHenry is run down by a car; and Debra Corr was murdered by a wanted subject; ad infinitum.

Does one assume that injury or death is possible as a police officer? Of Course. But that doesn't mean that when an intentional, deliberate or negligent act causes that injury or death one should just shrug shoulders (assuming that the shoulder muscles aren't ripped or contused) and call it part of the job!

Women contract Toxic Shock Syndrome using tampons; a man becomes violently ill after eating old potato salad at a local restaurant; and a boy is crippled jumping on a trampoline one afternoon.

All voluntarily assumed a risk; all were damaged; and all received large monetary awards.

The public can sympathize when the average person, the guy-next-door, suffers because of the action of another. How will they respond when the people they pay (I pay my taxes - I pay your salary!) to enforce their laws say "Enough!" and

Off. Penny Girson, Cherry Hills (CO) PD, was injured when she arrested a DUI suspect.

Girson stopped the vehicle but the male driver refused to participate in field sobriety tests and drove away from the scene with Girson trapped between the door and frame on the 4-wheel drive vehicle.

The driver accelerated and braked twice before Off. Girson rolled free of the moving car.

With Girson in pursuit, the suspect drove into his garage and a fight ensued when she attempted to take the suspect into custody.

A private security guard, hearing the squad car's siren, came to the officer's aid and the suspect was subdued and taken into custody.

Paula A Ckrist, Irvington (NJ) PD, has been nominated for President of the Irvington P.B. A Local 29. Running un-opposed, Off. Ckrist says that elections are in June, and she will take office in September.

She adds, "As one of only two women on our department, it was quite a major step in my professional life, after working very hard at having my male co-workers accept me as a police officer."

Andrew Goldenberg, 7211 Saul St. Philadelphia, PA 19149, is willing to swap departmental patches with anyone who has a similiar interest. Write to him, or send a patch to the above address; he will return one from his department.



(Con't from col. 2)
start seeking redress for negligent and intentional injuries? Will they write it off as part of our job?

It is definitely time to start saying "Enough!" and demonstrate that we have every expectation of being allowed to do our job without interference and injury.

NEW MEMBERS A BONUS

The Iowa Association of Women Police gained 23 new members at a seminar which attracted 75 participants in a one-day seminar May 2.

Intra-Family Sexual Abuse was the topic and the program model, used effectively in Polk Co., IA, provided valuable investigative techniques in dealing with both the offender and the victim involved in this serious and sensitive problem.

(Continued from P.1, Col. 1)

Because Conference organizers feel that members should be close to all that Vancouver has to offer, they have chosen the Inn at Denman as the Conference Hotel.

The Inn at Denman is a full-facility hotel built over a quality, 30-store shopping mall, all of which is located in Vancouver's exciting West End.

Now, A few words about the Conference. Carol-Ann Halliday, Conference Director, reports that her committees are in the midst of the preparations required for a successful Conference.

Guest speakers and resource people are being lined up so that our five-day program will be full. Members will almost certainly come away from the 21st Annual Conference feeling they have benefitted from the experience and knowledge of our speakers.

Almost as important, however, as the opportunity for skills development and career growth is the opportunity to socialize with your colleagues in law enforcement from other jurisdictions.

The September Bulletin will contain more information on the Program of Events for the Fall Conference.

"The history of mankind is a history of repeated injuries and usurpations on the part of man toward women. . . .He closes against her all the avenues of wealth and distinction which he considers most honorable for himself!" Declaration of Sentiments: First Women's Conference, Seneca Falls, N.Y. (1848)

N.C.L.E.W.A. MEETS: DISCUSS SEX OFFENSES

Sex Offense Investigation was the topic under discussion at the 27th annual training seminar sponsored by the North Carolina Law Enforcement Women's Association.

Held May 18-21 at the Sheraton Motor Inn in Durham, NC, with the cooperation of the NC Justice Academy, speakers discussed Case Management and Stress Management as well as many topics related to sexual offenses.

At the business meeting on Saturday, May 21, officers for 1983 were elected and the seminar closed with a banquet on Saturday evening.

(Con't from P. 1, Col. 2)

carried out, this does not seem plausible," he added.

The study involved Vancouver, where women comprise about six per cent of the total force, and the Lower Mainland, for these departments have a higher percentage of women than most other Canadian police departments. The national average is about two per cent.

Bias against women in police work is still strong, Linden said and "Our most striking finding is that, despite similar abilities and work styles of male and female officers, the assignment of women to patrol duty is still resisted and resented by many male officers.

"The men particularly object to the perceived inability of females to handle calls requiring strength and physical force."

The research involved interviews with male patrol partners of policewomen, supervisors, police radio dispatchers, citizens and the women themselves.

at a birthday celebration for the Sex Offense Services.

The SOS volunteer group has served the community, to assist and support victims of sexual assault and to increase awareness of this crime, for the past 9 years.

Sgt. Werntz, who is the first to receive this award, was cited for "consistent, sensitive treatment of victims of sexual offenses in her position as a police investigator."

WPC Angela Bradley, Blackpool, England, died in a rescue attempt of a man and his dog on Blackpool's North Shore after the man plunged into gale-lashed waters to retrieve his pet.

Ms. Bradley, with the man, his dog and Constables Colin Morrison and Gordon Connolly, drowned in the futile rescue attempt. Two other officers were treated at the hospital.

A senior officer said that "They never gave a thought for their safety. They died doing their duty."

Instances of police courage occur daily in some force of the land and some stick in the memory says columnist Carol Newston. Quoting a policeman of 30 years experience, Newston wrote that:

"Every officer is made aware from the word go that he is not like other men but a member of a race apart. You have to stand and fight where other men flee."

And that is what policewoman Maureen Martin did, according to Newston, who writes in the Daily Express, London, England.

Martin is confined to a wheelchair following a blast from a shotgun as she tackled a gunman.

Raymond Guth received a kiss at graduation ceremonies at the State Police Academy in Hershey, PA in January.

His wife, Patricia, who graduated from the academy in October, presented her husband with his diploma and bussed him soundly.

POLICE OFFICERS CARE

Often depicted as unthinking, unfeeling enforcers of the "system" police officers demonstrate over and over again that they care for the people they meet and are concerned for those less fortunate than themselves.

In Chicago, officers distributed mittens, hats and scarves to needy children in areas plagued by unemployment, high theft and burglary rates.

Some items were donated by Wisconsin manufacturers, while others were purchased with money contributed by businesses. . . .

. . . .In South Bend, IN officers contacted local businesses, who donated clothing and gifts for children at the Northern Indiana Childrens Hospital. Officers distributed the gifts to the children at Christmas-time. . . .

. . . .In Allegheny County, PA Sheriff Eugene Coon withdrew 42 owner-occupied houses from the sheriff's auction list, giving County Judge Nicholas Papadakos time to attempt to organize a moratorium on mortgage foreclosures.

Attorneys for the lenders say Coon "may have broken the law" but the sheriff said "maybe they did this during the Depression."

One year into his fourth four-year term, Coon adds that this was the first time in his career that he has pulled properties from the public sale list . . .the first time he knows of anybody doing this. . . .

. . . .But in Youngstown, Ohio Mahoning County Sheriff James A. Traficant, Jr. was ordered to jail for 100 days for contempt of court.

Traficant was cited after refusing to carry out property foreclosures despite an order from the count's four Common Pleas judges.

SEE YOU IN BRITISH COLUMBIA,CANADA

SERIOUS ABOUT WOMEN'S RIGHTS?

Want to know more about the Women's Rights Movement?

Want to Visit the homes where Susan B. Anthony and Elizabeth Cady Stanton lived and worked?

Got a yen to visit upstate New York?

All three can be accomplished with a visit to Seneca Falls/Rochester area in the Finger Lakes region.

The National Women's Hall of Fame in Seneca Falls, NY, contains photographs of Stanton and Anthony as well as other early activists, Lucretia Mott, Lucy Stone and Harriet Tubman. A reference library contains an ever-increasing collection of women's literature. The exhibit "Women in the Home" is a fascinating collection of advertisements from the Victorian era to the present, depicting changes in domestic life.

Seneca Falls has been designated a National Park and there are 11 structures throughout the village which bear significance in women's suffrage history. Stanton's home is one of these. Amelia Bloomer, who published The Lily, the nation's first feminist newspaper, also lived in Seneca Falls and her home can be seen on Bayard.

The Hall of Fame yearly inducts notable American women into the institution in a ceremony held every July on the anniversary of the first convention, held in Seneca Falls in 1858.

NEW MAGAZINE: SALIENT? OR SALACIOUS?

In a letter to I.A.C.P. members, Walter Arm, managing editor of a new magazine The National Centurion says that: "Every intelligent discussion and exchange of the insight and experience within the police family is one more positive step in the field of law enforcement." Then he adds, "The Centurion has a life-style approach to the police officer, both male

and female. It is aimed at informing and entertaining police officers and their families. . ."

The accompanying flyer shows GINA DARE, a science-fiction comic strip character, portraying futuristic law officers. GINA is scantily clad, her anatomy covered more by boots, gloves and artillery than clothing!

And for policewomen and wives, models in string bikinis offer the latest in women's fashions each month. Are only women interested in fashion?

This will be a publication to watch closely, for bias in writing and in advertising.

BEAVERTON, OR. WOMAN SECOND IN STATE

After April 1, 1983, be on the lookout for a new graduate of the FBI National Academy at Quantico, Virginia.

Sgt. Kris Eiesland, Beaverton, (OR)PD, is only the second woman from Oregon to participate in this prestigious training program.

Eiesland has been involved in law enforcement for ten years, eight of which have been spent with the Beaverton PD. She has been assigned to dispatch, patrol, and crime prevention. She has been a sergeant in Patrol Division for almost two years and has shot on the department pistol team. She has also created a sex crimes assistance team to provide victim support.

Eiesland has a masters degree in the Administration of Criminal Justice and was awarded the medal of recognition for her work in establishing and organizing the Chaplain's Program.

Aside from these many accomplishments, Kris was a trailblazer for the other women in her agency and did a great job in demonstrating to the administration and line personnel that there is a real need for women in this profession.

From the other women in your department, Thanks, Kris. Peggy Dent

A CORNER ON THE LAW

The Indiana Court of Appeals overturned a driver's license suspension after deciding that a motorist who demanded to talk to a lawyer before taking a Breathalyzer test should have been advised that she did not have that right when she asked for it.

The court said: "We are not requiring the police to provide legal advice to the accused, but when the accused asserts the right to counsel, the accused should be informed that the right has not attached and that the failure to submit to the Breathalyzer test based on the assertion of that right shall constitute a refusal to the test, resulting in the suspension of driving privileges."

The C.A. 2nd has held that a juvenile may validly waive his Miranda rights without the advice of an adult.

A minor arrested for unlawfully taking and driving his mother's car without her permission in violation of the Vehicle Code, was read his Miranda rights from a card. The juvenile indicated he understood those rights, said he did not want a lawyer and admitted taking the car without consent.

The juvenile was home on probation at the time and his mother testified he had taken her car before. She added that he was in violation of probation when he did so.

The court affirmed the judgment on the ground that the waiver was valid under the "totality of the circumstances" test. The court said the presumption that "All minors are incapable of a knowing, intelligent waiver of constitutional rights is a form of stereotyping that does not comport with the realities of every day living in our urban society," and described a "worldly twelve-year-old" who had "prior experience with the juvenile court." At no time did his "actions or words suggest a lack of understanding."

The U.S. Supreme Court ruled on March 7 that police officers and other government officials who lie on the witness stand cannot be sued by defendants convicted as a result of the false testimony.

The justices said that such officials have "absolute immunity" from such lawsuits.

The decision does not preclude, however, the possibility that police officers and other officials who lie at trial could be criminally prosecuted for perjury.

The court's decision upheld a ruling by the 7th U.S. Circuit Court of Appeals, and said that an old, much-used civil rights law passed by Congress in 1871 cannot be invoked against the officers by convicted defendants.

DOUBLE JEOPARDY?

New York City policewoman Carol Esserman has been acquitted in State Supreme Court of criminally negligent homicide and her partner, John Mayer was acquitted of second-degree reckless endangerment in a non-jury trial.

Both officers still face departmental trials.

SUITS FILED

A sex discrimination suit has been filed by five women supervisors in the Tacoma police and Sheriff's emergency dispatching agency. The suit claims the women are paid up to \$4 per hour less than the men doing comparable work.

Filed in U.S. District Court, the lawsuit is against the Pierce County Law Enforcement Support Agency.

Kathy Ryan, a New York City policewoman, has filed a \$3 million lawsuit against ABC, Inc. and television reporter, Storm Field, charging that she was libelled.

Ryan complained that ABC filmed her without her permission as she stood, in uniform, on a Manhattan street corner.

Ryan further charged invasion

of privacy when ABC used the film clip in advertisements and as a lead-in segment of a four-part series report in April which focused on a condition affecting some women before menstruation.

The suit, which ABC has moved in court to have dismissed, said, according to the program, "pre-menstrual syndrome is often characterized by uncontrollable anger, tension, emotional upheaval, stress and irrational violent behavior, including the most extreme act of violence - Murder." (Editorial note: Implications from this scant information could be that to arm a woman and give her the authority of a police officer is detrimental to the safety of citizens!)

NOT ABOVE THE LAW

A former Gary (IN) police captain has pleaded guilty to two counts of extortion for taking protection money, federal authorities said.

Retired from the Gary PD two months before he was indicted under the Hobbs Act, the officer was charged with using his position as a policeman to extort money from a Gary grocer in exchange for ignoring illegal drinking and gambling activities. . . .

. . . .And in New York City, two officers were charged in the robbery of a Brooklyn grocery store.

The officers allegedly held three people at gunpoint while they took \$400 from behind the counter. They were on duty and in uniform at the time.

Both have been suspended without pay. . . .

. . . . A Detroit (MI) police officer is one of 46 people indicted in a "steal to order" car theft ring dealing in 10 states and in Canada.

Robert J. Johnson, a patrol officer in Detroit's 16th precinct, was charged with mail fraud, interstate transportation of a

stolen vehicle and conspiracy to transport stolen automobiles.

Four persons from the Michigan Secretary Of State offices in the Detroit area were also among those charged. . . .

. . . .In London, England, Scotland Yard has charged one of its own detectives with attempted murder and another with illegally trying to shoot a man. A third officer involved in the shooting has also been suspended from duty.

The police officers were looking for an escaped prisoner charged with the attempted murder of a policeman. A girlfriend of the escaped prisoner was a passenger in a small car stuck in a traffic jam in London's Kensington quarter.

Witnesses said officers opened fire without warning and one pistol-whipped the driver as he lay half-in and half-out of his car window. British citizens, who are used to police officers who go un-armed or are instructed to fire only after a warning and in "cases of absolute necessity" to defend themselves or people they are protecting, were angered over the incident.

The victim was placed on a life support system and was in critical condition.

MANHUNT CONTINUES

Two U.S. Marshalls were killed and three other officers wounded when officers were sprayed by automatic weapons fire at a roadblock near Medina, N.D.

Authorities scoured four states and two Canadian provinces for the man believed responsible for the killings.

Gordon Kahl, a probation violator and tax protestor, had made statements that he would not be taken alive. Both his wife and son have been arrested and charged with aiding and abetting on the assault of a federal officer.

In a tearful television appeal, Kahl's wife pleaded with him to surrender because, "I don't want to see you dead, too.

THE CRIMINAL JUSTICE SYSTEM AND WOMEN: Edited by Barbara Raffel & Natalie J. Skoloff; Clark Boardman Co; 490 pps; \$20 paperback; \$50 hardcover.

In a series of essays, writers from many disciplines have explored women in the criminal justice system as offenders, victims and employees.

While the issue is necessarily broad to encompass all three categories, the book specifically identifies issues that have yet to be recognized as critical to an understanding of how and why the system operates to the disadvantage of women.

Dorie Klien describes how writers have brought sexist, racist, and classist assumptions into studies of women offenders. She says that "Chivalry is a racist and classist concept; which applies only to wealthy white women and ignores the double sexual standard. She adds that these "ladies" are the least likely of all women to come in contact with the criminal justice system except in a volunteer role.

Gail Armstrong contends that the "Chivalry Factor" does not protect women, but most often leads to longer incarceration when convicted of the same criminal acts as her male cohort. In addition, because of the double standard, female juveniles are brought to court (and sentenced) on "status" violations, while male juveniles are most often in court on violations of statutes.

Special sentencing statutes enacted at the turn of the century to "protect" women actually denies them fundamental rights.

While Carol Smart questions the reality of increased female offenders, Darrell J. Steffensmur states unequivocally that a change in kinds of crimes committed by women is not supported by evidence.

Women as victims suffer at the hands of a society which tends, through law enforcement, courts, welfare and mental health workers, to put the blame on the victim

and excuse the perpetrator.

Laws against rape evolved through protection of the value of "property" (women) and only recently has been recognized not as a sexual crime, but an act of violence.

Battered women, likewise, have suffered under the same type of distinction (property of the 'head of the house'). This chapter, written in 1978 from research only up to 1977, should have been updated before inclusion in this volume. Some states, namely Minnesota, does have a Family Protection Law, which mandates arrest of the perpetrator at the scene, under specific circumstances, which does not include the necessity for the offense to be committed in the presence of the arresting officers.

Women in the work place have only in recent years been acknowledged as victims of sexual harassment. In one of the few essays in the volume which is not footnoted, Catherine A. McKinnon discusses the problem and identifies events which the law takes into account in defining this offense.

Carefully documented, this book is a marvelous collection of data which should open broad expanses of study for any individual.

Often strident, definitely with a drum to beat, each writer offers a view of American society in general, and woman's role historically, in relation to the criminal justice system.

The book raises many questions and hackles! - offers some solutions and alternatives, and poses as many questions.

An excellent reference book, developed to offer a complete treatment of women as they affect and are affected by crime and the criminal justice system, it is not one which would be turned to very often in a private library.

!\$!\$!\$!\$!\$!\$

CANADIAN APPLICANTS: Remember the Rate of Exchange. Please add sufficient funds to your membership dues to cover conversion to U.S. Currency!\$!\$!\$!\$!\$!\$!\$!\$!\$!

AVAILABLE TRAINING

The IaAWP will hold a training seminar on May 2, 1983 at the Best Western Inn, Ankeny, Iowa. The seminar, entitled "Intra-Family Sexual Abuse", will inform participants of some of the dynamics of this offense and familiarize them with the program model used effectively in Polk County, IA in dealing with this problem.

Instructors will focus on investigative techniques which can be used in any type of program.

Presenters will include the Attorney General's Office; Julie Johnston, Program Manager of the Polk County Intra-Family Sexual Abuse Program and Paul Houston, Special Investigator for the Polk County Attorney's office.

If interested, contact: Linda L. Cherry, P.O. BOX 126, Ankeny, IA 50021 or (515)964-4550.

The North Carolina Law Enforcement Women's Association, in cooperation with the North Carolina Justice Academy, will conduct its 27th annual training seminar May 18-21, 1983.

The topic will be Sex Offense Investigation and will include speakers from the NC Justice Academy, the FBI and the Medical Examiners Office.

The Sheraton Motor Inn, Morreene RD, in Durham, NC was chosen for the site of the seminar.

For information or applications contact: Rena Benfield, Valdese Police Dept. or Rita Hoilman, 4918 Aladdin, Pfafftown, NC 27040.

FBI ACADEMY TO HOST EXECUTIVE BOARD MEETING

Don't Forget! The Executive Board of the IAWP will meet at the FBI Academy, Quantico, VA Apr. 7-9. Check-in will be April 7, and on April 8 there will be a tour of the Academy and sessions on training techniques.

You do not have to be a board member in order to attend these meetings. However, if you plan

to attend, it is imperative that you contact Pres. Wamsley so that reservations can be made.

Write her at 745 So. Jersey St. Denver, CO 80224 or call(303)388-0608.

FORENSIC MENTAL HEALTH ASSOCIATES WORKSHOPS

Child Sexual Abuse:
June 8-9, '83 Boston, MA
Oct. 13-14 San Francisco, CA

Sexual Assault: Rape, Incest and Child Molestation:

May 9-10 Rapid City, S.C.
June 9-10 St. Louis, MO
June 13-14 Seattle, WA

Victims of Sexual Assault: Impact and Recovery:

April 18-19 Washington, D.C.

Seminars are presented by A. Nicholas Groth, PhD, Suzanne M. Sgroi, M.D. and Ann W. Burgess, R.N. DN Sc.

For information and applications contact: H. Jean Birnbaum, 3 Ireland Rd., Newton Center, MA 02159 or call: (617)332-0228

INFORMATION REQUESTED

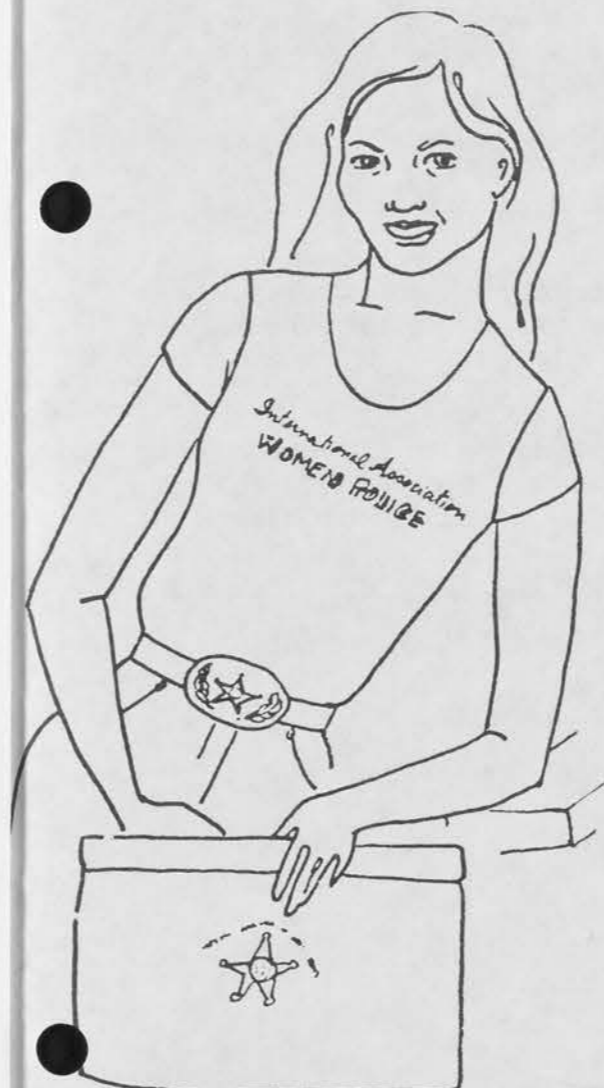
Laurie McLaughlin, Bellflower, CA is requesting information to complete a biography of Alice Stebbins Wells.

Members who may have photographs news clippings, correspondence or know persons or their children who knew Mrs. Wells are asked to contact Ms. McLaughlin. Her address is: 8504 1/2 Rose St., Bellflower, CA 90706 or call: H:(213)633-2972 of W:(714)530-9858.

B.C. IN '83 (from P.1, col. 1)

enforcement officers, contact Det. Sgt. Carol-Ann Halliday at the Vancouver Police Dept., 312 Main St. Vancouver, British Columbia, Canada V6A 2T2 for membership and/or conference information.

Attendance is not restricted to members.



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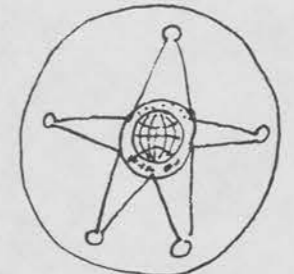
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HOME ADDRESS: _____

No. Street City State Zip Country

I am a Law Enforcement Officer authorized to make arrest under the authority of the Penal Code of the County, State, Province, or Country in which I reside. Yes ___ No ___ Job Title _____ Date of Appointment _____

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, ammended, or enacted, shall be binding on me.

Date _____ Signature _____

New Membership: \$20. _____

Renewal: \$20. _____

Mail to: ANNE GARCIA, Financial Secretary
International Association of Women
Police
P.O. Box 2495
Greensboro, North Carolina 27402

The I.A.W.P. BULLETIN
A. Vance Stickley, editor
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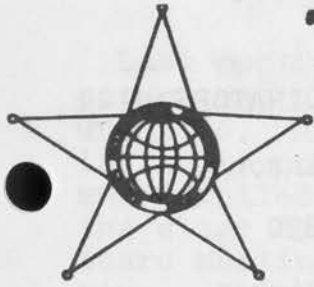
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THE

I. A. W. P.

BULLETIN



Official Publication of the International Association of Women Police

Volume 17, Number 2, June 1983

COME TO VANCOUVER IN OCTOBER

Organizers of the 21st Annual Training Conference of the IAWP report that members can look forward to the most exciting Conference ever! The City of Vancouver boasts one of the most beautiful natural settings of any city in the world! Located on the Pacific Ocean just a few miles north of the Canada-U.S. border, Vancouver can lay claim to unsurpassed scenery right at its doorstep.

Looking north, one sees the North Shore Mountains and, in particular, Grouse Mountain and Mount Seymour, local ski facilities that are a mere 20 minutes from downtown.

Westward, one sees the beautiful English Bay with its multi-colored sail boats and ocean-going freighters from many countries waiting at anchor.

Looking southeast (on a clear day!) one can appreciate the majestic beauty of snow-capped Mount Baker in Washington State.

Greater Vancouver is home to 1.2 million people who are a study of ethnic diversity. In particular, there are large Japanese, East Indian, Italian and Greek cultural groups and of course, Vancouver's Chinatown is second only in size to any other in North America.

No visitor to Vancouver will suffer from lack of entertainment. For those looking for more active pursuits, Vancouver's many parks and sports facilities should fill the bill. There are quiet walking trails and jogging paths, many public tennis courts throughout the city (Cont. P12, Col. 1)

HIRE MORE WOMEN:
PROFESSOR LINDEN

Professor Rich Linden, of the criminology and sociology department at the University of Manitoba, concluded from a study recently completed that police forces should hire more women.

Professor Linden, who will be a guest speaker at the 21st Annual Conference in Vancouver October 3-7, 1983, examined the performance of 80 policewomen in Vancouver and the Lower Mainland. He said that while there are some differences in the way male and female officers approach their work, there is no difference in their effectiveness!

"They (women) are not always as assertive as men, but when faced with danger or actual violence, they take the same decisive action as men," Linden said.

The study showed that female officers made as many arrests as male police; that male officers received more commendations, but females triggered fewer citizen complaints; that citizens whose calls for police were answered by policewomen said they felt just as comfortable as they did when attending police were male.

It was difficult to measure the women's job performance in cases involving physical violence because actual violence in police work is relatively rare, Linden said.

"It is possible that our research failed to tap the subtle differences between male and female officers that make men more capable of performing more effectively. But given the volume of research so far (Cont P.12 Col 2)

IAWP BULLETIN

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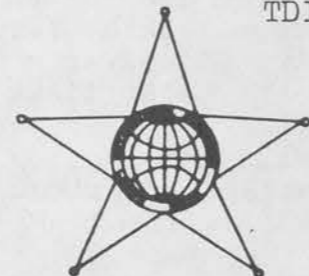
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PRESIDENT'S MESSAGE

Last month the Board of Directors met at the FBI Academy in Quantico, VA, for our spring meeting. The hospitality, training, and detailed planning that set the stage for a very productive board meeting were indeed impressive. We extend our sincere appreciation to Judge Webster and to his staff.

Sadly, I must inform our members that our beloved Anne Garcia resigned as Financial Secretary. Anne was medically retired from police work in 1981, and the volume of work for the IAWP simply has been more than she can comfortably handle. Anne has been a dynamic force in the IAWP and will be sorely missed. Our love and best wishes for the future go out to her.

Welcome to our new Financial Secretary, Cathy Keys. Cathy is a deputy with the Palm Beach Co. FL Sheriff's office, and with her sister, Pam Stanley, was responsible for the success of the Region 5 seminar in May, 1982.

The board has decided to institute a yearly program of objectives for the IAWP. During the next twelve months, we are going to concentrate on increasing membership and upgrading the BULLETIN.

Vice-President Mary Dumas is putting together a membership drive incentive program and a new membership package. Let's all work together to make this campaign successful.

The number of policewomen in the U.S. has increased dramatically over the past five years. We need their membership. We can offer them expertise, information, contact with other policewomen.

Arletta and Bruce Stickley have already begun foundation planning for an upgraded Bulletin. Anticipate a new look in September!

Are you preparing for Vancouver? Are you bringing a new IAWP member with you? I hope you've replied yes to both questions! See you in B.C. Mary

FROM THE DESK OF THE EXECUTIVE DIRECTOR

My Dear Friends:

Again it behooves me to express to you my regrets for having missed the mid-year board of directors meeting. I so much wanted to be there to share with you and to express the appreciation of the IAWP to the FBI personnel for their generosity in hosting our board meeting. That was simply fantastic.

Therefore, I must take this opportunity to express our appreciation to President Mary Wamsley for interceding for us with the FBI. Wonderful courtesies were extended to our Board. We're deeply indebted to her.

I feel sure that the IAWP will share in many other wonderful experiences in the days ahead.

Here's hoping that each of us will enjoy a beautiful summer, coupled with relaxing family vacations.

Now, my dears, perhaps I need your forgiveness for being repetitious, but I simply must keep urging you to seek out each policewoman in and around your area and solicit her membership. Remember, I have an extra heavy concern for the continued growth of this organization.

Let's all work hard for new members by October Conference time. Note especially the new membership application form - there is space not only for new member information, but sponsor information as well.

Sponsor a new member and gain materially as well as the benefits of sharing expertise, information and camaraderie!

Until Vancouver: Summer love to each of you. Rosie

QUOTE OF THE MONTH

"Men are taught to apologize for their weaknesses, women for their strengths."

Lois Wyse, columnist for Good Housekeeping magazine.

MAKE TRAVEL ARRANGEMENTS NOW!

C.P. AIR has been designated "official carrier" for the 21st annual Training Conference of the IAWP to be held in Vancouver, B.C. Canada, October 3-7, 1983.

C.P. AIR has provided outstanding support for the upcoming conference, in contributions and in services, according to Conference Director, Carol-Ann Halliday, thereby saving the conference committee and the organization thousands of dollars.

Please consider this outstanding airline when making your travel arrangements. Advise your travel agent that C.P. AIR is the "official carrier" for the 21st Conference or contact All Destinations Travel.

All Destinations Travel is the official agency appointed by C.P. AIR to handle travel arrangements for the 21st Conference of the IAWP. Contact them to obtain the best air rates in Canada on C.P. AIR, United and other U.S. airlines.

All Destinations Travel will also provide special car rentals and tour options and arrange and confirm your hotel reservations with the Inn at Denman at special conference rates.

Group and individual bookings for all the above travel requirements should be made as soon as possible to achieve best rates.

Contact All Destinations Travel at area code (604)683-6966 or on telex 04-54617; or write All Destinations Travel, Yale Town Square, 1290 Homer St., Vancouver, B.C. Canada V6B 2Y5.

VANCOUVER: DON'T MISS IT!!

While planning a week at the IAWP conference, October 3-7, why not plan your vacation around that trip?

A vacation in British Columbia is truly unparalleled; an experience that begins on the coast of the Pacific Ocean and stretches all the way to the majestic Rockies. And there's just about anything you could ever want sitting

in between - lush green valleys, wideflat badlands, ancient icefields, tall mountain ranges, clear deep lakes and some of the mightiest rivers in North America.

British Columbia boasts over 1,300 miles of coastline with myriads of beaches, islands and coves just waiting to be explored; an international reputation for beautiful underwater scenery and an infinite variety of underwater life.

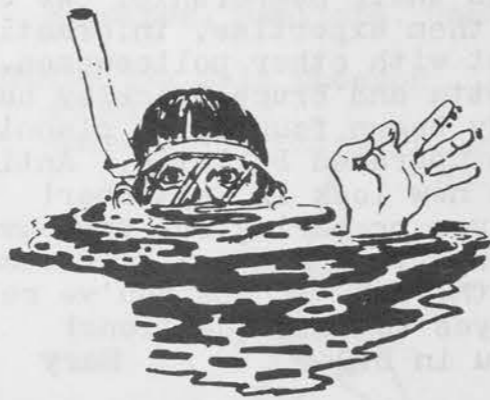
Vancouver, B.C.'s third largest city, has a cosmopolitan flavor, drawing immigrants from around the world.

Gastown, the original cite of the city, has been restored and invites visitors to shop in boutiques, haggle with street vendors, dine in sidewalk cafes and enjoy art galleries and nightlife.

Vancouver has 144 parks, the largest of which is Stanley Park, 1,000 acres of tall trees, massive ferns, ponds and paths left almost intact since the city's founding. Visitors can drive around the edge, stopping at lookout points, or jog, hike or bike on trails or tracks through the park; see wildlife at Lost Lagoon and marine life at the aquarium.

Queen Elizabeth Park has indoor displays under a dome at Bloedel Floral Conservatory, and Lighthouse Park in West Vancouver has eight miles of trails through virgin forest.

Vancouver, perched on islands and peninsulas, stretches around bays and straddles the land between the sea and peaks of the Coastal Range, is a memory that will stay with you for a long, long time. Don't miss it!!!!



HOT STUFF HOT STUFF HOT STUFF HOT STUFF HOT STUFF HOT STUFF HOT STUFF

H.O.O.O.O.T STUFF!

WHAT IS A CUP PLATE?

Ways and Means Chairman Mary Dumas has announced a design contest for a lead glass cup plate as a means of raising money and to broadcast to the world -

Women are in Law Enforcement!

The accompanying sketch depicts an example of potential material.

All you artists out there - take this opportunity to promote your work and your organization!

Sketches will be accepted through the October conference and will be posted for viewing there. The sketch to be used will be voted on by the membership at the business meeting in Vancouver.

Artists are encouraged to depict women in policing, the IAWP logo and conference locations - past, present and future. Keep in mind that Alaska has never been featured in any way on a plate. Such depiction would have terrific sales appeal to plate collectors.

Since this project will take two years to complete, it should be ready by the 1985 conference, which is scheduled for Anchorage, Alaska.

The engraver is a master of the trade who has agreed to come out of retirement to participate in this project with the IAWP.

When the project is nearing completion, collectors clubs will be notified and advance orders will be accepted. Collectors from all over the world will be interested in purchases.

The possibility exists, too, of introducing a series of plates, (which would have high appeal to collectors) depicting different phases of women in police work.

So get out your sketch pads - note the details - and enter the Artists Contest for Vancouver.



Cup plates have been a popular collectible for many years. In 18th and early 19th century novels one reads of "a dish of tea". Tea was served piping hot in a cup without a handle, on a saucer somewhat deeper than today's saucers and without the centering cup ridge. The tea was poured from the cup into the saucer for cooling, then drunk from the saucer. The cup was placed on a special mat or plate, so that the table or linen would not be stained by dripping tea.

The Domestic Receipt Book (1846) by Catherine E. Beecher, leading arbiter of social custom of that period, contains a diagram showing how cups, plates and saucers should be placed on the table.

Real growth of glass cup plates started with the development of glass pressing machines between 1825 and 1830. Boston and Sandwich Glass Co. was one of the earliest in the field. A Sandwich account book of April, 1827, lists pressed glass cup plates; a New England Glass Co. invoice of 1828 shows that 140 dozen were shipped to Baltimore.

However, popularity dwindled after 1850 and by 1870 no glass companies illustrated them in catalogues or displayed them among their wares.

(Condensed from the PairPoint Cup Plate Collectors of America, Inc.)



Pictured is a cup plate called 'Emily'. Note the detail of design on both the plate edge as well as the center. (From Ashumet series, featuring Ashumet Holly Reservation.)

"To the International Association of Women Police, Board of Directors and General Membership:

"As of May 11, 1983, I have resigned my position of nine years as Financial Secretary of IAWP.

"I wish to express my deepest gratitude to an organization that has been an enormous part of my life for 15 years as a law enforcement officer.

"I look back to see that in 1975-76 the membership was 250-300 strong, with assets of between one and two thousand dollars. In 1983 the membership is over 877 and steadily growing. The assets are over \$9,000, with a certificate of deposit, and an inventory of two-three thousand dollars in Ways and Means items.

"With all this in mind, I am looking forward to watching IAWP accomplish many of its goals; especially the international aspect of assisting foreign officers participate fully. We have always received valuable information from them.

"I assure you that the Financial Secretary's position has been a smooth transfer and I am positive that you will support her as you have me. The new Financial Secretary is Cathy L. Keys, W. Palm Beach, FL.

"Please don't let me down, because I told Cathy all she has to do is to stand up, smile, and say 'M-O-N-E-Y'!

"I wish every one of you the best in your chosen field of Law Enforcement.

Always,
Anne Garcia."

(ED. NOTE) Anne will be sorely missed by those of us who have known and loved her during her tenure. We wish her the best as she goes forward to conquer new fields.

We welcome Cathy Keys, who has demonstrated interest and ability since joining the organization. Cathy is a deputy sheriff in W. Palm Beach, FL.

Debbie Ellis, President of the Oregon Association of Women Police in her president's message in the January issue of the OAWP News, made some interesting observations which I feel should be shared with our entire membership.

"It came as a tremendous surprise to me to learn, quite some time ago, that over 500 women within this state are employed, on a direct basis, with criminal justice. Where did they all come from? I thought I knew everybody! I spoke to others, who likewise expressed the same reaction.

I eventually deduced that a syndrome exists among us which may in the long run, do a lot more harm than good to us and to those who follow us - insularism.

The word comes from the Latin insularis which means "of, or having the form of, an island; detached; isolated." In other words, we have a strong tendency to deny the existence of other women within our field.

Often, when inviting women to join or attend OAWP meetings, I hear such comments as "I'm not a joiner"; "It looks bad"; or "I don't have any problems." But what is really being said here?

I believe that I'm being told "I don't want to deal with anything which might threaten my personal security on the job. To associate with a 'women's group' will subject me to ridicule and embarrassment."

Think about it! Look at how we avoid one another or feel the need to be "one of the boys". We as women tend to devalue our own worth as productive contributors to any law enforcement unit!

Get two or more of us together, and by gosh, it's a 'hen party' or a 'cake bake'! We should remain separated; blend into the shadows so as not to be detected. We treat our own selves as though we do not exist!

By maintaining this attitude, we help perpetuate the stereotypes

The Honorable Benjamin Gibson, speaking at the spring meeting on April 30, to the Women Police of Michigan, Inc. said that the Federal Supreme Court has taken a position which can be interpreted as hostile to minorities and he stressed the need for minorities to keep a close watch on all decisions made by that august body.

Judge Gibson, a U.S. District Judge, added that minorities must become involved in affirmative action and must convince the public of the desirability of affirmative action.

The meeting was held at the Amway Grand Plaza, Grand Rapids, MI.

On May 18-19, the WPM, Inc. held a spring training seminar at Lansing Community College.

Dr. Donald Rossi, Director of the Behavior Science Section, Michigan State Police, and Dr. Pam Withrow, Administrator at Dunes Correctional Facility, spoke on topics concerning women in supervision and management.

Following these topics, there was a fashion show, titled, appropriately, 'Dress for Success'.

The seminar concluded with a review session on defensive tactics.

The WPM, Inc. will make another appearance before the Michigan State Legislature reference legislation which would reorganize the Law Enforcement Training Council, allowing women officers to have some input into training.

WPM is asking support from all members to help bring this bill into reality.

For further information on this bill or the WPM, Inc., contact:

Women Police of Michigan, Inc. Law Enforcement Center, 419 N. Capitol Ave., P.O. Box 40010, Lansing, MI 48901-7211.

Debbie Lynch



New IAWP Member Della M. Cannings, Police Inspector from Devon and Cornwall Constabulary, England, is requesting information on the "Police Response to Battered Women."

Insp. Cannings is in the U.S.A. for 15 months on a Harkness Fellowship while attending the John Jay College of Criminal Justice in New York City.

If you have experiences, anecdotes, problems of law enforcement or special programs which have been implemented in your department, (Particularly if they have proven successful!) please write to Insp. Cannings at: Rom #2325, John Jay College of Criminal Justice, 444 W. 56th St., New York, NY 10019.

DATA FILE FOR WOMEN IN POLICING

The Women in Federal Law Enforcement Task Force, representing more than 25 federal law enforcement agencies, is compiling a directory of people interested in information on women in law enforcement.

The directory will "serve as a point of communications for persons with mutual concerns, such as recruitment, training and networking," according to Jo Ann Kocher and Sally Grau, who head the task force.

The task force works to help women in law enforcement overcome hiring barriers and other problems unique to women.

The task force is currently seeking the names of persons who want to be included in the directory. Anyone interested should write the task force, P.O. Box 6616, Ben Franklin Station, Washington, D.C. 20044.

WORTH REPEATING

"Most men are motivated when they see me. There is nothing more intimidating than having a female drill sergeant out there running circles around you." Kathy Atchley, Fort Dix, NJ Drill Instructor of the year.

A CORNER ON THE LAW

The U.S. Supreme Court has ruled that police officers and other government officials who lie on the witness stand cannot be sued by defendants convicted as a result of the false testimony. Such officials have "absolute immunity" from such lawsuits; however, the decision does not preclude the possibility that such government officials who lie at trial could be criminally prosecuted for perjury.

Justice John Paul Stevens, who wrote the opinion for the court, said police officers and other government officials who might testify falsely at trials have two claims to immunity from future lawsuits.

The first is that all non-government witnesses enjoy such immunity. The second is that a police officer "may be regarded as an official performing in a critical role in the judicial process."

#####

In a 7-2 decision, the Court, on May 2, limited the power of police officers to arrest people regarded as suspicious merely because such people refuse to identify themselves.

The court struck down, as unconstitutional, a California law which made it a crime for a person who "loiters or wanders" not to identify himself when stopped by a police officer.

Justice Sandra Day O'Connor, who wrote the majority opinion, said the law, in effect, leaves it to "the whim of any police officer" to decide who may walk the public streets.

A more specifically worded law might be acceptable, she said, but this (the California law) "contains no standard for determining what a suspect has to do in order to satisfy the requirement to provide a 'credible and reliable' identification".

For information on any U.S. Supreme Court case, contact the Clerk's Office at (202)252-3000.

For copies of any cases listed, contact the clerk of a local law library.

Brown V. City of Guthrie, DC Okla., a female police dispatcher resigned her position rather than face continued harassment by her supervisor in the form of sexual advances, lewd sexual comments, innuendos and gestures. Her complaints were ignored. No steps were taken to stop the harassing behavior nor to investigate the complaint.

The claimant was also upset because she had been denied the opportunity to become a certified police officer. A Federal District Court found that her resignation was partially (40%) motivated by the promotional denial and partially (60%) by the sexual harassment. The claimant was awarded 60% of the money she would have earned had it not been for the resignation prompted by the sexual harassment.

Foster v. Winston-Salem Joint Venture (281 S.E.2D 36). The North Carolina Supreme Court ruled that the owners of a shopping mall are liable to a patron who has been assaulted in the mall's parking lot, provided the victim can demonstrate they failed to provide adequate security.

Bucks Associates v. R.H. Macy & Co. (428 F. Supp. 546) The plaintiff brought an action for injuries sustained as a result of an assault while in the defendant's parking lot. The court held that the plaintiff could prevail only if she could demonstrate that a reasonable person would have anticipated the criminal attack.

FREE SPEECH AN ISSUE

In Fairbanks, Alaska, the Supreme Court of Alaska upheld a verdict which awarded a police captain \$16,297 in attorney fees and costs as well as \$88,424 in damages. (con't)

The captain was discharged from duty for having signed two letters expressing police officers' dissatisfaction over what they considered an unsafe patrol car, constantly changing departmental policies and disorganization.

The Supreme Court of Alaska affirmed the lower court's findings, holding that (1) the letters in question were in no way intemperate and did not give the city grounds for dismissal of the officer on the basis of insubordination, misconduct, or poor job performance; (2) the instructions to the jury properly took into account the officer's position as a policymaker while recognizing that such designation was not conclusive as to the scope of his First Amendment rights; (3) the issue of whether the officer was a policymaker was an issue for the jury; and (4) reimbursement of the officer's attorney was properly calculated at the hourly rate of \$85; and when viewed in number of hours spent on a civil rights claim, the award was justified.

(City and Borough of Sitka v. Swanner, 649 P.2d 940.)

#####

Remanded for further proceedings is a case from Fulton County, GA, where a police officer claimed that he was demoted from captain as a disciplinary measure, and that the action was a violation of his First Amendment right.

The issue before the court of appeals was whether a police officer may be disciplined for intemperately criticizing his chief in front of another police officer while off duty.

Facts: Two officers, off duty and out of uniform, spent about 90 minutes in a cocktail lounge outside the jurisdiction which employed them.

During their conversation, the captain used some unflattering names in referring to the Chief. His companion, a female officer, later prepared and filed a report describing this incident in the bar.

The captain was not disciplined

until nine months later when the chief resigned and an acting chief took over the department. The captain was then discharged for misconduct and for insubordination, stemming from the name-calling incident in the cocktail lounge. The captain was later re-instated in another department within Fulton County, at a lower grade classification, which put him on a lower pay scale.

The officer then filed suit, claiming violation of civil rights under the First and Fourteenth Amendments to the U.S. Constitution.

The court of appeals reversed, holding, among other things that (1) government employment may not be conditioned upon the giving up of one's constitutional rights; (2) the fact that the speech used might be offensive to some is not enough to override the individual's interest in speaking freely (3) the department's justification for the discipline, that the officer was speaking to a subordinate and the comments interfered with a close working relationship between the chief and the captain were not enough to overcome the captain's First Amendment interest where the department could not prove actual harm to its efficiency, discipline or harmony. (Waters v. Chaffin, 684 F 2d 833 (11th Cir. 1982).)



Deputy Evelyn Morrison, Larimer County, CO, was awarded \$5,291 for back pay and benefits as well as separate damages equal to the back pay, court costs and attorney's fees. The former deputy sergeant contended that she wasn't promoted because she was a woman, and in the sexual discrimination suit, she complained of sexual harassment by male colleagues.

TRAINING AVAILABLE

Law Enforcement Cruise Conference. "Anti-Terrorist Planning for Major Events". Guest lecturers include William Rathburn, co-manager, Los Angeles Police Security Planning Coordinator for 1984 Olympics; Arleigh McCree, member, LAPD, and recognized expert in international and domestic terrorism and related explosive devices, as well as military officers and federal government representatives knowledgeable in areas of international terrorism.

Costs are from \$895; \$250 deposit per person; 5% discount after 6-15-83. \$25 non-refundable registration fee (conference).

This is a 7-day cruise (Hawaiian) from October 29- November 5, 1983.

Contact: Cruise Director's Travel, 2611 Bouquet Canyon Rd, Saugus, CA 91350, or call (805)254-2072.

Delinquency Control Institute has a number of tuition scholarships of \$1250 each, available to law enforcement officers for an intensive six-week residential program conducted twice yearly.

Scheduled for Sept. 6 to Oct. 14, 1983; Jan. 16-Feb.24, 1984 and Sept. 4-Oct.12, 1984, the DCI curriculum is based on an academic approach and stresses concept and theories rather than focusing on the training model and addressing operational procedures.

Included in the curriculum is information from the fields of police administration, juvenile justice, law, criminology, education, judicial and correctional administration, psychology, mental health, research methodology, social services and criminal justice planning.

For further information on obtaining a scholarship or attending the Institute, Contact: Robert J. Barry, Assistant Director, Delinquency Control Institute, Center for Public Affairs, 3601 S. Flower St., Univ. of Southern CA, Los Angeles, CA 90007, (213)743-2497.

The Street Survival Seminars from Calibre Press, designed exclusively

for law enforcement personnel, are two-day programs geared to today's officer and today's problems on the street.

Certificates awarded and most sties include state training credit and/or continuing education credits. Registration fee is \$60.

- June 30-July 1 Bismarck, ND
- July 7-8 Omaha, NE
- July 21-22 Fairfax, VA
- July 26-27 Schenectady, NY
- Aug. 30-31 San Diego, CA
- Sept. 6-7 Bellingham, WA
- Sept. 12-13 Park City, UT
- Sept. 16-17 Atlanta, GA
- Sept 24-25 Indianapolis, IN
- Oct. 11-12 Memphis, TN
- Oct. 15-16 Ashville, NC
- Oct. 20-21 Buffalo, NY
- Oct. 31-Nov 1 Shreveport, LA
- Nov 15-16 Gatlinburg, TN

For registration and information, contact: Calibre Press, INc. 666 Dundee Rd, Suite 1607, Northbrook, IL 60062 (312)498-5680.

Police Marksman Association Advanced Officers Survival Seminar. Instructors are Massad Ayoob and Ray Chapman.

Two-day seminars cost \$50 registration fee for Association members, \$60 for non-members.

- June 28-29 Philadelphia, PA
- Aug. 9-10 New Orleans, LA
- Aug 13-14 Los Angeles, CA

For further information, contact: Massad Ayoob, c/o Lethal Force Institute, P.O. Box 122, Concord, NH 03301 (603)224-6814.

The LDI Institute offers a 3-day marathon seminar for women managers and supervisors, to help women speak up, assume more responsibility, be less emotional. . . relate more effectively in the male Organizational World.

The Professional Woman Manager Seminar will be held in San Diego CA June 16-18.

Contact the LDI Institute, P.O. Box 323, Needham, MA 02192 or call (617)332-7070.



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International Association
WOMEN POLICE

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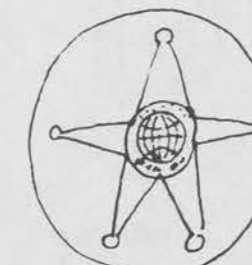
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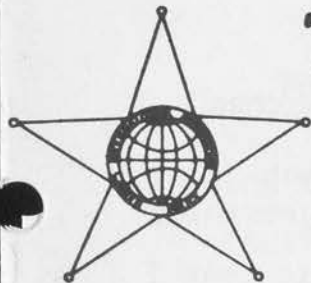
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

Volume 17 Number 3 Sept. 1983

VISIT CANADA INCREASE JOB SKILLS

Sgt. Carol-Ann Halliday, Conference Director for the 21st Annual IAWP Training Conference really has outdone herself in preparing for the arrival of participants in Vancouver, British Columbia, Canada, October 3-7, 1983.

Upon perusing the fascinating brochure and program, one is tempted immediately to fill out and return the registration form with a check to insure a place at the Inn at Denman come October! The accompanying map and Beautiful British Columbia booklet really whets the appetite for first-hand encounters.

The Conference theme, "Police Work Environment" aptly describes what is in store for all of us.

Commander Daphney Skillern, (retired) Scotland Yard, London, England, and Noreen Skagen, Asst. Chief of Police, Seattle, WA will discuss 'A Changing Perspective'.

Chief Constable John Post, Saanich PD will discuss 'Future Policing Needs'. Both topics should be of special interest to policewomen.

'Technological Changes in Forensic Science' and 'Surveillance Techniques' will help to sharpen and update skills while providing new perspectives.

The 'Economics of Law Enforcement' and 'Economics of Crime' will be discussed by Dr. Duncan Chappel, Simon Fraser U., Criminology Dept. and by Agent Edward E. Ridgley, FBI, Quantico, VA, respectively.

Many more topics, some of special interest to policewomen (con't. p.15 , col. 2)

POLICEWOMAN OF THE YEAR: STILL A MYSTERY

The presentation of the award for Policewoman of the Year will be made on opening day of the 21st Annual Training Conference, Monday Oct. 3.

Janet Crumley, Chair of the Selection Committee, has reported that this has been a most difficult task, as the number of nominees has more than doubled this year.

Many outstanding officers, from many departments, have been nominated by their Chiefs or Commanders and reading the lists of meritorious deeds gives one a feeling of pride in the accomplishments of sister officers.

We have always known that women could accomplish the task to 'protect and serve'; the increase in the number of nominees gives us hope that administrators are also beginning to recognize this fact.

We look forward to meeting these outstanding officers, and many, many more, at the Vancouver Conference.

!*****!*****!*****!*****!*****!*****!*****!*****!*****!

IMPORTANT NOTICE

To obtain conference room rates, as shown in the brochure, call the Inn at Denman DIRECT at the numbers listed below.

From Canada call: 1-800-663-9494

From U.S. call: 1-800-632-5200

From Washington State call:

1-800-272-7201

!*****!*****!*****!*****!*****!*****!*****!*****!*****!

IAWP BULLETIN

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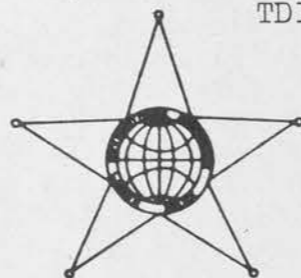
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TDI IND



PRESIDENT'S MESSAGE

"Anticipation - the act of looking forward; specifically: pleasurable anticipation."

That accurately describes how I feel about the Vancouver Conference. The mailing sent out by Carol-Ann Halliday leads me to anticipate excellent training in a truly beautiful setting. And as sure as I know my name, I know I'm going to have a good time!

The first day of the IAWP Conference always includes the opening ceremonies, replete with local dignitaries. It is inevitable that one of the male functionaries will look out over the audience of attendees and make the comment, "I never thought I would look out at a roomfull of police officers and see so many pretty women." The attempt at flattery is usually laughable, but the underlying and unexpressed sentiment of confusion is very real.

Women in law enforcement in 1983 tend to take their position for granted. Although the struggle now is not to be hired, but to receive equal treatment for promotions and assignments, it remains a reality that women who would voluntarily take on the duty to "protect and serve" are an enigma to the majority of the community. While women have been involved in law enforcement since the beginning of this century, it has only been within the last decade that vast numbers of women have become visible in policing.

While the social unrest of the sixties fostered radical changes in our society, that same unrest mandated a change in the traditional role of the police. The President's Commission Task Force called for the increased education and training for police and expanded use of women in law enforcement.

The 1964 Title VII Act was amended to include "sex" as a prohibition in discrimination. The stage was set for the modern policewoman.

In 1968, when only slightly

more than 1% of the nation's police officers were female, Indianapolis, IN put their first women out on uniformed patrol and Miami, FL assigned a woman supervisor to patrol. In 1972, the FBI hired the first woman as a Special Agent, and in 1974, Houston, TX put women on patrol. That year, too, Washington, D.C. Metro Police hired 100 women for patrol duty.

Women now comprise 4.7% of the total sworn officers in the United States.

Slowly, inexorably, in-roads are being made. With grit, determination and knowledge, we can, eventually, be where we want to be!

I look forward to seeing old friends and meeting more IAWP members. See you in B.C. Mary.

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Summer is nearing the end of a long hot run, and we are looking forward to a cool respite in beautiful Vancouver, B.C., as well as warm friendships being renewed and new ones being formed.

I am really excited with the growth we have experienced and feel strongly that continued excellence in our annual training sessions, coupled with active regionals, will increase our membership while polishing our expertise. Let's not disappoint our Conference Director, Carol-Ann Halliday. Lets all make plans to be in Vancouver Oct. 3-7.

I have finally begun to realize the joys of retirement, having just returned from a cruise with friends in the Carribean. October 1 I will be attending my first retirement dinner for police retirees, after which I will embark immediately for Vancouver. I am eagerly looking forward to seeing all of you there. Much Love, Rosie

CHECK THE TELEPHONE NUMBERS ON THE FRONT PAGE!***!!*

MAKE HOTEL RESERVATIONS NOW!***!!*

DISCRIMINATION ASSISTANCE

Discrimination: a word that became a pivotal point for the steady influx of women into the job marked during the seventies.

Few women are totally aware of the legislation that protects them from discrimination and what course they should take when faced with job discrimination or sexual harassment. The following is a brief overview of the basic laws protecting women and minorities.

The 1963 Equal Pay Act: . . . states that workers, whether men or women, will be paid equally for equal work.

Title VII - 1964 Civil Rights Act: . . . It is illegal to discriminate on the basis of sex, race, or national origin in areas of employment or training.

EEOC - Sexual Harassment Guidelines: . . . filed in 1981, it forbids unwanted verbal or physical abuse on the job and gives responsibility to employers to assure an harassment-free environment. Grievances can be filed with the EEOC. It no longer requires that a woman suffers a tangible loss: i.e. promotion or salary, to have a grievance.

Executive Order 11246: this mandates affirmative action to ensure that discrimination in hiring will be grievable.

Case in Point: Officer Mary Beth finds herself under considerable pressure from her direct supervisor, Sgt. Moore. Sgt. Moore stands far too close to Mary Beth at every opportunity. He calls her "honey", "sugar", and alludes to a cushier assignment that would come her way if she would take a "longer lunch hour" with him sometime.

Sgt. Moore is quite open about his advances - roll call, at crime scenes, and at check out.. Other officers now snigger openly at the sight of Mary Beth and the sergeant and she dreads the sight of her sergeant and worries about her future with the department with the uncalled for reputation

of being "Moore's Mama".

What to do?

Mary Beth should first seek remedy within the department, stating her case through her chain of command. This can be a touchy situation that must be done with considerable planning and foresight. Documentation of each incident with possible witnesses is the best course of action. Failing resolution of a satisfactory nature, the next step is to contact the EEOC officer in the personnel department, or in the equal employment office of the local city or state government.

If the grievance cannot be resolved through an EEOC complaint, or if litigation is necessary, an attorney may be required.

When looking for a lawyer, check around for one who has handled similar complaints and when you find one, don't be afraid to ask for references.

Contact your local state police-women's association and the IAWP for support and as a network connection to other women who have had similar grievances.

Mary Wamsley



DID YOU KNOW. . . . ?

Edith Lockett was appointed by Chicago's mayor in 1943 as an undercover policewoman to help insure that young soldiers were not led astray.

When the Chicago papers set out to track down the saloon-busting matron, after many police raids on saloons selling drinks to underage soldiers and sailors, Ms Lockett resigned.

Few people, outside her daughter, First Lady Nancy Reagan, know of Ms. Lockett's brief career in law enforcement!

AMMENDMENTS FOR APPROVAL

Constitutional revisions accepted by the Board of Directors for membership approval are as follows:

ARTICLE IV: Members and Meetings of Members: 1. Membership: ACTIVE: Change "who are paid by public funds" to "Who are full-time, sworn police officers" and eliminate "of any municipality, county, state or territory".

(Rationale: This will permit campus officers who are sworn, full-time police at private colleges and universities to become active members.)

2. SUSTAINING: Change fee from \$10.00 to \$100.00 (one hundred dollars).

13. Affiliate State Membership: Add to the first sentence: ". . . which have been duly and lawfully incorporated in accordance with the statutes and codes of their respective states. Affiliation is also extended to associations of women police which are comprised of multiple states as one association. The Board of Officers and/or directors of each state organization desiring affiliation shall submit application to the President for recommendation to the Board for approval.

Add to #4:

The affiliate would have one (1) vote by delegate representing the affiliate in addition to the votes of its members who hold individual membership in the International Association of Women Police.

Add Subsection (6):

In turn, the president of the affiliate organization shall submit to the Board of the International Association of Women Police:

a. copies of the affiliate Constitution and/or by-laws, and a copy of the incorporation documents of the affiliate.

b. a waiver absolving the International Association of Women Police from responsibility for any and all debts, encumbrances, or other liabilities incurred by the

affiliate before, during and after its affiliation with the International Association of Women Police.

c. an agreement that immediately upon its dissolution, the affiliate organization shall notify the President of the International Association of Women Police by certified mail.

ARTICLE VI: Officers and Committees: 12. REMOVAL: Insert requirement in line 6 that "five days notice in writing shall be by certified mail.

(Rationale: inserting the word certified will provide a means of knowing that the notice was received and the date of its receipt.)

Please consider each of these proposals and be ready to vote when the issue comes before the body.

IAWP HALL OF FAME

At the spring meeting of the Board of Directors, a proposal for a Hall of Fame was approved.

The purpose of the Hall of Fame is to allow the membership of the IAWP to honor women who have made a substantial contribution to the efforts and success of women in law enforcement.

Any of the achievements listed below should qualify an officer for the IAWP HALL OF FAME.

1. First female officer to attain a particular rank with a department.

2. First female officer to achieve permanent status with a department.

3. First female officer to get an assignment to a formerly all male specialized unit (as homicide).

4. Outstanding service to IAWP.

5. Outstanding police service - acts above and beyond the call of duty.

Honorees will receive a certificate of honor and a letter advising her of appointment to the Hall of Fame. A roll call of the honorees shall be maintained by the Historian.

Nominations should be sent to Beryl Thompson, Chair of the Committee for the Hall of Fame.

BEST DRESSED PATROL?

Rome, Italy may not have the largest contingent of female officers in the world, but within the next year, they will probably be the best-dressed!

Five of Italy's top fashion houses recently presented, in a unique fashion show, their proposals to outfit the 500 female members of Rome's traffic police.

Mayor Ugo Vetere said that "Most women's uniforms are merely adaptations of the male version. We hope to solve this by combining grace with discipline."

Although the final decision will be made by the City Council six months from now, Daniela Narducci, speaking for a group of her colleagues, said, "It's Bigotti for us. She's stylish, and practical at the same time. Remember, we have to work in these clothes!"

THAT WOMAN IS A SUCCESS. . . .

Who loves life and lives it to the fullest;

Who has discovered and shared the strengths and talents that are uniquely her own;

Who puts her best into each task and leaves each situation better than she found it;

Who seeks and finds that which is beautiful in all people . . .and all things;

Whose heart is full of love and warm with compassion;

Who has found joy in living and peace within herself.

Barbara J. Burrow

NAVY WOMEN WORKING WELL

A deputy assistant secretary of the Navy says women in the U.S. Navy are working out well.

About 45,000 of the Navy's 552,000 personnel are women.

Approximately 2,600 enlisted women are serving aboard 23 ships, and 191 female officers serve on 30 ships.

SUPPORT SOUGHT

U.S. Congressman Mario Biaggi, has appealed to the IAWP, requesting help in obtaining passage of Bill H.R. 953, to outlaw the so-called "cop-killer bullets" - armor piercing handgun ammunition that can penetrate the bulletproof vests worn by police. (See IAWP BULLETIN, June, '82)

"This important measure would ban the future manufacture, importation and sale of armor-piercing handgun ammunition, except when needed for law enforcement or military use. It would also provide a mandatory one to ten years prison sentence for any person using these bullets in a crime. There are approximately eight different handgun bullets that HR 953 seeks to ban. These bullets are not used for legitimate purposes, but they have been used by criminals to shoot and kill police officers."

Eleven states have already enacted laws against armor-piercing handgun bullets. In the other 39 states, "cop-killer bullets" can be made and sold just as any other bullet would be.

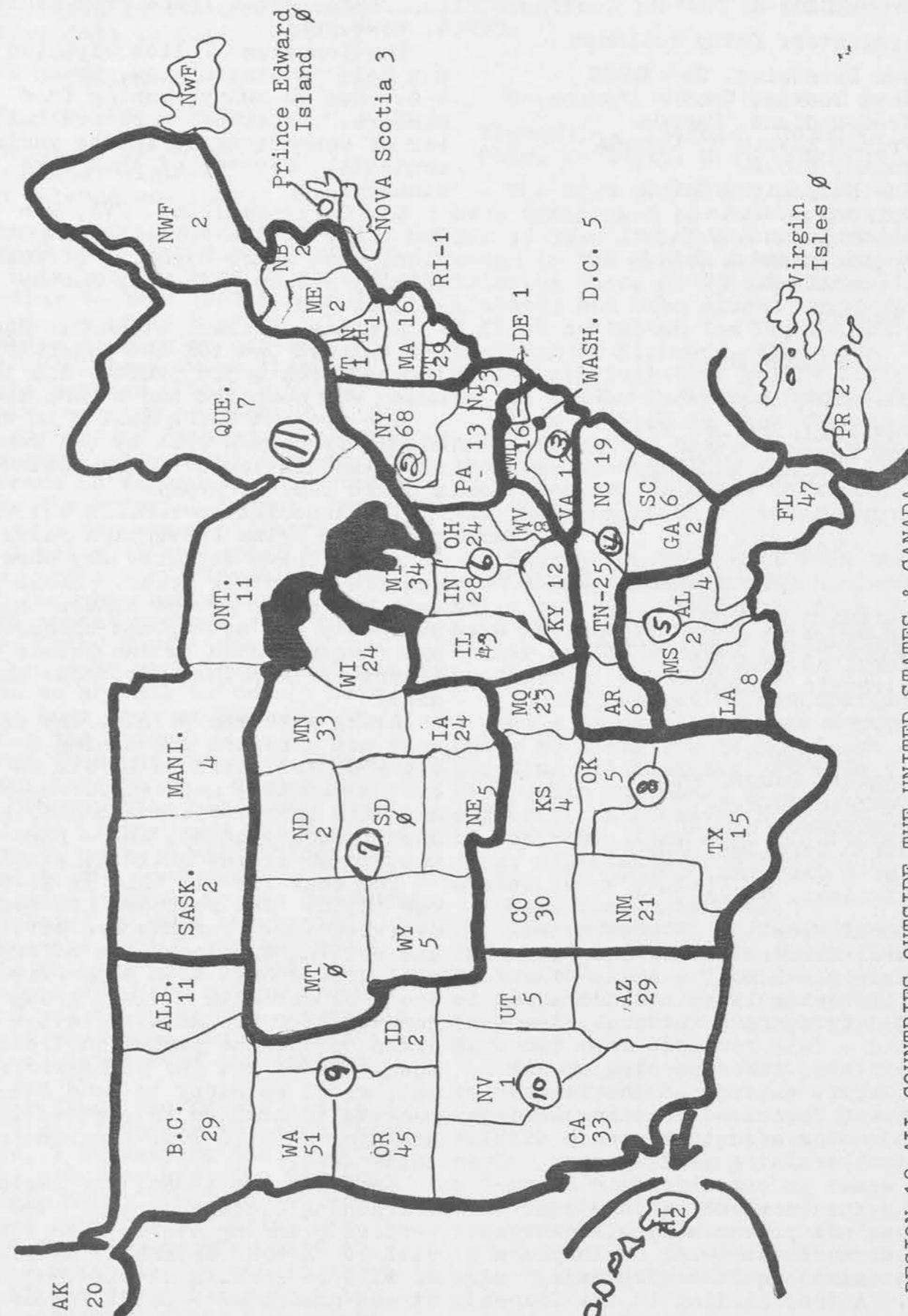
Help eliminate this grave threat to police officers by communicating your support for H.R. 953 to:

Hon. William J. Huges, Chairman, House Subcommittee on Crime, 207 Cannon HOB, Washington, D.C. 20515 and Hon. William French Smith, Attorney General of the U.S. Justice Department, Washington, D.C. 20530.

COL. WILLIAMSON:
ARMY PRECEDENT

Col. Myrna Williamson made history at Ft. Benjamin Harrison, Indianapolis, IN, recently, when she was named brigade commander.

The first female to hold that rank at Ft. Benjamin Harrison, Col. Williamson will be in charge of health, welfare, morale and general well-being of the 4,200 military personnel and Department of the Army civilians working with the Troop Brigade.



REGION 12-ALL COUNTRIES OUTSIDE THE UNITED STATES & CANADA
12 members

REGION I

Coordinator: Kathy Robinson

New Brunswick, Canada
Nova Scotia, Canada
Newfoundland, Canada
Prince Edward I. Canada
Maine, U.S.A.
New Hampshire, U.S.A.
Vermont, U.S.A.
Rhode Island, U.S.A.
Massachusetts, U.S.A.
Connecticut, U.S.A.

No Report.

REGION 2

Coordinator: Jayne T. Rich

New York, U.S.A.
New Jersey, U.S.A.
Pennsylvania, U.S.A.

No report.

REGION 3

Coordinator: Sylvia Bailey

Delaware, U.S.A.
Washington, D.C., U.S.A.
Maryland, U.S.A.
Virginia, U.S.A.

No report.

REGION 4

Coordinator: Donna Pence

Georgia, U.S.A.
Tennessee, U.S.A.
North Carolina, U.S.A.
South Carolina, U.S.A.
Arkansas, U.S.A.

Identification of members and potential members has been on-going for several months now. We are primarily using lists and addresses provided by current members. I have had a fair response from members on this. We are also checking P.O.S.T. records at the Tennessee Law Enforcement Training Academy and using a contact person at the local training academies to steer women in our direction. Contacting the local chiefs and sheriffs has not proven very effective.

Our next step will be to place announcements in State FOP magazines. A free listing in the "connections" section of SAVVY Magazine brought in several queries from

interested women (none from Region 4, however!)

The Tennessee Police Olympics was held in Chattanooga, TN on June 4-6. Due to heavy pushing from members, there were a record number of women entered in the various contests. Several of them were winners!

Lt. Corky Hamilton, TVA, won 2nd place in the Firearms Competition, with Metro Nashville officers Shirley Bishop and Mary Murphy getting 3rd.

Memphis officer, Stephanie Hanscom entered the 10K and powerlifting and took a 3rd place. All the women who competed had a good time.

One project being tested in the Middle Tennessee area by the Tennessee Association of Women Police is a Child I.D. Program.

The Association members set up booths at Crime Prevention Fairs, local shopping centers, day care centers and other areas. Local private and civic groups handle the publicity and set-up, and children are fingerprinted by the female officers (plam prints for those under six).

Along with the prints, the parents get a packet containing a blank dental chart to be filled in by the dentist; medical forms; photo and data sheet; likes and dislikes sheet; safety sheet, and a page on what to do if the child is missing.

The cost for all this is \$1.00 per child. The response has been overwhelming. Parents are calling and writing and local law enforcement groups have been supportive. One P.D. got with a civic group and donated \$200 to the Association in order to use the packet in their town. As we get the kinks worked out, we'll be happy to send out packets to members interested in starting a Child I.D. Program in their area.

Last but not least, the Region 4 Training Conference is in the serious planning stage. The focus will be "A MORE PROFESSIONAL YOU". We will be looking at time and stress management; profiling of sexual assault cases, dressing for court and more. Region 4 members

should receive a questionnaire very soon on what they would like to have included in the conference. Tentative date is March, 1984.

REGION 5

Coordinator: Pam Stanley

Florida, Mississippi,
Louisiana, Alabama,
Virgin Islands and Puerto Rico

Greetings from sunny Florida!

I have been busy recruiting new members in the Sunshine State and attempting to make contacts in the other states of my Region.

While working an off-duty detail I met a reserve policewoman from the Bahamas. She is Mable Gardiner, mailing address: P.O. Box 5592s.s. Nassau, Bahamas. She was very enthusiastic about the upcoming conference in Vancouver and promised to pass the material I sent her along to other women officers.

I met with the great Anne Garcia, our former Financial Secretary, who has since turned the IAWP financial records over to my sister, Cathy Keys! Needless to say, the books were in perfect order and we are all extremely sorry to lose Anne, but we wish her the best for the future.

For those of you have ordered IAWP business cards - do not despair! The printer has been overloaded and if they are not finished in time to mail, I will bring them with me to the conference.

I have printed up new brochures and included my name, region and the area the region encompasses - this is an idea for regional coordinators who have not had yours printed yet to think on. It spells out just what area you coordinate and those interested can contact you directly.

For those who have a little extra time off after the 1983 Conference, I am helping the Attorney General's Office host the 9th Annual "Help Stop Crime" (crime prevention) conference. Dates are Oct. 10-12, 1983 at the Hyatt of the Palm Beaches. It should prove an excellent seminar and best of NO REGISTRATION FEE! Come visit

sunny Florida and take advantage of this free training. For further information, contact me at (305)837-3883.

REGION 6

Coordinator: Lee Haynes

Wisconsin, Illinois, Indiana,
Ohio, Kentucky, West Virginia

The most difficult task I have ever undertaken has had to be the job of identifying all the police-women in the Region 6 area. Just locating those in my own state of Kentucky has been almost impossible. I first contacted the Department of Training in Richmond, KY, which trains all full-time police officers in the state, excepting State Police.

They advised me that they could not give me the names of the female trainees because they did not keep such records. I began to wonder how they assigned roommates for the dorms!

Then I was told that when they went through the files by hand, they still could not tell male from female because of names that can be either gender - names like 'Frances' or 'Leslie' or 'Lee'.

In a final act of desperation, I sent a teletype out over our computer as a state-wide broadcast, requesting all Kentucky agencies to reply with the names of all female officers. I received approximately 15 replies! I am open for suggestions; especially from the other states in my region.

News from this area:

Gloria Webster has been fired from her position with the Taylor Mill, KY Police. Gloria was assigned to patrol, but was restricted from working after midnight by the Mayor of that city.

Not only was she not permitted to work after midnight, she was paid less than male officers and had to fulfill a one year probationary period whereas the men served only a 6-month probation.

Incidentally, the mayor, who is also female, has stated that "she is a woman and she does not want to walk the streets of Taylor Mill at night. . ."

That says a lot for her police

department and her city, doesn't it?

Meanwhile, Ms. Webster has filed a complaint with the Kentucky Human Rights Commission and the EEOC.

Mary Allen, of the Ft. Mitchell, KY, PD, has been promoted recently to the rank of sergeant. Mary has been with the Ft. Mitchell PD for the past eight years.

In April, Anne Edwardson, Madison, WI (Region 7) and I went on the Criminal Justice Symposium sponsored by the International Society of Law Enforcement and Criminal Justice Instructors. The symposium took us to the elite police forces of Europe: the Bundeskriminalamt (BKA) in Germany; New Scotland Yard and the London Metropolitan Police Academy in London, England; and the Prefecture, Surete in Paris, France in addition to the various American Embassies throughout the three countries.

Anne and I both learned of the tour from the "Training Available" section in the IAWP BULLETIN. There are many fine training opportunities to be found in our Bulletin; I urge all members not to overlook it.

At this point, I must note the recent accomplishments of my partner (Remember "Igor"?) "Igor" won a second place trophy in Obedience and a third place trophy in Criminal Apprehension at the Regional Dog Trials of the United States Police Canine Association, held in Lima, O. Incidentally, my department, Edgewood PD, will be hosting the Region 5 Dog Trials in 1984.

Have you noticed a dominance of news from Kentucky? I need input from Region 6 members! Any news items, problems, promotions, etc., please send to me at the address listed on page 2 of this issue.

I also need names of persons to contact from each of the Region 6 states for help in identifying every female officer in our area. I cannot do this without your help!

Here's to a great Region 6 turnout in Vancouver. Lee & "Igor"

MEMBERSHIP: GOALS FOR '83!!

REGION 7

Coordinator: Deborah Montgomery

Iowa, U.S.A.
Minnesota, U.S.A.
North Dakota, U.S.A.
South Dakota, U.S.A.
Montana, U.S.A.
Wyoming, U.S.A.
Nebraska, U.S.A.
Wisconsin, U.S.A.

No report.

REGION 8

Coordinator: Ramona Bivians

Colorado, Kansas, New Mexico,
Missouri, Texas, Oklahoma

Dianne Bosch, Amarillo PD, TX, has been contacted for assistance in obtaining names of female sworn officers in the state of Texas. Dianne has access to the teletype and offered to send out an APB for the state. This method has been very successful in the past; I received more responses from the teletype than from letters.

Gloria Weber, 4910 Valley Crest DR, St. Louis, MO 63128, is trying to organize a state association. Any interested persons, please contact Gloria at the above address.

The Colorado Association of Women Police have an immediate goal of seeking out new members and renewing old memberships. They also plan to participate in a recruiting drive in the outer regions of Colorado. Presently, CAWP is gearing up for their annual training seminar and are open for any and all ideas. Contact Carlin Washo, President, P.O. Box 1455, Arvada, CO 80001.

Officer Sandra Hardage, New Mexico State Police, was wounded in the left forearm while investigating a domestic problem at 6:04 AM in Llano Quemado, four miles south of Taos.

She apparently walked over to a pickup truck and asked the suspect to step down when he raised a gun and started firing. She raised her arm to protect herself.

The assailant shot Ms. Hardage at least three times. Rolling on the ground as she tried to return to her car, Off. Hardage returned fire.

One of the officer's shots hit the windshield, with the other three shots striking the truck just above the front grill.

The suspect was taken into custody three hours later.

Off. Hardage, transferred to Taos from Albuquerque in January, was commissioned in October, 1981.

A breakdown of membership by state (see map) indicates Region has room for expansion! Kansas has only four members and Oklahoma only five. We need names and contacts with sworn officers in all Region 8 states. PLEASE HELP ME!!

Send me any newsworthy item that you would like to share in the IAWP BULLETIN, as well as names of other officers in your area.

Mailing address is on Page 2.

REGION 9

Coordinator: Myra Harmon

Idaho, U.S.A.
Alaska, U.S.A.
Oregon, U.S.A.
Washington, U.S.A.
British Columbia, Canada
Alberta, Canada

No report.

REGION 10

Coordinator: Kathy Nelson

Arizona, U.S.A.
Nevada, U.S.A.
Utah, U.S.A.
California, U.S.A.
Hawaii, U.S.A.

No report.

REGION 11

Coordinator: Susan Biggs

Saskatchewan, Manitoba, Ontario
and Quebec, Canada

As many are aware, we are in the midst of a battle over departmental policy on pregnancies. One female constable, Barbara Tobin, was temporarily assigned to station duty until her maternity leave commenced.

She was then arbitrarily re-assigned to active street duty in her seventy month of pregnancy,

creating a hazard for herself, her child and her partner.

As a result, grievances flew and she was then temporarily demoted to clerk status and given a clerk's duties and wages until she was "fit" for duty again.

At present, this is a very hot issue as we also have male officers on sick leave, trying to return to duty, who can envision the same thing happening to them, until declared "fit" for duty. Such a policy saves the city money, of course.

We would appreciate any information we can get right now on departmental policies regarding pregnancy and maternity leaves; what is done with the pregnant officer before, during and after her pregnancy, as well as any similar lawsuits or grievances and the results.

This will set precedent for many years so it is particularly important to put up as good a fight as we can, right now!

Please send any information to me, at the address listed on Page 2.

REGION 12

Coordinator: Gail Thomson

All areas outside the United States and Canada.

No report.

JOB OPPORTUNITY

The Bellevue Police Dept., (WA) anticipates several openings at the patrol officer level in 1984. The city and the department are growing rapidly and to maintain high quality law enforcement, are opening the ranks to experienced police officers.

Officers selected will be given credit for previous experience and starting pay commensurate with that experience.

For applications or further information, contact:

Lt. J.D. Egan, Administrative Assistant, (206)455-7854 or Lt. T.C. Johnson, Planning/Personnel/Training Section at (206)455-6930 9AM to 5PM Monday through Friday.

Or write: P.O. Box 1768, Bellevue, WA, 98009-9013.

IMPORTANT POINTS

In preparation for a trip to Vancouver and the 21st Annual Training Conference of the IAWP, we must consider activities and climate.

NO GUNS will be ALLOWED into Canada, but all police officers are requested to wear their uniforms at the opening ceremonies on Monday, Oct. 3. A group picture will be taken immediately following the morning program, before the lunch break.

The committee assures us that the climate is mild and temperatures will be warm and moist at this time of year - 60°F. (15C) in daytime and 55°F (12C) at night. Fall clothing and a light raincoat should be sufficient for most activities.

Prepare for strolling on the ocean beach, which is only two blocks from the conference site, and/or jogging and walking in Stanley Park, a mere four blocks away.

Other activities are limited only by the individual's imagination and time limits, imposed by the conference or each officer's department! Vancouver seems to have an unlimited variety of activities to please every taste.

We are looking forward to seeing this beautiful site - and meeting each of you.

WORTH REPEATING

"Equality in the workplace will come when women have the right to fail - as well as to succeed - and when the only two men in the meeting worry because the six women have gone to the ladies room and will make the key decisions there."

Lois Wyse, Good Housekeeping Magazine.



TOLL-FREE NUMBERS FOR RESERVATIONS

Telephone numbers as printed in the Conference brochure were changed without notice to the Conference Committee.

Sgt. Halliday advised that new numbers to obtain Conference Rates at the Inn at Denman are:

From Canada: 1-800-663-9494
From U.S.: 1-800-632-5200
From Washington State:
1-800-272-7201

EXECUTIVE BOARD MEETING OPEN TO ALL MEMBERS

The fall meeting of the Executive Board will meet Oct. 2, 1983, at 1:30 PM in the Barclay Room at the Inn at Denman, Vancouver, B.C.

This meeting is open to all members. Although only members of the Board may vote on issues before the Board, members may voice their concerns and enter into the discussion.

We have frequently had questions from new members concerning matters not covered in printed materials; this is an excellent forum to learn how the Association functions.

Each member is encouraged to attend the board meeting.

The Barclay Room is on the mezzanine level of the Inn at Denman.

THEN (1883)

A New York police justice has put a young man under \$300 bond for bowing to a young woman against her father's prohibition, and told him he ought to be ashamed of himself. (From The South Bend Tribune Michigan Magazine)

AND NOW?

Mrs. Roberta Leonard, Sylacuaga, Ala., was arrested after a gang leader complained to police that Mrs. Leonard was carrying a gun.

The spunky 67-year-old widow was taken into custody by the New York Port Authority after she scattered a gang of eight alleged, would-be muggers with an unloaded pistol after they tried to rob her!

AWARDS AND COMMENDATIONS

It's not often that we receive notice when the Chief of Police gets married, and perhaps we wouldn't have this time, but it involved a name change.

From Pleasant Point PD, Perry Maine, we received a letter that, due to her recent marriage, Chief Pamela F. Bassett is now Chief Pamela F. Dana.

Congratulations, Mrs. Dana. . er. .I mean. . Chief!

Major Beryl Thompson, Seattle WA PD, was promoted from Captain July 15, and is now in command of the Vice and Narcotics Division.

Mary Rabadeau, Elizabeth, NJ, was recently promoted to sergeant. A former school teacher, Sgt. Rabadeau said that her becoming a police officer was something of a fluke, but she is glad that she applied and was accepted (in April 1978)

Initially assigned to a walking beat, she is now in a patrol car. Her ambition is to do investigative work as a detective.

Officer Gena Pruser, Delray Beach, FL, has become the first female dog handler with that department. Off Pruser is excited about going on patrol with her dog, Erl.

"Instead of covering just one zone, I'll be called in all over the city", she said. "It's thrilling!"

Officer Martha Carper, Clendenin, W. VA, traded her apron for a badge and gun four years ago, and her Chief says "She's the best one (officer) I've got. When you wade into a crowd and she's behind you, you know your back is covered."

Off. Carper worked in restaurants for 38 years before becoming a police officer at 68 years old.

Now she says, "I'd never considered police work before, but I wish I had!"

Officer Susan Sherwood, Seattle,

WA, was given the Valor Award "for actions taken to negotiate with and disarm a mentally disturbed man without injury to those involved."

Her partner, Off. Richard E. Bell also received the Valor Award.

Sgt. Mary Dumas attended the Massachusetts Association of Women Police meeting in July, and will be speaking at the September meeting.

Sgt. Dumas will speak to the group on the FBI National Academy, of which she is a graduate, on September 12.

Usually, we reserve these pages for important information on police-women, but a clipping I received from Seattle is worthy of inclusion.

The top 'fireman' on Mercer Island, WA, will be a woman.

Lynn Oliver, former King County, WA, deputy fire marshal, has become one of the few fire chiefs in the nation who are women.

She will command a force of 20 paid firefighters and 30 volunteers and administer a budget of almost \$1 million.

Officer Susan Abrahamsen, 83rd Precinct, Brooklyn, NY, says that "My life's a blend of Hill Street Blues and Barney Miller" after two years with New York City's finest.

But she adds that she has found a warm camaraderie among the twelve women and 150 men with whom she works.

"There's no sexism here as long as your partner knows he can depend on you".

We welcome Dorothy Jorgensen Surtleff back to the world of working women. Off. Shurtleff, of the San Mateo County Sheriff's Dept, CA, is a former IAWP Police Woman of the Year.

She resigned her position with the San Francisco Police 2½ years ago and returned to her hometown in Nebraska. Now, on a lateral entry, she has returned to the Bay Area in California, and hopes to re-old friendships in Vancouver, B.C.

22ND ANNUAL TRAINING CONFERENCE
IN DEARBORN, MI.

Sgt. Carol-Ann Halliday has already received numerous inquiries concerning the 1984 training conference.

We are happy to report that plans are well underway for the 22nd Annual IAWP Training Conference.

The Hyatt Regency in Dearborn, MI, has been chosen as the site; the dates - September 17-21, 1984.

Training will include firearms and firearms retention; personal assessment evaluation; self-defense and take-down holds; vicarious liability and the use of deadly force, among many other topics.

Firearms and self-defense training will include practical application and hands-on experience. A handgun competition is also planned.

The Hyatt Regency was chosen not only for their ability and eagerness to house our conference, but also because of its relative proximity to many points of interest.

Detroit is only 15 minutes away and the area is facilitated by plane, bus, train or auto. Optional scheduled activities will be set up for group trips to various points of interest.

Michigan is a beautiful state which offers many sights and activities. Sports, theatre, fine dining, art and shopping are readily available.

We will report further as more information becomes available.

Conference Director Judy Anne Eckstein can be contacted at Warren Police Department, 29900 Civic Center Dr., Warren, MI 48093, or call: (313)574-4700.

REQUESTS FOR PREGNANCY INFO

As noted in Susan Biggs' regional report, pregnancy is becoming an issue in many departments.

A request came to this office from Warren, MI for copies of contracts or policies of individual departments which covers this issue.

NEEDS ASSESSMENT SURVEY

The center pages of this issue contains a Needs Assessment Survey which can be removed, folded and returned to the addressee after each member has filled it out.

The address is already imprinted but you need to complete the survey attach a stamp and return it to Mary Dumas.

This instrument is designed over models already in use, so that comparative information may be obtained.

The most important use will be as a resource for IAWP to get the best picture of the training needs of women officers so that we may: 1) provide them in future conferences; and 2) encourage their inclusion in Academy and In-Service programming.

In Instrument #2, take particular note of instructions on self-assessment.

Circle the number (1,2,3,etc.) which best describes your opinion.

Then, in the list below each, mark an "X" on the line which you feel needs improvement or consideration. Also, and this is important, mark an "X" next to IAWP if you feel training in the area of your concern should be considered for an IAWP Conference.

This will aid conference planners in filling the needs of the membership.

There will be a limited number of surveys available for non-members attending the conference in Vancouver.

PLEASE fill out the survey and return it as soon as possible.



(continued from column 1)

If any member has information to share, send to Dana A. DeClark at the address given above for the Warren Police Dept.

We also recommend the IAWP brochure 'Pregnancy & Maternity Benefits for Women Police', available from any member of the Board.

A CORNER ON THE LAW

In a 6-3 ruling on Mar. 7, the U.S. Supreme Court held that police officers cannot be sued for lying on the witness stand in criminal trials.

The two cases that generated the decision came out of two separate civil rights damage suits filed in Indiana.

In a more recent decision, the justices ruled that company-run insurance plans must provide equal hospital benefits for pregnant wives of male employees as that provided for female workers.

Justice John Paul Stevens said that the 1978 law, designed to insure that working women are protected against all forms of employment discrimination based on sex, also guarantees equal medical benefits for husbands of pregnant women. The principal is the same, he said, whether it's broken bones or pregnancy.

In a 5-4 ruling, the U.S. Supreme Court justices upheld a lower court ruling that set aside a life term without parole, for a man convicted in South Dakota of writing a phony \$100 check.

Saying that the sentence was disproportionate to the crime, and therefore prohibited by the 8th Amendment to the Constitution, the Court, in effect, struck down South Dakota's habitual-offender law.

The defendant had been convicted of previous crimes that included burglary, drunken driving and theft of more than \$50.

The Indiana Supreme Court, in a 4-1 oral ruling, has held that police investigative records should never be "subject to discovery".

Chief Justice Richard M. Given said that police reports are a work product that sometimes draws conclusions or contain speculation

or hearsay which could be misleading.

Ronald McNabney, deputy prosecutor of Madison Co. had argued that police reports are not public records and should not be disclosed.

And in August, these same justices ruled that a judge didn't violate a defendant's constitutional rights by imposing the death sentence, over a jury recommendation of mercy.

The defendant argued that to disregard the jury's recommendation of mercy placed him in double jeopardy, but the justices concluded that Indiana's capital punishment law permits the judge to disregard the jury's recommendations both in cases where the jury advises against the death penalty and where the panel says it should be imposed.

Again, in Indiana: Policemen and police departments are immune from civil liability suits if they are in the act of enforcing a law, under the Indiana Tort Claims Act.

In a civil lawsuit filed by an Indiana State Trooper after he was injured by another officer involved in a high-speed chase, a summary judgement was given by Elkhart, IN Circuit Court Judge, Gene Duffin, absolving the defendant, on the basis of the Indiana Tort Claims Act.

VISIT CANADA. . .(cont. from page 1, col. 1)

and all of general interest to all officers and administrators, will be presented during the five days of training.

Fee for the conference is \$100 for members and \$125 for non-members, with a \$25 late fee if paid after Sept. 1, 1983.

Anyone who did not receive a mailing directly from the conference committee, or who needs extras, contact Sgt. Carol-Ann Halliday, Vancouver Police Dept., 312 Main St., Vancouver, B.C. Canada V6A 2T2.

CHANGES: IT'S NOT A MAN'S WORLD

New York City now has 1,527 female officers, accounting for 6.5 percent of the total force, according to an article from the New York Times.

Changes wrought by the women was evidenced when the 44th Precinct in the Bronx was rearranged so that a locker room for female officers could be set up on the top floor.

Complaints were filed through the union that the women had a better locker room; the men protested that they needed more electrical outlets, too, to operate blow dryers for their hair!

Writing in the Sunday Star-Ledger, Angela Jones says that "Women prove that police work is not a man's world."

In 1978 there were only 55 females among New Jersey's 17,207 municipal police officers. In 1981 that number had increased to 130.

Though female officers are the exception rather than the rule in most municipalities in New Jersey, Hubert Williams Newark police director, says he makes no sexual distinctions and "place(es) women in the same type of job functions as men. They are expected to work swing shifts around the clock, and pay their dues like everybody else."

Many women interviewed admitted they were scared, not knowing what to expect, from their male counterparts or from the citizenry.

Joan Polk, a detective in the Youth Aid Bureau, recipient of her department's highest service award in May of this year said,

"Generally, they didn't think we could do the job. A lot of guys still don't believe we belong on the force."

But Off. Joseph Towe, also of the Newark PD, rode with Off. Bonita Johnson in a radio car for a year. He said he had complete confidence in his partner, although he conceded he was a "bit protective" simply because she was a woman.

Essex County Police Academy

Director said that women need to abandon traditional stereotypes, too.

"When women call up and ask questions, they act as if they are imposing on me. They may feel it's a man's world, but that's not the case anymore."

ACTIVE STATE ASSOCIATIONS

Membership Chairman Rita Ostrand reports the Wisconsin Association of Women Police has become a reality.

Meeting in Madison, WI on April 26, twenty officers approved the articles of incorporation and are now working on the by-laws.

Meetings are held the 4th Tuesday of each month. There is an hour-long training session before each business meeting. Topics discussed at meetings held thus far include Parliamentary Procedures; Collecting Evidence and Use of Anatomically Correct Dolls.

Interim officers will be replaced at the September annual business meeting, which will be held in Madison.

All of the interim officers are members of the Madison PD or the Dane Co. Sheriff's department, and meetings are held in Madison. However, plans are being made to hold meetings in various locals.

Chairman Ostrand reports that membership has doubled since the organizational meeting and of the 40 current members, 3 are male officers.

The Women Police of Michigan, INC. will hold their fall meeting in Lansing in October. Members will be meeting the legislators during this session.

For the time and exact date, contact Debbie Lynch, 6910 Tuscon Blvd, #20, Waterford, MI 48095.

Don't forget to check "Training Available" for Minnesota Association of Women Police workshop. They are offering an excellent workshop on "Three Timely Topics".

Coordinators: Contact officers of State Associations for assistance within your region.

TRAINING AVAILABLE

The Minnesota Assoc. of Women Police will hold a two-day workshop on the Duluth Campus of the Univ. of Minnesota, Sept. 15-16.

Co-sponsored by the Center for Criminal Justice Studies, "Three Timely Topics - for law enforcement officers" will be offered in cooperation with Continuing Education and Extension.

'Driving While Intoxicated'; Motorcycle Gangs' and 'Stress Management' will be discussed in the workshop.

Fees of \$38 includes the workshop, 2 luncheons and a reception as well as 12 P.O.S.T. CEU's.

A total of \$53 will include all of the above, plus 1 graduate credit in Soc5181.

If you have questions, contact Donetta Wickstrom (218)723-3235 or Terry Anderson (218)726-8113.

In South Bend, IN, the Sex Offense Services with Madison Center, will present a One-day symposium on "The Dynamics of Child Sexual Victimization" with Suzanne M. Sgroi, M.D. Dr. Sgroi is co-director of the St. Joseph College Institute for the Treatment and Control of Child Sexual Abuse.

Cost is \$40, which includes lunch, or \$25 if participant is a student.

The conference will be held Oct. 5, 8:30AM-4 PM, 1983 at the Century Center, South Bend, IN.

For further information, contact Sex Offense Services, Madison Center, P.O. BOX 80, South Bend, IN 46624; or call (219)234-0061.

Forensic Mental Health Associates will present a two-part seminar on Child Sexual Abuse with A. Nicholas Groth, Ph.D. and Suzanne Sgroi, M.D..

The program will examine the dynamics of the offender and the impact on the victim, from a clinical perspective, and of the offender and issues of identification, investigation, validation, intervention, disposition and treat-

ment. These workshops are of relevance to persons who work in mental health, criminal justice, health care, child welfare, social and protective service systems, as well as to crisis center workers, teachers, clergy and other human service providers.

Dates and locations for the remainder of 1983, and for 1984 are:

Oct. 13-14 San Francisco, CA
Nov. 2-3 Milwaukee, WI

1984

Jan 23-24 Atlanta, GA
April 5-6 Champaign, IL
May 3-4 Seattle, WA
June 14-15 Rapid City, SD
Aug 16-17 Las Vegas, NV
Aug 20-21 Calgary (Canada)
Nov 8-9 San Diego, CA
Nov 12-13 Albuquerque, NM

Two additional programs scheduled for 1983 are Sexual Assault: Rape, Incest, and Child Molestation" Sept. 29-30 in Tucson, AZ; and "The Male Victim of Sexual Assault and The Juvenile Sexual Offender" Oct. 24-25 in Florida at Walt Disney World.

For further information contact: H. Jean Birnbaum, Forensic Mental Health Associates, 3 Ireland Rd., Newton Center, MA 02159 (617) 332-0228.

"Child Sexual Abuse: Community Prevention and Treatment", a 3-day conference and workshop developed by Cornell U. with Rutgers U. will be held at the Holiday Inn at North Brunswick, NJ, Nov. 29-Dec.1.

Dealing with model programs of prevention, the last 2 days of the workshop will be of particular interest to law enforcement, mental health, and social service workers.

For more information contact: Mary Huber, Region II Resource Center, E-200 MVR Hall, Cornell Univ., Ithaca, NY 14853, (607)256-7794, or Norma Perez, New Jersey Cooperative Extension, P.O. Box 231, Cook College, Rutgers Univ. New Brunswick, NJ 08903, (201)932-9794.

"The secret of happiness is Curiosity."

Norman Douglas

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

Application for Membership and Related Services

To be completed and returned with membership dues

Please print in BLACK or BLUE ink, except the information you wish to have appear on the mailing labels for all membership publications.
PLEASE DO THIS IN RED!

First Name	Initial	Last Name
Title:		
Department/Organization/Institution		
Street Address		
City	State/Prov.	Zip/Zone
Country (if other than U.S.A.)		
Arrest Powers		
Yes ___ NO ___		
Street Address (Home)		
City	State	Zip/Zone
Country		

SPONSOR INFORMATION

Name: _____

City _____

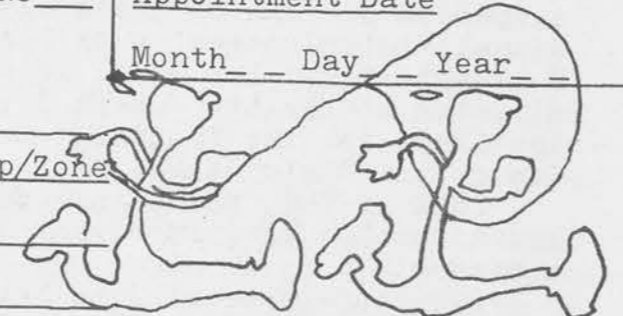
State _____ Zip _____

Signature _____

date: _____

Appointment Date

Month ___ Day ___ Year ___



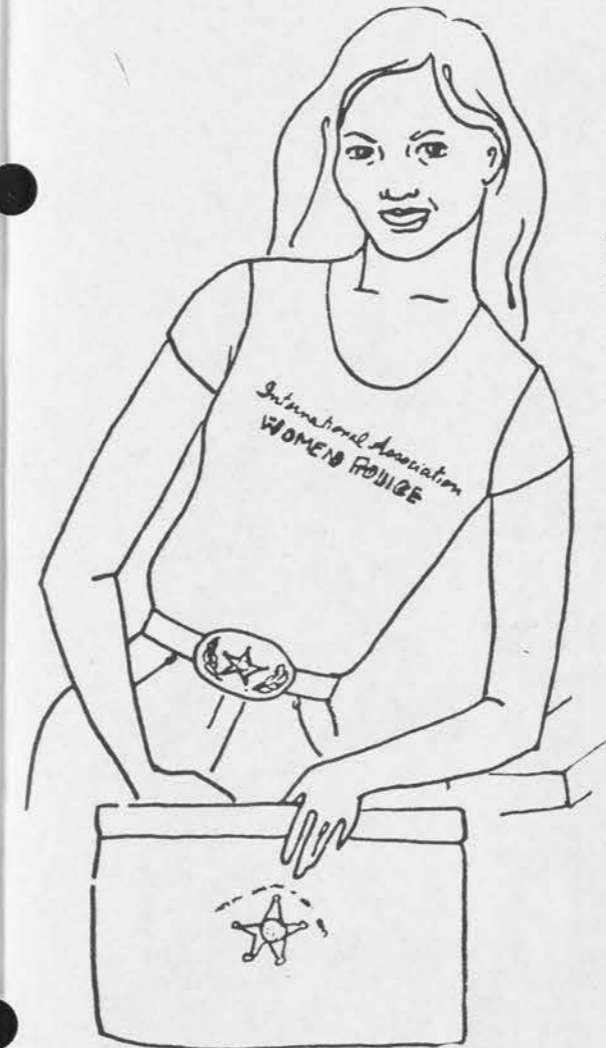
It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, amended or enacted, shall be binding on me.

Date _____ Signature _____

New Membership: \$20.	_____
Renewal: \$20.	_____
Associate: \$20.	_____
Sustaining: \$20.	_____
Life: \$200.	_____

MAIL TO:

Cathy Keys
IAWP Financial Secretary
P.O. Box 17098
West Palm Beach, FL 33416-7098



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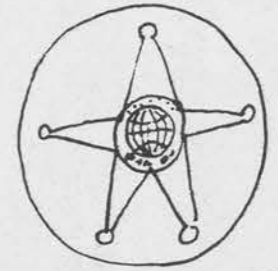
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NOTE: Items for sale
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address and a phone
number. If we are
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order, we will re-
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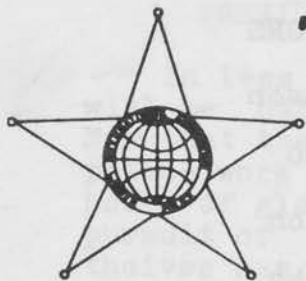
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

Volume 17 Number 4 Dec. 1983



IAWP President Mary Wamsley shakes hands with U.S. President Ronald Reagan following a briefing on the status of women in business at the White House September 22, 1983.

IAWP RECOGNIZED AT PROCLAMATION SIGNING

Mary Wamsley, President of the International Association of Women Police, dined at the White House with President Ronald Reagan on September 22, 1983. Wamsley was among sixty women serving as directors of professional women's associations who witnessed Pres. Reagan sign a proclamation honoring women in business in the U.S.

Following a briefing during the morning on the status of women in business, President Reagan joined the women for a luncheon

in the State Dining Room.

Reagan, addressing the women and the media, stated:

"Women play an increasingly important role in the nation's economy and in determining and implementing the direction of both the private and public sectors of our nation."

During his speech, the president cited the IAWP as being typical of the increased importance and involvement of women in our society.

IAWP BULLETIN

Published quarterly

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PRESIDENT'S MESSAGE

In less than thirty days, I will be halfway to retirement. Now that the naive belief that police work involves endless hours of glamour and danger, in pursuit of international jewel thieves has passed, I readily admit to days - many days - when I wish I could say that I am less than thirty days to actual retirement!

My occasional lapse into a state of ennui may be understandable, given the roller-coaster year I have experienced. The low periods were spent in emergency rooms (even as I write this I am again in a leg splint - for the third time this year!) being sutured and splinted.

Counting the high points during the last year, however, I have to include the times spent with other policewomen at meetings of the Colorado Association of Women Police, drinking coffee and eating meals with the women I work with, and getting together with members of the IAWP.

These hours, spent with other women of a common background, laughing, talking, exchanging problems and solutions, are like water to a dry plant. I find myself invigorated and refreshed, for it is my firm opinion that we are very special people.

At the opening ceremonies of the training conference in Vancouver, I said to the officers assembled: "Go out into the street, stop the first person you see, and describe the job we do. List the hours, the working conditions, the constant exposure to inhumanity that people inflict upon others; the ubiquitous stress. See if that person wants to trade places with you. Few will be willing to!"

To paraphrase Joseph Wambaugh, 'we are the mighty good shepherds to the lambs of the world'; that makes us special. When I meet women who do our very special job with dedication and humanity yet retain a sense of humor, it makes

me feel better about myself. Quite frankly, it makes me feel blessed.

To all of you who will spend the holidays working, who will have your family dinner interrupted when you are called out to the scene of violence in someone else's family, I wish you a year of peace and love in 1984.
Mary Wamsley

IAWP RECEIVES AWARD FOR INTERNATIONAL WOMAN OFFICER

Off. LuAn Lorenson, of the Minneapolis PD (MN), presented a check for \$2,500 to the IAWP Board of Directors at their fall board meeting in Vancouver, B.C. Oct. 2, 1983.

The check was a donation from Laura Jane Musser of Little Falls, MN for the "perpetuation of the International Woman Officer Award." Ms. Musser has indicated a willingness to continue a donation for this purpose as long as her interest and ability continues.

Each year, the IAWP selects a woman officer from a foreign country to come to the IAWP annual training conference to speak on issues of policing in her own country. Representatives from England, Scotland and Trinidad, West Indies, have spoken at recent conferences.

This is not the first time Ms. Musser has shown generosity to IAWP. In 1978, she donated \$1,250 to assist in the presentation of the IAWP annual training conference held in St. Paul, MN.

Ms. Musser is a dynamic woman, interested in many issues impacting on women in our society. IAWP members everywhere send our thanks and expressions of appreciation to this marvelous lady for her contribution and her support.

Through our association with women in policing from other lands, perhaps we can share information which may influence the treatment and concerns of women in the criminal justice field everywhere.



FROM THE DESK OF THE
EXECUTIVE DIRECTOR

I've been walking through the pages of Webster's Unabridged Dictionary in search of the right words to describe the 1983 IAWP Conference, which was held in Vancouver, B.C. and so wonderfully hosted by Carol-Ann Halliday and her ultra-efficient co-helpers.

It seems that Webster was limited in that area of thought! I was able to locate only two words that appeared to be descriptive of such a conference as we had in Vancouver.

Those two words are "par-excellent". Therefore, much gratitude goes to Carol-Ann, her co-workers, the city fathers and the entire city of Vancouver for a conference that shall ever live in our memories.

We were delighted to honor the Police Woman of the Year, Det. Louise Vasquez, of Miami, FL. Our hats are off to her for all of her accomplishments during the 18 years she has served with the Miami PD.

All of the conference sessions were simply wonderful. The selected subjects were both informative and timely. Closing activities, with a delightful banquet topped with the unforgettable music of the unforgettable Vancouver Police Pipe Band, was simply great!

My only regret is that the members of the IAWP who did not attend the conference deprived themselves of that wonderful experience. I hope they will appease themselves with the firm promise that they will be in attendance at the 1984 conference in Dearborn, MI.

While in Vancouver, we had an increase in membership which delights my heart. Let's keep reaching, touching, inviting and enrolling new members. There is still room for every policewoman. May your holidays be filled with warmth and love and goodness. Until next time, Much Love.

Rosie

SURVEYS AND MAILING LISTS

For the past three years, we have received numerous requests from various organizations to purchase the IAWP mailing list for surveys and advertising purposes.

For the protection of privacy for our members, we have consistently refused to do this. However, we feel there are times when input from IAWP members could have an impact on studies being conducted and on the portrayal of policewomen generally.

Therefore, this proposal was presented to the Executive Board, who agreed to put it to a vote of the general membership.

By a vote in the membership meeting, all such requests will be forwarded to the IAWP BULLETIN editor; the staff will decide as to the advisability of mailing such surveys or advertisements to the membership.

Should the decision be made for such a mailing, all material will be forwarded to the IAWP BULLETIN; the staff will affix mailing labels and a fee will be charged for that service. NO COMPANY OR ORGANIZATION WILL HAVE ACCESS TO THE IAWP MEMBERSHIP LISTS.

In the instance of a survey, however, we urge each member to reply. If you do not wish direct contact and a return address is requested, use the IAWP BULLETIN address. The staff will forward all mail to members.

We are currently negotiating with the Second Amendment Foundation for the IAWP to participate in a survey, using this method to contact members. Since the Second Amendment Foundation will be paying for this service, we are hopeful that each of you will expedite your response.

Such opportunities will help us as an organization & as individuals, to voice opinions to a larger segment of the population and to influence public opinion.

HAPPY! HAPPY! HAPPY! NEW YEAR!

IAWP RECOGNIZES OUTSTANDING
POLICEWOMAN

Louise Vasquez, 18 years with the Miami (FL) PD, was honored in opening ceremonies at the 21st IAWP Annual Training Conference as Outstanding Woman Officer of the Year.

Vasquez beamed as she was presented with a dozen red roses and a plaque commemorating the occasion by IAWP President, Mary Wamsley. She also received a plaque to present to her chief upon her return to Miami.

Vasquez, a homicide investigator for the past 13 years, said she joined the department because she wanted a job "talking to people." The ability to relate to people, to instill confidence in them and to gain their confidence is important to an investigator, Vasquez says, and adds, I guess you have to have a lot of common sense, too."

In her common sense, no-nonsense way, Vasquez poh-pooed the idea that she was in anyway extraordinary or that anyone else in her position would not have performed equally well.

But since 1972, when Miami changed from a system of merit points for recognition, Vasquez has received 30 written commendations as well as 22 awards for meritorious conduct, two of which were for "acts above and beyond the call of duty".

Selected from among 86 outstanding nominees, representing several U.S. federal enforcement agencies as well as state, county municipal and college police forces, Vasquez said, "I'm so thrilled I could just bust!"

Speaking to the 315 officers who participated in the five-day training school, and their guests, at a banquet on Thursday night, Vasquez told them she became an officer through "just a fluke".

With four children to support she had taken a job as metermaid in the city of Miami. When there was an opening on the police de-



IAWP Executive Director Rosie Mason, Policewoman of the Year Louise Vasquez and IAWP President Mary Wamsley after presentation of award in Vancouver, B.C. October 3, 1983.

partment, a patrol officer on her beat told her, then reminded her "almost daily" that "there's still one opening". Finally she applied and was accepted.

"I've never been sorry," she said.

Although her career has included some dangerous assignments, Vasquez displayed little of the paranoia or pride which often accompanies such accounts.

"The most dangerous deal I ever got into was a shootout with a robbery suspect," Vasquez recalled. "I was taking the place of a robbery victim who was being harassed by telephone.

"The guy had stolen her purse and kept calling her at home trying to make a date. I stood in. . . . made a date to meet him.

"I was wearing a wig and driving her car. When he showed up, the guy had a gun in his hand. . . . Shots were fired but, luckily, no one was hit. We caught the guy and he got 20 years."

Vasquez flew from Vancouver to New York City where she appeared on "Good Morning, America" before returning to Miami.

Marrried for a second time (to a non-police officer, she says emphatically) Vasquez has 8 children and 8 grandchildren.

POSITIVE PUBLIC VIEW

"Don't lower your standards to acquire equality," Prof. Rich Linden stated emphatically. "Women do not degrade police service in the eyes of the public, they enhance it."

Linden, of the University of Manitoba, spoke to a receptive and enthusiastic audience in Vancouver B.C. on Oct. 7 at the IAWP 21st Annual Training Conference.

Reporting on the results of a study began in 1979 on the effectiveness of policewomen, Prof. Linden said that super support from the public possibly encouraged a changed outlook in male officers. He said that attitudes of males was very negative, with fears for physical safety a major concern should they be assigned a female partner, when he began the study.

The study indicated that female officers performed patrol duties satisfactorily and in critical situations there was no difference in male and female performance. Although performance measures showed that the style of policing by women was similiar to that of their male counterparts and that supervisors evaluations were almost identical, male officers were still apprehensive.

However, by the time the study was concluded, Linden detected a change in attitudes and felt these changes were due, not to the supervisors positive attitudes, but to outside initiatives - namely, the very positive attitude of the public being served. In addition, the study revealed that partners of female officers were usually older, less educated and more conservative. However, of all males interviewed, working with female partners, 82% agreed that women should be regulars in patrol units.

The study, which was concentrated in Vancouver and the Lower Mainland of Canada, included 28 departments with a total of 17,200 officers, 459 of which were women.

Data collected indicated that women take more sick days, but that men suffer more job-related injuries, so that sick-time from work is almost equal for men and women.

The attrition rate, particularly in the RCMP, was double for women as that for men. Linden cited low morale, due to lack of administrative concern for the well-being of the officers; low expectations of advancement by the female officer; conflict with a supervisor; or conflict in personal life as reasons for the higher attrition rate among women.

Particularly among the RCMP, transfer policies increased the rate of attrition. When mobility is necessary to obtain promotions, women must consider "career accommodations" such as commuting long distances, in order to anticipate advancement.

As a result of this study, Linden dared to predict future trends. He said to expect few increases in hiring, due to tight budgets, over the next few years. However, when departments start to hire again, women should expect more support within the department, more supervision and more promotions. He cautioned, however, there would be more trouble as well as women seek promotions.

He added there would be modifications in the selection and training process, including the use of preparatory tests. He also felt there would be an emphasis on career development and that job-sharing, part-time positions and temporary leaves would be incorporated into the structure.

He predicted too, that transfer policies would change as the commitment of the organization to acceptance and change accelerated.

WORTH REPEATING

". . .all we seek is that women be promoted because they are competent." Carlin Washo, President, Colorado Assoc. Women Police.

WOMEN EFFECTIVE AS OFFICERS: EXPERTS IN INTERPERSONAL SKILLS

Senator Ray Pireau, who has spent 25 years in the House of Commons, Canada, said that women are as effective as men in policing and sometimes superior, whether in patrol or administration. He advised women to seek policy-making positions, where they can make a difference throughout the ranks.

Deputy Commissioner T.S. Verner, RCMP, who has spent 32 years in police service, said that women have been a part of police personnel for the past 100 years in Canada.

"My question was," he said, "How did we ever do without them?"

He added that women are members of the team, qualified and efficient. "It's not men versus women, but teamwork all the way."

Phillip C. Jones, director of the Canadian Police Academy, told the assemblage that in 1983 women were admitted into the Canadian Chiefs of Police, the first in that 79-year-old organization.

Women are still, in most departments, fighting bias, bigotry and discrimination, he said.

"You are expected to think like a man, but act like a lady."

Jones advised that each officer should periodically review and re-examine goals and aims. Are they still relevant, he asked.

Physical strength and stamina are no longer the most important criteria for a good police officer but interpersonal skills are. Women are experts in these skills and women in command positions have the opportunity and the ability to humanize and sensitize policing, he said.

These opening remarks were overshadowed only by the introduction of the participants themselves, 315 officers, predominantly female, from Canada, the United States, England and the West Indies.

Federal enforcement officers from both the U.S. and Canada, as well as states and provinces;

county, municipal and college police departments were represented at the IAWP 21st Annual Training Conference.

Active officers with as many as 31 years of service and as little as 2½ years, assembled in Vancouver to improve police skills, seek answers to problems and share experiences. The ranks represented - from chiefs to patrol officers - indicated that the speakers were not wrong in their assessments.

Women are effective and often superior; should be an integral part of the policing team; and in many departments are still fighting not just the battle against crime, but bias, bigotry and discrimination as well.

In reviewing the mass of material accumulated from this marvelous training school, one gets bogged down in possibilities - or bouyed up with enthusiasm.

Two who fit well into the latter category are Noreen Skagen, Asst. Chief of Police in Seattle, WA and Mary Wamsley, patrol officer in Lakewood, CO.

Addressing the conference on Oct. 3, Skagen advised every officer to make a personal assessment of capabilities and qualifications as well as an assessment of command officers. Emulate those whom you feel are doing a good job. Try to learn what motivates them; and try to discern why those who are not doing well are failing.

The qualifications for a good commanding officer, she said, will not be found in textbooks.

"You cannot memorize terms and phrases," she cautioned. "You must know them - know their meaning - and practice them in your work. Then you will be prepared when you take a test or go before the oral boards for promotion."

We, as women, Skagen emphasized, must make a commitment to furthering women in law enforcement. Make a commitment to quality in innovation. Make a commitment to style.

In considering style, we must identify strengths and weaknesses in areas of innovation; ability to

contribute; common sense and a sense of reality. Can we, as prospective command officers, identify problems? offer compromise solutions? retain perspective and still keep our personal identity?

To do this, we must learn the gamesmanship of moving up, she advised. Learn to adapt and weigh situations; consider alternatives and then select a course of action.

Above all, she said, retain a sensitivity of the situation. Though you may be deserving and competent, knowing you have earned the right to command doesn't change the frustration or agony of the other person (the men in the ranks or the male supervisor who has been passed over). Sensitivity to that agony or that frustration can often turn a potential barrier into a friend or an ally.

If you aspire to command, consider what is important to you as an individual - ego or accomplishments?

What legacy do you want to leave your department - that you fought and won or that you were a skilled administrator, sensitive to people's needs?

What are your goals for those who work for or with you - under your thumb or training for your position?

The commander who is on an "ego trip" will accomplish very little and will leave a bitter memory long after departure. But if you are sensitive to the needs of your department and the people who work for you and you train others for your position, your accomplishments will long be remembered and emulated.

Defeatism is not necessary if power is not a problem. Concentrate on your strength, not on weaknesses, and don't give mental recognition to the possibility of defeat, Skagen concluded.

Mary Wamsley, writing in the Newsletter of the Colorado Assoc. of Women Police, notes that 45% of the working population in the U.S. is female. Still, women

earn less than men, hold positions of less authority, receive fewer promotions. And it will continue thus for at least the next decade, unless there are radical adjustments in the attitudes of male manager/administrators, and of women themselves. Women must rethink their positions in employment; they must train, prepare and educate themselves to climb the managerial ladder.

"It's not a matter of women's liberation, but of equity for women and the acknowledgement that a natural resource - the competent, qualified, intelligent woman - can be unconsciously wasted through neglect. Court cases, regulations and administrative decisions have opened the doors to women. Keeping that door open is dependent upon women."

Following are suggestions Wamsley has made for keeping that door open in law enforcement.

EDUCATION - the first rung up. Traditionally, and often by regulation, women have a higher level of education than their male counterparts. In the past, many departments accepted men with high school or GED certificates while entry-level women were required to have college degrees.

Those discriminatory rules are a thing of the past, but the emphasis on education is not. Four police departments now require a baccalaureate degree for all officers; many require an advance degree for promotion.

Finish that college work you started and take steps toward an advanced degree. Course work in management, administration and business will be most valuable for you; knowledge of computers will put you several steps ahead of the pack!

Take advantage of training seminars whenever possible; those certificates of additional training will eventually have an impact on your future.

Professional associations, such as CAWP and IAWP, are important for training as well as a line on a resume, showing that you go beyond

STEREOTYPING

Debbie Ellis, recording secretary of the IAWP and president of the Oregon Association of Women Police wrote an article concerning insularism and stereotyping, which was published in the June issue of the IAWP BULLETIN.

In the pages of the OAWP newsletter, I have found another message, a follow-up, which should be food for thought for our readers.

Ellis writes:

"Remember what I said about stereotypes? Well, newsletter editor Kristi Gustafson, program committee member Mary White and yours truly participated in a panel on 'Women in Policing' at Portland Community College.

"Fully expecting to hear such adjectives as 'tough', 'macho' and 'cynical' when asking for a description of a police officer from students, we were surprised and delighted to hear, from one young person, the words 'intelligent' and 'sensitive'.

"Is it possible that our younger generation is becoming enlightened? The questions students asked were thoughtful, pointed and very appropriate.

"It is said that one or two 'generations' of a given group must cycle through the mill before true change occurs - before old concerns and barriers are laid to rest. Given the response and directness of these young people, that theory may just hold some water.

"Of course, such changes do not occur in a vacuum. Someone has to take a pro-active stance and actually do something - and it often requires only a subtle involvement.

Following are a few suggestions.

1. Join a professional women's organization. Private sector women are as fascinated by our jobs as we often are by theirs; there is much which can be shared.

Hobnob with an entrepreneur, a CPA, or a chemistry professor. Get a dialogue going and you are certain to shatter an image that is often viewed as rather myopic.

2. Subscribe - and contribute if possible - to one or more of the many professional women's magazines, Savvy and Working Woman for example. Share your point of view.

3. Volunteer for committee or task force - guaranteed an eye-opener.

4. Take a risk and volunteer some time with a trouble youth program or other such alleged 'bleeding heart' group. Remember your first encounter with the big, bad policeman? Here's a chance to set the record straight.

In other words, don't pigeon-hole yourself or allow others to do so. Expand your horizons. View yourself as a whole person and you will certainly impart that to others.

Then, perhaps, we'll be hearing adjectives like 'intelligent' and 'sensitive' used to describe police officers far more frequently.

1955: WOMEN HIRED FOR POLICE SERVICE - TRINIDAD

Asst. Superintendent of Police, Merle Bertrand, 28-year-veteran of the Police Service in Trinidad, West Indies, was one of the first 12 women accepted for police service in 1955. Of the original 12, only 3 remain, but the number of women in a force of 4,000 has increased to 299.

Supt. Bertrand, named to that position in January of 1981, is in charge of Public Relations and Welfare. She directly supervises 15 men and 5 women, but is responsible for the welfare of the entire department.

Bertrand started as a 2nd division officer (constable to inspector) and worked her way up to corporal, sergeant and into 1st division ranks as inspector. After completing exams, she was appointed to her present position.

While she has enjoyed all as-

pects of her police career, Bertrand says that as a sergeant training new officers she realized her greatest degree of job satisfaction. Watching the officers she trained move through the ranks has been most rewarding, Bertrand stated, adding that many still seek her advice and encouragement.

Bertrand said that West Indian Police follow English standards and seldom use guns, although 2nd division officers are issued weapons on a daily basis. Only 1st division officers are issued personal weapons. She added that command officers were also required to qualify on sword drill, and to carry swords in all ceremonial parades.

Bertrand said there was never a question of equal pay for women, nor of equal work.

"We went through the same training as the men, and we went out on the street at the same time the men did. There just was never a question."

Vivacious and articulate, Bertrand, underlining the acceptance of women, quoted the chief of St. Katherine's Police Department (a neighboring city):

"Women cope best with domestic problems. Send a woman and don't worry about her. She will return and most likely have solved the problem. Give me a woman anytime."

Four years after joining the Police Service, Bertrand married a classmate who was appointed a Superintendent of Police in 1982.

They have four children, all at home.



MAY YOUR HOLIDAYS BE FILLED WITH
GOOD FRIENDS, GOOD FOOD GOOD CHEER

and

"Gofer" says "Bah! Humbug!"

BRONZE SHIELDS HONOR RICH

Chief Jayne Rich, Montclair (NJ) State College, was honored in June by the Bronze Shields, a fraternity of black police officers in Newark, NJ, 30 years after she started her career as a police officer.

When she received the law enforcement award, Chief Rich said that ". .it is rare when anyone is honored by their peers. But it's especially rare in police work. I am truly and deeply honored."

Rich, a native of Washington, D. C., entered police work in 1953 after she was laid off from her job as a security claims analyst for Social Security. For a third-generation Washington family, black and middle-class, this was unheard of.

"Mom used to tell her friends that I was in government, she was so embarrassed," Rich recalls.

Rich's grandfather was one of Washington's first black lawyers, and her father, a teacher, was active in civil rights.

Rich graduated from a teachers college, but she became the first woman to go through the ranks of the D.C. police force. She was the first woman to attain a place on the promotional list for captain, through a civil service exam in which she had the highest score.

She retired from the D.C. force in 1972 and held jobs at Georgetown University as Chief of Police and the University of Pennsylvania as Chief of Staff and Security before going to Montclair in 1978.

Rich is a member of several organizations, including the Essex County Advisory Commission on Women, IACP and IACLEA. (Sje is 2nd region coordinator for the IAWP)

Alonzo Evans, president of the Bronze Shields, said "We didn't think of it as an award to a woman. She deserved it, and she just happened to be a woman."

(Condensed from the "Campus Law Enforcement Journal")



The Greater Detroit area will be the site of the IAWP 22nd Annual Training Conference September 17-21, 1984.

While the conference is still nine months away, it is not too early to start planning for your attendance. This will be an experience you will treasure.

The conference will be held outside the city, at the Hyatt Regency in Dearborn, MI, but that site is only 15 minutes away from the heart of Detroit and the Renaissance Center on the Detroit River.

Greater Detroit, SuperCityUSA has a wealth of activities, from historical mansions to fine museums to factories and festivals and recreational parks that will delight the hearts of young and old.

Belle Isle, this nation's largest urban island park, provides outdoor activities year 'round and packs in a conservatory, aquarium, nature center, Great Lakes shipping museum and a safari trail zoo, all on its 1000 acres.

The Detroit Zoological Park was the first in the country to display animals in their natural environmental settings. World renowned, the Detroit Zoo features a collection of more than 5000 animals. Only 15 minutes away from downtown Detroit, in Royal Oak, MI the zoo features a Penguinarium, Reptile House, Chimp Chow and a miniature tractor-train that circles the grounds.

For the culturally-minded, there is Cranbrook Educational Community; the Detroit Institute of Arts and the Detroit Science Center. One can discover achievements in the fields of art, history, education and science; visit the nation's fifth largest art museum and view some strange outer-space attractions.

Theater, symphony and concert performances are also available throughout the year, many of them free of admission. Top pop stars, international ballet troupes, tragedy and comedy, or the big band sound entertain packed houses at the Birmingham Theater, Meadow Brook Music Festival & Theatre, Pine Knot Music Theatre and the Royal Oak Music Theatre.

The historic mansions of auto magnates Ford, Dodge and Fisher are open for tours, and guided tours can be arranged through the area's auto plants, which have made Metropolitan Detroit the automobile capital of the world.

Henry's Ford's 56-room mansion, Fair Lane, is on the grounds of the University of Michigan-Dearborn campus. A modified English mansion, it is connected by a 300-foot tunnel to Ford's private four-story power house with a 12-car garage, generator room and laboratory.

Meadow Brook Hall, located on campus at Oakland University, was built by the widow of John Dodge. Its 100 rooms are elaborate with hand-carved panelling, silk covered walls and sculptured ceilings.

The Fisher mansion (Fisher Body and Cadillac Motors) houses the Bhaktivedanta Cultural Center. If ancient Indian philosophy is not your style, tours of the restored mansion are available for a nominal fee.

While attendance at the IAWP Training Conference is sufficient enticement to encourage many to visit the greater Detroit area, those who are doubtful might consider planning vacations to include the school and the most exciting tour available in the midwest.

We are looking forward to seeing all of you and sharing our excitement and enthusiasm. This school and this vacation spot could be the turning point in your career.

NEXT ISSUE: GREENFIELD VILLAGE
and HENRY FORD MUSEUM:

HYATT REGENCY

REGION 1

Coordinator: Kathy Robinson

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Vermont	Connecticut

Region 1 will hold a business meeting at 6 PM on Jan. 22, 1984 at the 1704 Restaurant in Dearfield, MA prior to the opening of a training seminar on Jan. 23.

"Prevention and Management of Violence" will be offered by IAWP Region 1, in conjunction with the Dept. of Public Safety of the University of Massachusetts, Amherst. For details, check "Training" column. For room rates and reservations, contact Mary Dumas (address P.2) as soon as possible.

REGION 2

Coordinator: Jayne T. Rich
New York, New Jersey, Pennsylvania

1) A New Jersey statistic:

Only 8/10 of .01% of law enforcement officers in New Jersey are women, according to a reporter from the Philadelphia Inquirer who interviewed me recently. I assured him that one of my goals is to increase the number of women in law enforcement in New Jersey.

2) Commendation: Trooper Gail Just Cornelius, the first female to enlist in the NJ State Police ('75) was instrumental in the arrest of five persons on drug possession and distribution charges after a two-week undercover operation. Trooper Cornelius made several cocaine and marijuana buys from each of the five persons during the two-week period.

3) Newark PD is using women officers who are acting as prostitutes in a crackdown on "johns". Of the "johns" arrested, 95% have been middle-aged, white males, married and living in the northern portions of Essex County and outlying counties of New Jersey.

4) Anyone with knowledge of a police department with a woman as chief is asked to forward this information to me (Jayne Rich, address, P.2 or call (201)893-5122. I need name, address and any other information available.

5) The Northeast Assoc. of Women Police (NEAWP) held an excellent one-day seminar on Stress at the University of Pennsylvania on Nov. 18, with participants from New York, Pennsylvania, New Jersey and Maryland.

We distributed IAWP membership applications and talked of the advantages of such membership. NEAWP plans to apply for affiliation with IAWP as soon as incorporation is completed.

Our "Turkey Shoot" was a great success, with 18 persons awarded certificates to be exchanged for a 10-pound turkey. The event was held as a fund-raiser for Child Abuse Prevention.

The next NEAWP meeting will be in December, combining business with a social gathering.

6) I have been appointed to the Program Committee of the National Parking Assoc.; the Training Committee of the NJ College & University Public Safety Assoc. and to the Finance Committee of the International Assoc. of Campus Enforcement Administrators.

REGION 3

Coordinator: Sylvia Bailey

Delaware	Maryland
Virginia	Washington D.C.

No Report.

REGION 4

Coordinator: Donna Pence

Georgia	North Carolina
Tennessee	South Carolina
Arkansas	

No Report.



putting in 40 hours and going home. Leaders are always involved outside the job.

REACHING DOWN FROM THE TOP to help a subordinate into the rarefied atmosphere of management is a system as old as the hills of Greece, although it is now called "mentoring".

Find a successful superior and cultivate that person. Express your desire to get ahead and your willingness to study under their tutelage. Let it be known that you want to advance but don't make the mistake of announcing your desires to the assembled multitudes and then blithely continue as before.

("Hell, she wants to be a sergeant, but she can't turn in a complete report!")

Unless you inculcate your own desires, then act accordingly, you will be self-defeating.

Watch supervisors and observe how they make decisions, how they handle people and situations. Mentally check your response against their responses.

Before asking a question, run through your mind how you would answer that question as a supervisor. Think like the person in charge and act accordingly - project a command presence without being obnoxious.

If you know the rules, regulations and codes and are willing to impart information, your peers will seek you out. Commanders know the informal leaders. Official authority is granted more readily to those with displayed command and leadership abilities. It all boils down to avoid being a 'wimp'.

GROWING UP FEMALE - the culturization of young girls in our society automatically sets up factors that inhibit success - lack of involvement in team sports; reluctance to take risks; relying on one's own ability rather than delegating and managing.

Team player - taking risks - delegating authority - all are characteristics of the manager. Studies at Purdue U, in the '70s

showed these 'masculine' traits were more valued than 'feminine' characteristics.

Yet the trend toward the Japanese philosophies of management - caring, cooperation and concern - are becoming important to progressive administrators.

For the past decade, women have been studying the management style of men, but culturization has provided the "Three C's" already. Thus, the balance between 'wimp' and 'dictator' is more easily achieved by women.

As a potential supervisor, you strive to be caring and concerned without emotional involvement; cooperative without losing control of the situation, aggressive without being heavy-handed and decisive yet flexible.

A word of caution: Don't sacrifice your femininity to wear brass. It will ultimately backfire and you will find yourself holding a cooling cigar on the outside of a closed door!

PREPARATION - Unlike private business, the most common steps to promotion in law enforcement are through a formalized testing. Oral boards, written tests and assessment centers are tools to aid administrators. But if you have been designated a potential leader, through practice of the foregoing, you may have an inside edge through support from commanders.

When you are scheduled for a written test - study, study, study! Don't ever make the mistake of taking a test 'for practice'. Word of a mediocre performance will spread faster through the department than gossip of who is sleeping with whom. It will be a black mark when you take the test 'for real'.

If you are up for oral review, contact persons who have administered oral boards; talk with them; learn what impressed them and what didn't. Ask what pitfalls to avoid. Ask for an honest appraisal of your abilities. (By now you can accept legitimate criticism, right?)

When you walk into that oral

board, go with the attitude " I am a sergeant/lieutenant" and answer the questions accordingly.

If normal procedures dictate that an officer will act one way in a given situation and a supervisor another, give the supervisors answer.

Sounds simple, but it is a major downfall for promotional candidates.

In an assessment center, you will be evaluated on all previously mentioned abilities - decisiveness, command presence, fairness - and most importantly, your ability to communicate.

While it may be difficult to study for an assessment center, you can prepare. Read material on assessment centers and particularly anything published by the group coordinating the assessment process you will go through.

BY APPOINTMENT OF HER MAJESTY
The view from the top can be heady indeed, and a current buzz phrase is "The Queen Bee" which surmises that once a woman succeeds she refuses to assist others who are striving for the top. (I got mine; you get yours!)

The entymological fact is that while the Queen Bee is number one and the hive functions to support her, the Queen's only purpose is to produce offspring for the colony - including the next queen.

So, when through competence, perserverance and dedication, you make it to the top of the heap, keep in mind the real function of the Queen Bee. In the words of "Ma" Bell, 'reach out and touch someone'.

WORTH REPEATING

"That's the trouble with women. They bring out the best in you!"

Jack Webster, moderator on a TV talk show in Vancouver, B.C., interviewing policewomen attending the IAWP 21st Annual Training Conference, Oct. 3-7, 1983, held in Vancouver.

DISTINCTIONS

Loosely adapted from "The Executive Woman" and "Womanews" this anonymous missile was entitled "How to tell a Businessman from a Business woman" and "Why".

Can our readers identify with this acute and mischievous observation of the office scene?

A businessman is aggressive; a businesswoman is pushy.

He's careful about details; she's picky.

He's a stern taskmaster; she's difficult to work for.

He's forceful and charismatic; she's domineering.

He's efficient and competent; she's compulsive.

He follows through; she doesn't know when to quit.

He isn't afraid to say what he thinks; she's opinionated.

He exercises authority; she's tyrannical.

He's strongwilled; she's stubborn.

He makes wise judgements; she reveals her prejudices.

He's prudent; she's obsessive.

He loses his temper because he's so involved in his job; she's bitchy.

He's depressed (or hung-over) she's moody, so it must be her time of the month.

He's discreet; she's secretive.

He's shrewd; she's scheming.

He's outraged; she's hysterical.

He's articulate; she's gabby.

He's curious; she's nosey.

He's a man of the world; she's 'been around'.

He's absentminded; she's scatterbrained.

He's easygoing; she's frivolous.

He converses; she gossips.

He's concerned; she's emotionally involved.

He's touched; she 'turns on the tears'.

He's oversensitive; she's thoughtful and considerate.

Without a great deal of thought how many could you add?

REGION 5

Coordinator: Pam Stanley

Florida	Mississippi
Louisiana	Virgin Islands
Alabama	Puerto Rico

As coordinator of Region 5, I congratulate Carol-Ann Halliday on an excellent and enjoyable conference in Vancouver. Attendance from Region 5 was the largest I have seen in the past six years. Growth in membership has been slow in this Region but steadily increasing.

I was excited beyond words to have the "Woman Officer of the Year" come from Region 5. Det. Vasquez, Miami PD, was selected from more than 80 nominees. In addition to being an excellent police officer, I found her a very warm, caring and generous person.

Her co-workers said that it took Louise a while to "come down from the clouds" after her award and trip to Vancouver, followed by a flight to New York City and an appearance on "Good Morning, America".

On Oct. 5, Det. Vasquez presented the plaque from the IAWP to the Chief of Police of her department. In addition, the Attorney General of Florida presented Det. Vasquez with a Proclamation signed by the Governor and the Cabinet.

This event generated a lot of news coverage, not only for the Miami Assoc. of Women Police, but for the IAWP as well.

I have been invited to attend a meeting of the Miami Assoc. of Women Police and speak on the IAWP. I look forward to meeting more women officers in the south Florida area.

If anyone living in Region 5 has news concerning policewomen, promotions, problems or other concerns, please contact me. I would like to hear from someone in each state in this region and include news from each in this column. Write; or call (305)837-3883-days; 439-1818-eve/weekends.

REGION 6

Coordinator: Lee Haynes

Indiana	Illinois
Michigan	Ohio
Kentucky	West Virginia

No Report.

REGION 7

Coordinator: Deborah Montgomery

Iowa	Minnesota	Montana
Wyoming	Nebraska	Wisconsin
North Dakota		South Dakota

No Report.

REGION 8

Coordinator: Ramona Bivians

Colorado	Kansas
New Mexico	Missouri
Texas	Oklahoma

No Report.

REGION 9

Coordinator: Myra Harmon

Canada: Alberta	
	British Columbia
United States: Idaho	Alaska
	Oregon
	Washington

No Report.

REGION 10

Coordinator: Kathy Nelson

Arizona	Nevada	
Utah	California	Hawaii

No Report.

REGION 11

Coordinator: Carol-Ann Halliday

Saskatchewan	Manitoba
Ontario	Quebec

Carol-Ann Halliday accepted appointment at the Board of Directors meeting as Region 11 Coordinator, to fill the vacancy created by the resignation of Susan Biggs.

Halliday is completing reports, following a very successful training school in Vancouver.

REGION 12

Coordinator: Gail Thomson

All other areas outside the U.S. and Canada. No Report.

THE LIGHTER SIDE

by

Dianne Bosch

Little Old Ladies have a special place in my heart. They may violate the law, but they always have such good reasons for doing so!

I was sent to work an auto accident one afternoon involving a L.O.L. (little old lady). The vehicle in front of her was making a left turn. He'd stopped to wait for oncoming traffic. The L.O.L. hit the rear of his car, then backed up and hit him again.

After doing the paper work, I said, "I can understand, sort of, how you hit the gentleman's car the first time, but for the life of me, I don't understand why you hit him the second time!"

She drew herself up to her full 5-foot-1 height and said indignantly, "He wouldn't move!"

I worked an accident once where a 72-year-old L.O.L., who had her twin sister in the front seat and her grandson in the back seat, made a right turn from the left lane. She was hit broadside by a pickup truck.

The twin went to the hospital and the child was shaken up. I asked the L.O.L. to see her driver's license. She told me "No".

I explained that I had to see it; she explained that she didn't have one.

"Mrs. Smith," I said, "you must have a drivers license to drive in the state of Texas."

"Well," she huffed, "it's the state of Texas' fault that I don't have a license. I tried to get one for forty years, but I couldn't pass the eye test. Rather shortsighted of them, don't you think?"

I was waiting in the left turn lane at a red light one day. Traffic was heavy and I noticed a L.O.L. in the traffic lane next to me looking a little perturbed. My sixth sense told me to watch out for her!

Sure enough, when the light turned green, she turned left, in front of me, from the wrong lane.

When I stopped her, I explained that at that particular intersection there was a special lane for turning left.

"I'm aware of that," she said.

"Well, then, you should have been in the turning lane to make that turn."

"I'm aware of that," she replied rather tartly.

I was getting a little upset with that L.O.L.

"If you know there is a lane for turning left and you know you should be in that lane to turn, why weren't you there?"

"Well, it's rather obvious, my dear. The lane was full!"

You can see why I love them! It always lends comic relief to an otherwise dull day!

AND THAT REMINDS ME.

Of the story my husband told! When he was on motorcycle in traffic control, he stopped a L.O.L. on the boulevard one day.

After checking her driver's license and vehicle registration, he answered her demand to know why he'd stopped her.

"Lady, you were doing 75!."

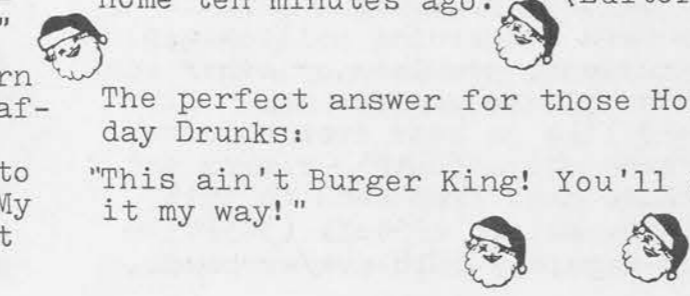
"Oh, no!" she exclaimed "I couldn't have been."

"But, lady, I clocked you, doing 75 miles per hour."

"Oh, no, officer! I only left home ten minutes ago." (Editor)

The perfect answer for those Holiday Drunks:

"This ain't Burger King! You'll do it my way!"



NEWS GROUP PRODUCTIONS
SEEKS VIGNETTES

Retired NYPD officer Frank Bolz, author of The Hostage Cop, is seeking information from policewomen regarding their activities as police officers.

Employed now with a film company, News Group Productions, Bolz is interested in developing a film on good policework performed by policewomen.

Not particularly interested in heroics, Bolz specified that acts or incidents which involves the officers powers of observation, negotiation, defusing a potentially lethal situation, use of interpersonal skills and the ability to humanize and act with compassion are of primary importance.

If interested, send a brief (1-2 page) synopsis to: Frank Bolz News Group Productions, 320 E. 34th St., Suite 1C, NY, NY 10016.

If your synopsis accepted, the company will send a writer to visit you and obtain details and write the story. You will receive a fee for this.

Then, when the story is complete, if it is selected for a film vignette, you might be asked to portray yourself on film, for which you would also be paid.

After the film has been shown, (the company hopes to interest national network TV) the film clip will be presented to the officer, to be maintained or disposed of at the officers discretion.

Sounds like a wonderful opportunity to show policewomen in action.

UNION MEETING HELD IN
HAWAII: GARNERS QUORUM

During April, 1983, a week-long Public Safety Employees Association Union business meeting was held in Hawaii. PSEA representative Trp. Susan Bell said this was the first time a quorum was present at the annual meeting for the group, formed in 1976.

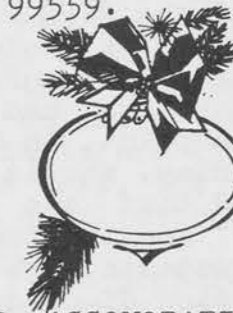
Business meetings were conducted in morning sessions, leaving

afternoons free for families to spend quality time together.

During the sessions, spouses formed an auxiliary, the purpose of which is to provide support to members and families during times of illness, death and other crises. The Spouses Auxiliary would like information if other departments have organizations similar to this.

A group fare that included transportation and lodging was arranged for members and families. Expenses incurred by members and spouses are tax deductible.

If your union would like to conduct this type of tour/business session, contact PSEA representative SUSAN R. BELL, P.O. Box 1347, Bethel, AK 99559.



WANTED: ACCOMODATIONS

Phyllis Henry, former IAWP recording secretary who resigned her post to pursue her education, is seeking housing in the Washington D.C. area from Jan. 15 to May 15, 1984, while she interns at the Police Foundation.

Ms. Henry would like to share an apartment with, or acquire room and board in the home of, a police officer (female) in the D.C. area. Such accommodations must be accessible by bus to the Capitol complex and the Police Foundation.

Ms. Henry would also like to contact as many female officers in the Washington D.C. and surrounding areas as possible during her stay.

If you have a room available, or would like to share an apartment, or are are willing to talk with MS. Henry during her internship, please contact her, sending name, address and telephone number to: Phyllis Henry, 1103 Pickert, Iowa City, IA 52240.

AWARDS AND COMMENDATIONS

Det. Kathy Burke, of the Major Case Squad, NYPD, with her partner, Off. John Gaspar, apprehended an escaped prisoner who was a bank robber suspect as well, after they saw the 6-foot-7, 230-pounder walking along Eight Ave. late one afternoon last summer.

Det. Burke, who is only 5-foot-1 said the suspect was armed with "a very large, impressive knife". Burke had arrested the same suspect three years earlier in another incident.

Officer Lisa Hanley and her partner John Kelhetter, both June graduates of the NYPD Police Academy, arrested two looters who came barging out of a Brooklyn discount store that had just been robbed at gunpoint, in October.

Off. Hanley, who is only 5-foot-2, said that she yelled "don't move" and the two men stopped. The suspects were apprehended with bundles of corduroy jeans.

(Syracuse, NY) Just because she's 4-foot-9 and 85 pounds doesn't mean Dep. Annette Zella is a "push over". The 20-year-old Onondaga Co. sheriff's deputy is the shortest of 380 officers in the department.

Recently, responding to a family disturbance call, a man much larger than she began laughing. "What's this, some sort of a joke?" he asked, nodding to Zella. "Is this the best they have to offer?"

Two minutes later, Zella said the man was on the ground, in handcuffs.

"He wasn't laughing anymore!"
(from Iowa Assoc. Women Police)

Arrests were made on Dec. 2 at the University of Massachusetts, Amherst, following an investigation initiated by Mary Dumas, Staff Ass't. to the Director of Public Safety of the college.

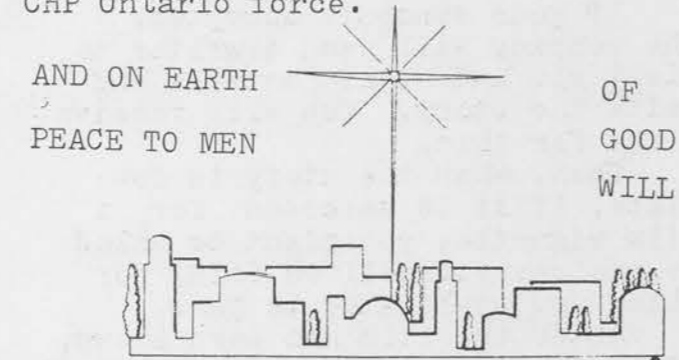
The arsons, which had terrorized students in the dormitories

for months, had been under investigation by the FBI, State Fire Marshall, the Local Fire department and the State Police.

Linda Cherry, Chairperson of the Iowa Assoc. of Women Police and Editor of that association's newsletter, has been busy with welcoming speeches to various law enforcement groups meeting within the state. She says she has been warmly received; has actively recruited with success, and has "Opened a few more eyes to the fact that the IaAWP is not a feminist organization nor a group of Women's Libbers!"

When Patricia Sherer-Baker graduated from the California Highway Patrol Academy in September, her husband, CHP officer Ronald Baker, pinned on her badge.

The Bakers are assigned to the CHP Ontario force.



The Maine State Police are under a consent decree to offer jobs to women who passed the written test for trooper, but were screened out by physical agility tests in October, '81 and in June, '82, and to hire up to six of them on a priority basis.

The state also agreed to modify the physical agility test to remove any adverse impact against women. New tests includes six factors: push a standard-size test vehicle 12 feet; climb a flat-bed truck; simulate rescue of an injured child from a schoolbus; carry one end of a stretcher bearing a 175-pound mannequin for 200 feet; do 45 sit-ups in 2 minutes and run 1 and one-half miles in 15 minutes.

A CORNER ON THE LAW

The Michigan Supreme Court has ruled that a vehicle stop can't be prolonged on a hunch about an unrelated crime.

In the People v. Burrell, 10/17/83, police in Michigan received a stern warning against extending an otherwise legal stop of a motorist based on vague suspicions.

Here, the officer's suspicions were initially aroused when two black defendants were travelling in a white neighborhood in which several robberies had been committed by two black men.

Stopped for defective exhaust, the driver was ticketed only for operating a motor vehicle without a license. Instead of releasing the defendants at that point, the officer detained them both while a check was run on the passenger, whom the officer suspected was lying about his identity. During the wait for this information, evidence was found in the car linking both men to a nearby robbery and both were arrested.

In ruling the evidence must be suppressed, the court rejected the argument that even if the passenger's detention "was illegal under a reasonableness standard, the evidence against him is derived from a constitutionally reasonable detention" of the driver. The legality of the original detention evaporated, the court insists, once the driver was ticketed; what occurred here really constituted two separate detentions. As soon as the decision was made to hold the defendants until the passenger's proper identity could be discovered, the second detention began. At that point, the detention of the driver became linked to the passenger's detention and the legality of both pivoted on the reasonableness of holding the passenger for an identity check.

However, the passenger was under no obligation to give his name to the officer in the first place, the court declared. More-

over, the officer did not have a "reasonable and articulable suspicion" that the passenger was involved in any criminal activity. Thus, his detention was clearly unreasonable. In effect, the court observed, the police here "had the 'criminals' and were looking for the crime".

The Arkansas Supreme Court, in Collins v. State, 10/24/83, decreed that an affidavit issued did not demonstrate probable cause, because it failed to give a clue as to when the offense occurred.

An informer tells a deputy sheriff that he has seen marijuana plants in the defendant's residence and is told that a warrant cannot be obtained unless he (deputy) knows the plants are still there. Later in the week, the informer returns and says defendant still has the plants.

A warrant was prepared which said, in part, that informant "told me he had seen marijuana growing in subject's home. ." then goes on to allege that the informant has given reliable information in the past. Nowhere does the affidavit say when the informant made his observations.

Although the warrant was issued and the subsequent search netted 347 marijuana plants, the Arkansas Supreme Court suppressed, saying that certain basic information must exist to support an inference which a magistrate may draw. The time during which the criminal activity allegedly occurred is such basic data.

In other cases, statements that contraband was 'now' in the suspects possession or had been "recently" seen in the place to be searched provided a basis for an inference to be made. There was nothing in this affidavit to indicate a time frame when the informer saw the marijuana growing.

MERRY CHRISTMAS!!

AVAILABLE TRAINING

The Massachusetts Dept. of Mental Health, in conjunction with the University of Massachusetts Dept. of Public Safety and the IAWP, will sponsor training sessions and seminars on "Preventing and Managing Violence" Jan. 18-20 and Jan 23-27, 1984.

The eight-day institute offers nine individual seminars and two levels of physical skills training. The seminars address contemporary issues associated with violence; physical skills training offers intensive practice in "Applied non-violence; Self-Defense and Humane Physical Control".

Novice training gives you the confidence and physical ability to respond to conflict situations; instructor training allows you to become a trainer for your agency.

Sessions will be conducted by Dr. William Paul of San Francisco State U. and Ms. Dale M. Jones of the Massachusetts Dept. of Mental Health.

For registration forms and further information, contact New England Non-Violence Institute, Registration Office, Division of Continuing Education, U. of Mass. Amherst, MA 01003

IAWP members contact Mary Dumas as soon as possible for special rates on motel rates. (Address P.2)

STREET SURVIVAL SEMINARS: 1984

Seminars designed exclusively for law enforcement personnel. Realistic and relevant, the two-day seminar is geared to today's officer and today's problems on the street. A fee of \$65, tax deductible, is required in advance with registration.

- Columbus, OH Jan. 6-7
- Tulsa, OK Jan. 10-11
- Phoenix, AZ Jan. 16-17
- Los Angeles, CA Jan. 22-23
- Houston, TX Feb. 4-5
- St. Louis, MO Feb. 8-9
- New Orleans, LA Feb. 17-18
- Eugene, OR Feb. 27-28
- Pocatello, ID Mar. 2-3

- Fort Dodge, IA Mar. 12-13
 - White Plains, NY Mar. 16-17
 - Dallas, TX Mar. 24-25
 - Flint, MI Apr. 2-3
 - Las Vegas, NV Apr. 11-12
 - Pittsburgh, PA Apr. 28-29
- For registration forms, contact Calibre Press, Inc. 666 Dundee Rd. Suite 1607, Northbrook, IL 60062 or call (312)498-5680

In addition to dates published in the September issue in this column, Forensic Mental Health Assoc. will conduct two-day seminars on "Sexual Assault" and "Child Abuse: Assessment & Treatment in: Miami, FL Jan. 19-20
Oklahoma City, OK Mar. 22-23
Omaha, NE Jul. 26-27
Salem, OR Sept. 13-14

* Nicholas Groth will also be conducting a one-day seminar in South Bend, IN on Feb. 27, 1984. His topic will be the "Juvenile Offender and Male Victim".

For further information or registration contact: Forensic Mental Health Associates, ATT: H. Jean Birnbaum, 3 Ireland Rd. Newton Center, MA 02159

Continuing Legal Education credits have been applied for in Arizona and Wisconsin. Plans re underway to apply in other states also.

HURRY! Time is short! On Jan. 4-18, 1984, the Ocean County College New Jersey, is conducting a two-week study of the English Criminal Justice System, its historical development, operational procedures and polices and the significance of this system to American Criminal Justice.

The group will leave JFK Airport, NY, on Jan. 4 for London, England where they will visit the City of London Police, Scotland Yard, Surrey County Constabulary, the Old Bailey, Bow Street Magistrates Court, Juvenile Court and a number of penal institutions.

Students will have an opportunity to sit in on court sessions, observe the English Constable on patrol and discuss the rehabilitation process with guards and pris-

oners. The tour/study group will return to New York on Jan. 18.

Three academic credits are granted upon successful completion. Non-students may audit the course on a non-credit basis, though tuition fees are required.

For information/registration contact: Frederick Hinte, Ass't. Professor, CJ Program, Ocean County College (201)255-4000.

MIM Management Centre, Winnipeg, Manitoba, Canada, offers an excellent 9-week course in the "How To of Supervisory Management." Designed for first-or second-line supervisors in industrial, service or public organizations, this is an excellent course for newly appointed supervisors or those being considered for promotion to a supervisory level, or for anyone who wishes to improve skills in directing the work of others.

Fees for the 9 sessions, held on Wednesday evenings, Jan 25-Mar. 21, 1984, will be #335. For registration/information call: George Heaton (204)475-9810.

The Women's Access Program, operating out of the Justice Institute of British Columbia, have forthcoming programs which include: Career Obstacles and Options; Women and Management; the Prevention of Child Sexual Abuse; Programs and Networks; Support Staff and Workplace Blues; Creating a Satisfying Work Environment in the '80s; Pornography and Public Safety; Female Workers in the Criminal Justice System; Ending Dead-Ending; and An Orientation to Supervision and Career Advancement for Senior Support Staff.

For information and registration, contact Susie Walsh, Women's Access Programs Coordinator, Correctional Services or Canada, Staff College, 200 - 32335 Fletcher Ave., Mission, B.C. Canada.



IAWP REGION 8 and the Colorado Association of Women Police will host the spring Board of Directors meeting in Lakewood, CO at a training conference scheduled for April 4-6, 1984.

This regional conference will feature split-level training, geared to supervisor/management level and to patrol/investigations.

Rooms will be a flat rate of \$45 for the conference, so plan to bring a co-worker and share expenses.

For registration/information, contact Mary Wamsley (address, p.2) or call (303)388-0608.

JOB OPPORTUNITIES

The University of Massachusetts at Amherst is recruiting police officers to create a two-year employment list, from which positions will be filled as vacancies occur. Targeted areas for employment are for qualified female applicants. Testing will begin early this spring.

If interested, contact Mary Dumas, Staff Assistant to the Director of Public Safety, Univ. of MA Amherst, MA. 01003.

OF SPECIAL INTEREST

Frequently, we receive notices from departments which are accepting applications and request our assistance in publicizing vacancies, but the closing dates expire before publication of the IAWP BULLETIN. We regret this.

If any member is interested in relocation, and would like to share this information with us, perhaps when material is received that has a deadline before publication, we could forward such information directly to the member. Send name and address, and area or particular interest, if any to the IAWP BULLETIN.

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

Application for Membership and Related Services

To be completed and returned with membership dues

Please print in BLACK Or BLUE ink, except the information you wish to have appear on the mailing labels for all membership publications.
PLEASE DO THIS IN RED!

First Name _____ Initial _____ Last Name _____

Title: _____

Department/Organization/Institution _____

Street Address _____

City _____ State/Prov. _____ Zip/Zone _____

Country (if other than U.S.A.) _____ Arrest Powers _____ Date: _____

Yes ___ No ___ Appointment Date _____

Street Address (Home) _____ Month ___ Day ___ Year ___

City _____ State _____ Zip/Zone _____

Country _____

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, amended or enacted, shall be binding upon me.

Date _____ Signature _____

New Membership: \$20. _____

Renewal: \$20. _____

Associate: \$20. _____

Sustaining: \$100. _____

Life: \$200 _____

SPONSOR INFORMATION

Name: _____

City: _____

State: _____ Zip _____

Signature _____

MAIL TO:
Cathy Keys
IAWP Financial Secretary
P.O. Box 17098
West Palm Beach, FL 33416-7098



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large, ~~X-large~~. \$6.00

belt buckles
silver or gold tone
belt buckle, small
\$4.00; large \$6.00

brief cases
snap top envelope
style brief cases
in royal blue or
leather brown
vinyl. \$5.00

IAWP
COP SHOP

NOTE: Items for sale
to IAWP Members only
When ordering, please
include complete
address and a phone
number. If we are
unable to fill your
order, we will re-
turn your money.

SPECIAL BUY!

Key Chain/Self Protection
Tool



Only \$3.00 while supply lasts!

GOLF TEE
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Beige
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\$15.00

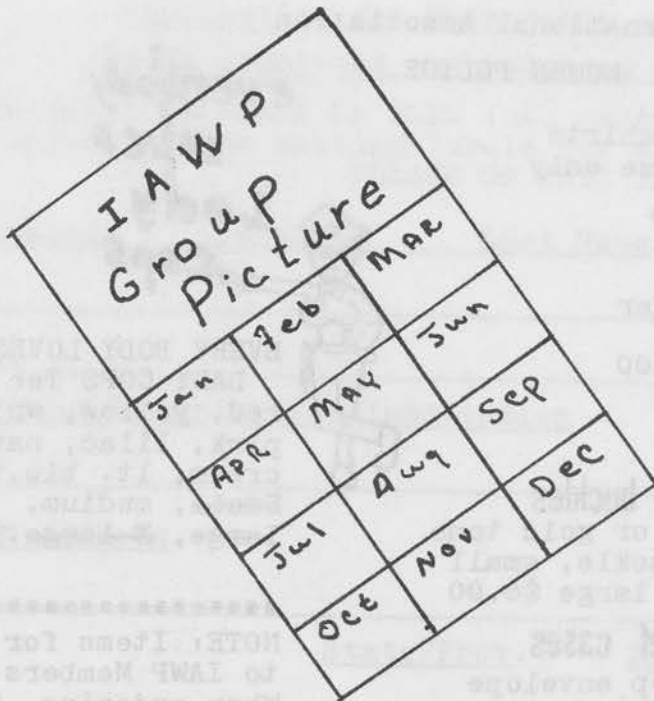


MAIL ORDER TO: MARY DUMAS, Box 224, Montague, MA 01351 TX: (413) 367-2139

ITEM	Color Choice 1	Color Choice 2	Size	QUANTITY	Price

Sub-Total \$
Postage \$ 2.00
Total \$

NO CASH! CHECK OR MONEY ORDER ONLY -23-

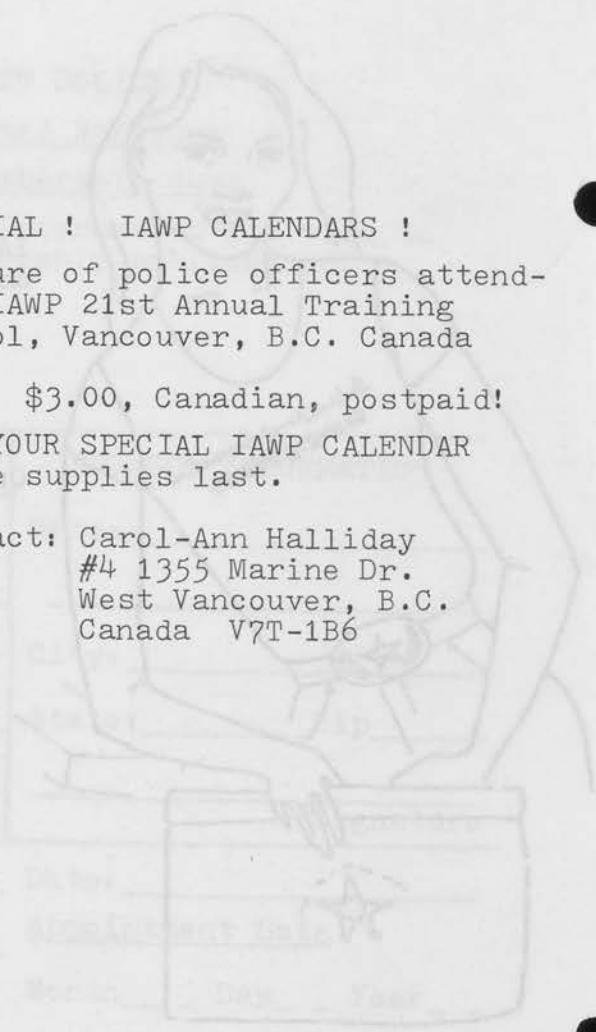


SPECIAL ! IAWP CALENDARS !

Picture of police officers attending IAWP 21st Annual Training School, Vancouver, B.C. Canada

ONLY \$3.00, Canadian, postpaid!
GET YOUR SPECIAL IAWP CALENDAR while supplies last.

Contact: Carol-Ann Halliday
#4 1355 Marine Dr.
West Vancouver, B.C.
Canada V7T-1B6



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A. Vance Stickley, Editor
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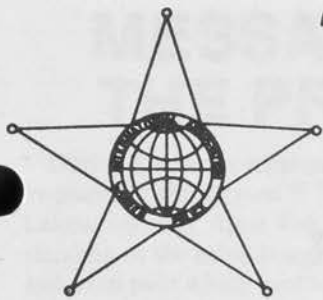
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

VOLUME 18, NUMBER 1, MARCH 1984



Hyatt Regency Site of 22nd IAWP Conference

Elegance . . . Comfort . . . Warmth . . . All this and more is embodied in the Hyatt-Regency in Dearborn, MI, site of the 22nd IAWP Annual Training School, September 17 through 21, 1984.

Located in Dearborn in the Fairlane Town Center, it is only ninety seconds away from Fairlane Shopping Center by free mono-rail; five minutes if one chooses to walk to the more than 130 stores, shops, restaurants and theatres.

There are shops and restaurants in the Hyatt-Regency too, and a beautiful swimming pool/lounge area so that it is not even

necessary to leave the premises. Spacious meeting rooms, a beautiful banquet room and cozy, comfortable guest rooms will be at the disposal of IAWP members during the five-day conference.

Make plans now to join officers from Canada, Europe and the United States. Take advantage of five days of excellent training arranged by Conference Director Judy Eckstein and her committee.

If possible, plan extra days to visit the cultural centers and recreation areas in and around Dearborn and Greater Detroit.

IAWP BULLETIN

Published Quarterly

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DUES NOTICE ENVELOPES ENCLOSED

Please note: Dues envelopes enclosed in this issue, contains requests for new information.

As you recall, we are going to a computer and information, such as department name, both work and home addresses, plus both phone numbers, is needed to update the file. This will allow us to properly break down the mailing list by region, city, type of department, etc.

PLEASE take the time to include all the needed information. Once your dues reach Pam Stanley, she will forward to us the flap from the envelope to be programmed into the computer.

THANKS!!!—Gopher

MESSAGE FROM THE PRESIDENT

During the past several months, I have been totally immersed in planning the Region 8 Training Conference, to be held in Lakewood, CO April 4-6. I have acquired a definite understanding of the mind-boggling amount of the effort, resources and even pain which evolves, finally, into a conference. I feel that I have joined a religious order! All of my time has been devoted to this affair!

I personally applaud all conference directors—past, present and future—for their dedication.

On the subject of training conferences, I am hoping to see all of you in Michigan, September 17-21. Don't come alone—bring a friend. In 1982, two women from Colorado attended the Minnesota Conference. Last year in Vancouver, twenty-one women from Colorado were present. One or two persons can do a lot.

So often we hear "What can the IAWP do for me?"

The IAWP can provide the networking so sorely needed by women in law enforcement. IAWP can end the isolation felt by so many women who are the only females on their shifts, or in their departments. IAWP provides role models for other female officers. IAWP provides direction—training—professional contacts—professional goals.

So get involved in the IAWP—give to the organization your time, talent and support. Encourage fellow officers to participate.

Your rewards will be ten-fold, for as the organization grows, so will all of the advantages listed above.

The board meeting will be held April 7, following the Region 8 Training Conference in Lakewood, CO. All members are welcome.

For all whom I don't see in Lakewood, I'll be looking forward to greeting you in Dearborn, MI in September.

FROM DESK OF THE EXECUTIVE DIRECTOR

Greetings.

While the country has suffered from the worst winter in recorded history, IAWP members have continued efforts to increase membership. From my mail and the number of inquiries I receive each month, I am delighted to say these efforts have not been in vain.

I have attempted to answer each inquiry, or direct it to the proper person to make reply. I commend each of you for outstanding work on behalf of IAWP, particularly those board members who have devoted so much time in addition to their regular duties, to promote the IAWP.

I am bitterly disappointed that illness in the family prevents my attendance at the spring board meeting, and the marvelous seminar which the CAWP has scheduled at the same time.

However, I will look forward to reunion with the total membership in Dearborn, when we meet there for the 22nd IAWP Training School. Conference Director Judy Eckstein has organized a tremendous program, and I am looking forward to September.

Much Love, Rosie

A NEW LOOK

We hope that you enjoy our New Look. The change from newsletter to magazine is costly and we are asking for your assistance. We need advertisers!

I'm sure that each one of you come in contact with Uniform salesmen; talk with them about placing an ad in the IAWP BULLETIN. Look toward companies which deal with items directly related to women. Some uniform items need to be tailored especially for women. These companies need exposure for the extra effort they spend in designing these items. We can give them concentrated exposure.

Also, look around the site of the annual school for businesses that will be directly affected by the school, such as restaurants, gift shops and other local merchants. You might drop the figure of \$200,000 to \$250,000 on them. In a small survey in Vancouver, it was found that this was the amount spent there in the week that officers were attending the IAWP Training School.

Should any contact you make show interest, have them contact me by telephone or letter. Or you can call/write and I'll follow-up on any leads you provide.

It's not too late to advertise for '84 and it's the right time to lay the ground work for '85 and '86. Maybe we can put a package together for Air Fare in '85 from a few major cities.

Also, when you see the ad in the magazine, drop a note to the advertiser and let them know.

Looking forward to seeing each of you in Dearborn.

Bruce ("Gofer")

DOING THE CHORES LEADS TO SUCCESS

Writing is not an easy task. Putting words on paper and forming coherent thoughts, or conveying ideas to others in an understandable fashion, often means writing, then re-writing. It means hours of "applying the seat of the pants to the seat of the chair", even when not in the mood. Writing is not inspiration—it is work! But I enjoy writing.

Having said all of the above, I must add that I sympathize with all of you who have been asked to write columns to convey information concerning your region, or within your area of expertise, when I realize that many tend to view writing as a chore to be avoided at all costs.

But we all have ideas, which shared, may open new avenues of thought, solve a problem for another member, answer questions we never thought to ask, or become a resource for greater development. So often, what we take for granted as common knowledge, may be total confusion for someone else. So, sharing information as well as problems clears that confusion.

If you have thoughts which might be helpful, or just amusing, write to us. On the back of a report form—a piece of scrap paper—a paper napkin!

The success of the IAWP BULLETIN and the IAWP does not depend on the Editor, the President, or the Executive Director. Success depends on YOU. We are here by your vote of confidence—we will succeed only as long as we have your support!

Progress has been great in the past ten years. We'll go a lot further in the years ahead if each member makes a special effort to contribute.

We expect to hear from members, and hope to see you all in Dearborn.

Policies Adopted By Board Of Directors

Procedures for mailings were adopted by the Board of Directors at a meeting on Oct. 2, 1983 in Vancouver, B.C. For the enlightenment of our members and particularly regional coordinators, these procedures are listed below.

For Mailing Lists

- A. Each regional coordinator will be responsible for obtaining the name and address of the following people:
 - 1) all members of state associations;
 - 2) all identified women police officers in each state;
 - 3) all other interested police officers and potential associate members;
 - 4) every Chief Law Enforcement Administrator (C.L.E.A.) of every department which has women officers.
- B. Each regional coordinator will be solely responsible for forwarding one set of C.L.E.A. labels to the designated vice-president in charge of the Police Woman of the Year Award.
- C. Each regional coordinator will be solely responsible for forwarding one or two sets of the balance of labels (as required) to the yearly conference director.
- D. To assist the regional coordinator, the following procedures will be instituted:
 - 1) a representative in each state or province will be appointed by each regional coordinator to compile the lists as set out in (A);
 - 2) these lists of names and addresses will be typed on plain white paper (using a typing guide such as those provided by AVERY self-adhesive address labels);
 - 3) the original lists will be mailed to the regional coordinators on request. The regional coordinator will make Xerox mailing labels from the original lists and return the original lists to each state representative for continual updating and additions.
- E. The cost of mailing and/or purchasing labels will be absorbed by the IAWP. Each regional coordinator will be responsible for submitting receipts to the secretary/treasurer for reimbursement.
- F. A second set of C.L.E.A. labels will be sent to the Conference Director for her final mail-out.

Mailing for Police Woman of the Year

- A. The president will appoint a vice-president to handle the Police Woman of the Year Award.
- B. The vice-president will obtain a list of C.L.E.A. mailing labels from each regional coordinator.
- C. The mail-out to each C.L.E.A. will include the following:
 - 1) an explanation of the award;
 - 2) the procedures for submitting nominations;
 - 3) a brief summary of the Association;
 - 4) information of that year's conference and dates;
 - 5) encouragement to send female officers;
 - 6) a copy of the 'advance' conference notice.
- D. The mail-out will be done no later than May 1st of every year.



Sheriff Richard P. Wille, (center) Palm Beach Co., FL, displays the plaque presented by Region 5 Coordinator Pam Stanley, in recognition of his "efforts to further the cause of women in law enforcement." IAWP Treasurer Cathy Keys is on the left.

REGION 8 TRAINING CONFERENCE LAKEWOOD, COLORADO APRIL 4-6

APPROVE? DISAPPROVE?

The decision made, and sentences handed down, in Fall River, MA will affect you and me, as women and as officers, for years to come!

Support Judge William Young, Superior Court, Fall River, MA, (or voice your disapproval) with a letter! NOW!

THE LIGHTER SIDE

By Diane Bosch

The call was given to her as a drunk disturbance at Sharon's, but she knew it was "moose" just having a productive Saturday night. She'd heard of how he turned into a 6'3", 200-pound bulldozer when he'd had too much to drink. Now she had the call with no back-up available!

She walked into the bar and there he stood, a drink in one hand an unlucky, short cowboy under the other arm. He shot her a killing look and told her to mind her own business unless she wanted her head separated from her body.

"Now, Moose, you put that little fellow down and come with me."

"You and who else is going to make me?" he yelled at her.

"Moose, let me explain it to you this way. It looks like you and I are going to have to tussle over this. Before we do, there are two points I'd like to make to you. First, if we get into a fight and you beat me up, what are you going to tell your friends? You'll look real big, beating up a woman!

"Second, what if we get into a fight and I beat you up? What are you going to tell your friends? You'll look really big being beaten up by a woman! Either way it goes, I think I'll be the winner."

Moose got a real hurt look on his face, dropped the poor little cowboy and said,

"Aw, Shucks, Ma'am! You really know how to hurt a guy!"

He left the bar with the officer, meek as a lamb!

POLISHING THE SKILLS BEHIND THE BRASS:

A Law Enforcement Workshop/Seminar

The IAWP 22nd Annual Training Conference will be held in Dearborn, MI, September 17 through 21, 1984 at the Hyatt-Regency.

Workshops will include *Practical Self-Defense*: a hands-on experience; *Weapons Familiarization* which will include making safe weapons an officer encounters on the job and on the street and proper handling of weapons for evidence. There will also be *Practical Application of a Crime Scene Search* conducted by the Michigan State Police. This will include methods of retrieving and processing evidence at the scene, and acceptable evidence required by the prosecutor's office. *Management of Abnormal Personalities* as well as *Vicarious Liability and the Use of Deadly Force* should prove of great interest to most police officers.

The program will also include *Traffic Accident Investigations*, *Child Abuse* and *Homicide Investigations*.

Dr. Mirchandani, associate Medical Examiner of Wayne County, MI, will present *Death Investigation*, which will include traffic deaths, homicides, suicides and accidental deaths and how to establish cause when there is doubt as to cause.

Dr. Gordon Blush, early on in this conference, will conduct a Personal Assessment Evaluation, which will help teach each of us to concentrate on areas which are of greatest interest or need.

Second Shooting Competition

The second IAWP Shooting Competition will be held in Dearborn, organized and conducted by Sgt. 1 Louis J. Nardi, of Center Line (MI) PD.

Nardi is a Professional Firearms Instructor and Training Specialist, certified by the NRA and MLEOTC. He is a state and national champion in pistol competition on the combat course.

This shooting competition will use the Combat Course, with police service revolvers. No magnum ammunition will be used and the maximum distance will be approximately 50 feet.

Response to the shooting competition was excellent when first held in Chattanooga, in 1982. It is not too early to get out on the range and begin practice, if you are interested in competition.

Expenses

Registration fees for the Conference will be \$100 for the five days of exciting experience and information. For those unable to attend the entire session, a fee of \$25 per day will be assessed for the days in attendance.

The Hyatt-Regency has quoted excellent rates for rooms at \$65 per room, per night, double or single, plus applicable taxes.

If anyone planning to attend and would like to share a room to cut expenses, the conference committee will assist in matching requests with other participants at the conference.



TOPIC: SEXUAL HARASSMENT

Susan Winshall, J.D., attorney in Warren, MI, will highlight opening day of the 22nd IAWP Annual Training School, discussing Sexual Harassment and Sexual Discrimination as it applies to policewomen.

Ms. Winshall will define sexual harassment (when is it 'just one of the boys?' When has it gone too far?') and discuss the need for litigation.

Accessing a computer hook-up, Winshall will also be prepared to discuss laws concerning this volatile subject as defined throughout the country.

Winshall is well qualified to address sexual discrimination and harassment. She has represented more than a dozen women in Michigan in such suits, and currently has fourteen cases pending, and at least one pending in federal court.

Say Yes To Michigan —Anyway!

Dear IAWP MEMBERS (and non-members)

If you are considering attending the training conference in Dearborn September 17-21, don't let finances stop you.

The women on the Detroit Police Department have opened their homes to anyone who wants to attend the conference, but financially, cannot afford all the assessments that go with it.

If you need lodging, contact: Diane Bargagna, 16827 Glastonbury, Detroit, MI 48219.

Sincerely
Diane

NIGHT WATCH

Black turns blue—and blue is pink-tinged gray.

The City sleeps

While gray streets, white with new snow

Runs red with blood—warm in a cold wind

And stilled exhausts of tangled cars.

I taste the salt of tears

And know that they are mine.

My partner lies pinned

In crushed metal and still spinning rubber

The City sleeps

Through screaming sirens and whirling red lights

That won't turn off in my head.

Black headlines read

OFFICER INJURED ENROUTE TO BURGLARY

White against the pillow, my partner reads

"Convicted of Criminal Trespass: sentence suspended"

As I watch his face

The City sleeps

And red lights explode in my head.

A. Vance Stickley

HENRY FORD MUSEUM AND GREENFIELD VILLAGE

When he built this very American museum, Henry Ford had a particular objective in mind. He wanted to create one that would contain artifacts not usually found in museums and use them to show how profoundly and how rapidly life in America changed because of the technological innovations of a few people.

"When we are through," he said, "we shall have reproduced American life as lived; and . . . a better and truer impression can be gained than could be had in a month of reading."

Behind Henry Ford Museum's facade, the center portion being a duplicate of Philadelphia's Independence Hall, lies an awesome array of 12 full acres of collections, ranking among the world's best.

With the help of knowledgeable interpreters—or strictly on your own if you prefer—you can trace the changes technology has wrought through the everyday tools and implements Americans used.

Plows from the crude early wooden variety to the stronger cast-iron models, right up to the modern tractor plow are displayed.

Washing appliances, from a simple wooden clothes pounder to an 1850 hand-cranked model through the 1950s electric labor-saving models illustrate technology in the home. The domestic life exhibit vividly demonstrates changes in American homemaking from the 17th century to the 1950s. You actually walk through the years and see how innovation and mechanization liberated women from spinning wheel, washtub and open hearth.

Transportation methods, from canoes and Conestoga wagons, to cars and aircraft, form a fascinating display. The world's most historically significant collection of American autos is here. Nearly 200 of them, including a steam carriage built in 1865, the Model T that Henry Ford introduced in 1909, a 1923 Stutz Bearcat, Franklin D. Roosevelt's 1939 "Sunshine Special" and the 1961 Lincoln in which JFK was riding on Nov. 22, 1963 are for your viewing.

Looking at these displays and hundreds of thousands more items will help you more easily relate the life of yesterday to the world of today.

You can see the shawl President Abraham Lincoln was wearing when he was assassinated, as well as the program he was holding and the Victorian rocking chair in which he was sitting at the time. The rocker is only one piece of a collection of furniture that ranks among the nation's finest.

The world's largest collection of steam engines is housed in the Museum, as well as an outstanding collection of airplanes and bicycles.

The museum's lighting collection presents the story of illumination in America, from candles, rush lights and lard oil lamps to the first practical incandescent bulb invented by Thomas Edison.

A special section of the museum is set aside for hands-on activities. Visitors can get a real idea of what it was like living in an earlier time. Here, changing exhibits will give you the opportunity to enjoy such activities as pedalling a high-wheel bicycle, using a telegraph key or operating a flatbed printing press.

Free parking is available. Regular admission is \$8 per adult and \$4 per child. Children under six are admitted free. Group rates and package rates are available by advance reservation.

GREENFIELD VILLAGE, the outside portion of this fabulous walk through history, comes to life on 240 acres in many restored and appropriately furnished buildings.

In 18th century homes, life centered around the hearth, implements were hand crafted, food was grown in gardens and clothes were homemade.

Next door, in a late-19th century home, the effects of the Industrial Revolution are evident; the cast-iron stove that replaced the fireplace; the mass-produced furniture, the kerosene lamp, then gas, then incandescent lighting that replaced the candle.

In addition to these homes of ordinary Americans, the Village has homes and workplaces of famous Americans.

Menlow Park, Thomas Edison's laboratory which was the world's first research center, houses many of the 1093 patents registered to Edison. When Ford moved the Menlow Park complex to the Village, he also brought some three carloads of New Jersey soil for the complex to rest upon!

The Federal-style home of Noah Webster, built in 1882, was moved to Greenfield Village from New Haven, CT. Inside are family portraits and furnishings used by Rebecca and Noah Webster. In the upstairs study, the actual secretary-desk which Webster used to write "An American Dictionary of the English Language" is on view.

The 1860 two-story clapboard farmhouse where Ford was born is here also. Restored and refurnished, it contains as many pieces of original furniture and equipment that he could find.

At the Craft Store, located between the home of Stephen Foster and the Ann Arbor House, visitors can buy pewter ware, glassware, candles, even Christmas ornaments, handcrafted reproductions of items found in the Museum's collections.

Visit a demonstration of the American legal system in a courthouse where Abraham Lincoln practiced law; ride a steam train, horse-drawn carriage, Model T Ford, or a river steamboat.

In Suwanee Park, ride the 1913 carousel, operate antique coin games, order a soda in an 1879 ice cream parlor, or go for a riverboat ride on the Suwanee, a reconstruction of the 19th century riversteamer which Edison often travelled on when in Florida.

At Smiths Creek Depot, a typical 19th-century small town railroad station, board a train of cars drawn by a chugging 1873 Mason funnel-stack steam locomotive for a two-mile excursion around the Village.

Picnic on the grounds in one of the areas set aside for just this purpose, or dine in the 19th-century Eagle Tavern, with its historically authentic food, service and furnishings. The dress, speech and manner of its servers are as historically accurate as research can make them.

While this may be one of the events scheduled as "something special" through registration for the training school, a brief visit will only whet the appetite for more. Ideally, the Museum and Village should be visited over a period of two days or more, but where time is limited, such as through the school, individuals or groups might wish to plan an extra day or two for this exciting showplace.

Reservations and additional information can be obtained. 1-800-835-2246, ext. 218.

DINING AT THE HYATT-REGENCY

More than Food—It's An Experience

While visiting the Hyatt-Regency a must for dining is Guilio & Sons Italian Market, where the array of food makes dining a pleasure. Set up to resemble a farmers market, guests are steered to tables tucked in and around the 'market stalls'.

As a luncheon, choose from the Market Stand, a selection of daily fresh produce, meat and pasta salads or savory soups, all baked with provolone cheese, in a big handled crock. Or choose the Soup and Market, and enjoy pasta passionatas, seafood, sandwiches and special ("I'll Try Anything") choices.

If you are still lacking, after all this, visit the Sweet Shop where pastries, cakes, tortes, strudels, napoleans, trifles, puddings and mousses are created daily by the pastry chef. Also included are fresh fruit, yogurts, soft ice creams and cookies. No one leaves Guilio's hungry!

Prices range from \$2.75 in the Savory Soups Kitchen to \$10.95 (more on the dinner menu) in the Stock Yards, but the experience is well worth the price.

Be good to yourself; visit Guilio & Sons Market Place for either lunch or dinner, where the menu is so varied you will have a hard time choosing. But make reservations; the restaurant is never empty at mealtimes!

One might also wish to visit Kafay's Place, dining in a fresh garden atmosphere among the soaring elevators of the Hyatt-Regency.

Visit LaRotisserie—treat yourself to elegance and gourmet dining at its finest. Open for dinner at 6 PM six days a week, the menu offerings of unusual cuisine includes roast duckling and specialty roasts. Enjoy, with your meal, the harpist, Onita.

When classes are over and you wish to relax in a warm atmosphere, visit LaPrelude and enjoy the open atrium while sipping your favorite cocktail.

For a most relaxing evening, plan to visit the Rotunda, where one can enjoy the revolving cocktail lounge with hor d'oeuvres and an endless backgammon table, with dancing after 9 PM.

Physical Fitness Facilities

For those who consider physical fitness a must (after all that marvelous food!), visit the pool and sauna area, where one can enjoy the beauty of outdoor swimming in indoor comfort.

Runners will enjoy jogging around the Fairlane Town Center in safety, away from traffic that speeds along the maze of super highways which connect Greater Detroit with the world. Stop at the desk and make arrangements to visit the Fairlane Manor Racquet Ball Club, where you can enjoy a variety of indoor sports to help keep in shape.

WORTH REPEATING

"I try to teach my male colleagues about how to treat women. I try not to do it in a hostile, aggressive way, but in a subtle way. For example, I might introduce someone by saying: 'This is Charlotte Ford's husband. His most remarkable achievement has been the wonderful way he has managed to balance a career and family.' 'It's wonderful to watch their faces.'" Rep. Patricia Schroeder (D.CO) from the Los Angeles Times.

Shopping Ninety Seconds Away

Ride the free mono-rail (and never be out in the weather) to shop in Fairlane Town Center, where there are more than 130 specialty shops, as well as five major department stores, two movie theaters and fourteen restaurants.

Once inside this tremendous shopping mall, don't miss the Toll Gate Restaurant, "where particular people congregate". In a cozy pub atmosphere, one can enjoy real meals, real drinks, real service. But beware! A platter of appetizers which includes onion rings, eggplant, zucchini and at least three other palate pleasers, batter dipped and sizzling hot from the deep-fry, will tease a gourmet's palate and tempt one to skip dinner. Reasonably priced, the Toll Gate attracts mall executives, Ford and Triple-A personnel as well as shoppers and kids in blue jeans just out from the movies.

For all who plan to attend the IAWP 22nd Annual Training School, remember to mark your calendars for day-time classes! With all the activities so readily available, one must remember classes and make time for this!

PROVERBS

Can you figure out what ancient proverb each of the following sentences describe? Have fun. Answers elsewhere in this issue.

1. Human beings inhabiting crystalline edifices should resist their natural propensity to hurl small, firm geological objects.
2. One aviary resident in manual captivity has a value equivalent to that of a pair of similar creates ensconced in small, dense vegetation.
3. Numismatically speaking, a circular, chiefly univalent and bivalent metallic element that is ductile and malleable is compensation for employment when it is diligently stashed in a cache with other similar elements.
4. A suture effector before the lapsing of the propitious moment eliminates the necessity of effecting a closure pattern requiring nine hundred percent of the original effort.
5. Assuming a prostrate position for one's regular dormant state of somnolence and suspended activity during the crepuscular period and resuming one's normal diurnal activity at a time approximating the reappearance of the globular solar spheroid will effect a state of physical wholesomeness devoid of infirmity, a condition of pecuniary aggrandizement, and an intellectual status marked by superior cognitive ability.
6. Precipitate action produces a condition characterized by inefficient usage resulting in discarding of materials not normally designated as superfluous.
7. One's domicile is the locus for the hollow muscular organ noted for rhythmic contractile movements.
8. Warm-blooded vertebrates of the aves class congregate with those of their like with similar configuration of shaftlike, epidermal, fibrous projectiles.
9. A highly variable carnivorous domesticated mammal noted for mastication of skeletal materials cannot be educated to innovative behavioral performances if such a mammal has attained a geriatric state.

(Answers on Page 10)

TASK FORCE: WOMEN IN FEDERAL LAW ENFORCEMENT

In 1972, the Federal Government of the U.S. opened all federal law enforcement fields to women. In 1978, a review of statistics and other available information indicated that the number of women in the Federal Law Enforcement sector was extremely low.

At this time, a Task Force was established to study the reasons for this and to deal constructively with problems encountered by women entering the law enforcement occupations.

Since that time, the Task Force, which now includes law enforcement officers at the state and local level, have met many of the goals set out in their original objectives.

In 1982, the Task Force issued a pamphlet "Barriers and Alternatives Relating to Employment of Women in Law Enforcement" which clearly identified the accomplishment of their first named objective.

Grouped into three major categories, these barriers were identified as Organizational, Managerial and Intrapersonal. These should not be considered a complete list of all barriers encountered by agencies or individuals, only a beginning to identify the problem. Just as important as identification is solving the problem and offering solutions. The Task Force has several suggestions.

Organizational barriers can be overcome by improving the validity of job selection process: specify job relatedness of selection or promotion criteria, test items or physical requirements; determine appropriate value of critical job elements and selection criteria and be consistent in application of these values. Instead of having criteria concerning physical strength alone, substitute the ability to combine a task.

Some job assignments have a detrimental effect on promotion potential. Women are often over-utilized in undercover and/or other special assignments and thus do not have the opportunity of varied experiences needed to qualify for the next job level.

Because there are generally only one or two women in law enforcement units or posts of duty, their actions and activities are usually highly visible. Thus, visibility can cause problems. For example, new recruits make mistakes. When the new recruit is a woman, the mistake is often over emphasized or unnecessarily stereotyped to apply to all women.

Each employee has strengths and weaknesses and should be supervised, counselled and treated as an individual. Efforts should be made to equally emphasize or de-emphasize mistakes made by employees and care should be taken to avoid stereotyping. Just because one woman may fail or succeed does not mean another woman will act in the same manner.

A general lack of suitable candidates in the job or promotion pools can be overcome by establishing a recruiting system that includes all types of schools and individuals. Utilize women presently in law enforcement to participate in recruitment and concentrate efforts in schools or through organizations which emphasize criminal justice or law enforcement.

Establish a system for identification of high potential employees and use this system consistently with all employees. Establish a career development program, so that those high potential employees already identified receive developmental exposure.

Whenever possible, women should be utilized as instructors and promoted to supervisory and managerial positions, as well as participants in selection panels during the hiring and promotion process. This provides role models for potential recruits or new women law enforcement officers.

Often there is an over-reaction by men to women's health and safety on the job. We must review the practices and policies surrounding issues such as physical training and pregnancy.

Studies have shown that women can complete the same levels of physical tasks as men, given the proper conditioning and training. Many women require additional time to catch up, due to lack of strenuous conditioning over an entire lifetime, but their rate of improvement is often faster than that of men.

Pregnancy should not generally interfere with the job; each woman should have the option to decide her personal physical needs based on her health and doctor's recommendations. Absenteeism resulting from pregnancy or child care should not be treated more harshly than absenteeism from any other type of disability.

Managerial Barriers include attitudes, values, expectations and beliefs or stereotypes of women that are a result of past conditioning.

Women are sometimes hired by the organization for limited use such as surveillances and undercover work, when the entire scope of job activities, and not just specific portions, should be considered when employment selections are made.

Individuals should be given assignments and accorded respect based on individual experience and performance, but often, education and experience of women in law enforcement are either discounted or ignored. Women are not given the same expectation of competence as their male peers, and each time a woman officer is assigned to a different supervisor, she must overcome this attitude.

Women are often given more attention than peers, once on the job, and this can create isolation or resentment from peers. Women are often over-protected by supervisors, when realistically, supervisors should treat all employees equally, based on individual skills, needs for training and counselling, etc. Employees with similar skill levels should be assigned similar work.

Intrapersonal Barriers most frequently mentioned are misconceptions or false beliefs within employees themselves, which affect attitudes, behavior, expectations, confidence, interpersonal relationships and performance. Other barriers are created by a person's background, i.e., education and experience or lack of either or both.

Women often feel a sense of isolation by being the only women in an office or assignment. They sometimes feel unable to discuss certain matters with male co-workers or supervisors.

It is important to maintain an environment for open communications and provide an avenue for women to informally discuss matters which they do not want to discuss with their supervisors. A counselor or contact point can listen and bring identified problems to management attention without the complainant being unnecessarily labeled a troublemaker. The use of experienced women officers as instructors or supervisors provide role models and/or contact points, in this situation.

Men may feel threatened by the presence of women in a formerly all-male environment, or may refuse to work for women supervisors. It is necessary to provide an atmosphere of open communication so that these perceptions and emotions can be alleviated as soon as they surface. Upper management must be fully aware of these undercurrents and support the woman manager and not allow subordinate demands to create special arrangements without adequate justification.

(Continued on Page 18)

POLICE OFFICERS MEMORIAL WEEK

Peace Officers Memorial Week is observed each year during the week in which May 15 occurs. As we approach this date of memorium, let us remember the officers who have given their lives or seriously impaired their health in an effort to "protect and to serve".

★

We grieve for the loss of Off. Dorelle Brandon, Chicago policewoman who was accidentally shot and killed by her partner as she struggled with a drug suspect after making a cocaine buy.

A fellow member of the plainclothes unit said that "...you are hesitant to have a woman as a partner. (But) there was no second-guessing about Dorelle. She was one of the best."

A spokesman in the state's attorney's office said it appeared a bullet fired at the suspect by Brandon's partner ricocheted off the man and 'in a one in a million chances' struck Brandon in the forehead.

The suspect, charged with attempted murder, felony murder and other offenses, was hospitalized in serious condition with three bullet wounds.

★

A Kansas City (MO) police officer, Phillip A. Miller, was killed with a single shot to abdomen as he struggled with a burglar. Miller is the 110th officer to lose his life in the line of duty in the 110-year history of the KCPD.

★

A bill signed into law by Gov. George Deukmejian in September, '83, has saved Lt. Robert Caldwell, CHP, from losing his job.

Caldwell lost both his legs in a motorcycle accident in 1973 while testing a Harley-Davidson on the Marina Freeway. He overcame the disability and returned to active duty with artificial legs as an office supervisor.

Then-CHP Commissioner Walter Pudlinski, promised Caldwell that "his legs wouldn't prevent him from having a job" though Caldwell passed the agility test for employment within six months after the accident.

Two years ago, however, the CHP instituted a new agility test which included the standing long jump of 68 inches to measure leg strength.

"I didn't attempt the long jump because doctors recommended it wasn't a smart practice," Caldwell said.

Ironically, when the Davis bill which requires all CHP officers to perform a range of physical duties but waives that requirement for disabled officers, became law, Caldwell was scheduling patrol officers, himself included, to take the agility tests.

★

Off. Tania Brathwaite, NYPD, managed to radio for help after her partner, Thomas P. Ruotolo, was shot and killed. Brathwaite was wounded as she sought cover behind the patrol car, but managed to reach the radio.

A third officer was wounded when he heard the shots and rushed out of a service station where he had stopped to make a phone call.

The suspect was arrested after being admitted to the hospital with gunshot wounds. He was charged with murder and two counts of attempted murder.

Awards And Commendations

Constable Janice McNab, Sudbury Regional Police, became the first woman to receive the CBA's gold medal. McNab participated in the arrest of a man and a woman involved in a Toronto holdup. She also arrested an accomplice of the bank bandits who had been wounded in the robbery of a Toronto gun shop.

Jan Tepper, U of C, Santa Cruz PD, has been promoted to lieutenant, according to USCS Police Chief Russell E. Stone, Jr.

Tepper served as a deputy sheriff for 3 1/2 years with the Santa Cruz County Sheriff's Department before joining the UCSC campus police in 1978.

The new lieutenant earned a master's degree in public administration from Golden Gate U. in 1981 while working full time. She is one of three women lieutenants on the University of California's nine campuses. The other two are Lt. Ellen Stetson at UC Berkley and Lt. Victoria Harrison at UC Santa Barbara.

Edith Evans, Honolulu, HA, has been appointed U.S. Marshall, the first woman ever to be appointed to this position by a president.

Evans' varied career includes a stint in the Hawaii House as a legislator and a public relations director for a drug rehabilitation agency.

"Being a woman, I think that the men probably are wondering how it's all going to take place," Evans says.

At least one other marshall is not disturbed by Evans' appointment. "Gender doesn't enter into it for me. This lady ranks No. 1, brainwise," he said.

Most of the 13 persons in the marshall's service in Hawaii are men.

Off. Janet Wallace, Kansas City (MO) PD, will receive that department's second highest award, the Distinguished Service Medal, for decisive actions which prevented certain death.

Observing a man standing on the bridge at I-70, Wallace stopped her vehicle. The man stepped up onto the rail overlooking the highway and as Wallace approached, he attempted to jump.

Wallace grabbed the man's shirt with one hand, and reaching around his neck with the other, managed to pull him backward over the rail and onto the street. She said the man was waving an open Buc knife as they struggled and shouting that he wanted to die. Wallace restrained the man until assisting officers arrived.

Dodge City police detective Mary Chambers disarmed a bank robbery suspect after the would-be robber held a bank building for nearly two hours.

Off. Becky Bulkley, Phoenix, AZ an "Angel in Blue" received a heavy-duty halo award from fellow Phoenix officers in recognition of her charitable and civic works.

Tamara and Eric Williams graduated in ceremonies from the Los Angeles Police Academy, marking the first time in LAPD's history that husband and wife have received diplomas at the same time.

Sgt. Pat O'Rourke has just been promoted to that position with the Colorado State Patrol. She is the first woman in the CSP history to hold the rank of patrol sergeant.

GROTH SEMINAR ENLIGHTENING: FRIGHTENING

Eighty percent of all rapists have been sexually abused as children, according to research psychologist, A. Nicholas Groth, who spoke in South Bend, IN on Feb. 27 in a one-day seminar sponsored by Sex Offense Services of Madison Center. He added that 28 percent of offenders who committed non-sexual crimes were also sexually abused as children.

Groth, who began researching this subject in the 1960s, emphasized that explaining 'why' is not excusing the offense; understanding, however, is necessary for treatment.

He said it was not until four years after he'd begun research and treatment of offenders that an encounter with researchers, studying the trauma of rape victims, that he realized that offenders and victims exhibited many of the same syndrome symptoms. At this point, he said, he began to re-evaluate in terms of treatment.

The victimized child makes a transition during adolescence from victim to offender. Most often, however, the adolescent is not recognized as an offender, but excused by parents, police and teachers as 'normal developmental experience'.

Recognizing that one-third of all convicted rapists committed lesser sexual offenses such as peeping, flashing or obscene telephone calls, prior to their first offense of rape, helps with perspective. It is only when attention is paid to juvenile offenders and male victims that we can really take measures of prevention.

Once the male offender is imprisoned for the crime of rape (Usually after five to ten offenses!) there is no cure. Punishment does not work! Treatment must be on a continuing basis, so that offender and counsellor have an awareness of the problem and of "at-risk" situations.

Groth compared the male sexual offender with the diabetic—treatment on a day-to-day basis is essential.

To cope with offenders, community workers, including police, need to understand their own feelings and come to terms with their own sexuality. We must learn the proper terms (as well as street terms)—get the proper information and be willing to share it.

Offenders must be confronted with the offense and with offensive behavior. Community workers such as nurses, police officers and crisis intervenors, must let the offender know of the impact the crime has upon the victim. Confrontation with victims or victim advocates, such as parents, is a treatment method Groth uses.

One victim/offender in a tape/slide presentation which Groth uses in his presentation, commented on women from a Rape Crisis Center, some of whom were victims: "... they care about me!"

The victim/offender experienced more compassion and understanding from those who most likely should despise him, and express his amazement.

One of every three female children and one of every four male children in the U.S. will be sexually abused before adulthood. While the traumatic impact is similar for both the male and female victims, boys are most often victimized through aggression. In our social, cultural and psychological values, boys are taught to be aggressive, and thus 'act-out' by victimizing others. Female children, on the other hand, not socialized to use aggression, often recycle their victimization, becoming battered wives, and rape victims.

Family Disturbance Intervention Program

An article in the November '83 issue of *Law Enforcement Bulletin*, co-authored by Janet M. Hankins, states that "today's officer is finding that a major portion of his work . . . necessitates his dealing directly with the many and varied emotional dynamics of the community."

The Family Disturbance Intervention Program (FDIP) has demonstrated that a new role is evolving for the police officer and the stereotypical officer no longer exists.

In the past, to be labelled "social worker" was distasteful to police. While police administrators are reluctant to change traditional concepts of the police officers role, police trainers must begin to address the needs of the officers by providing skills to deal effectively with socially related problems.

Over the past four years, more than 1,000 officers have been trained by FDIP, and the training program's effectiveness is verified by the evaluation studies conducted. Significantly, trained officers have received higher ratings for handling and defusing simulated domestic disturbance calls than do untrained officers.

Trained officers are less likely to be assaulted in responding to disturbance calls than are untrained officers. In fact, assaults against police officers are, in all categories of offenses, significantly lower for trained officers than among untrained officers.

Training in such areas as non-verbal communications, and observation skills may lead an officer to be more cognizant of

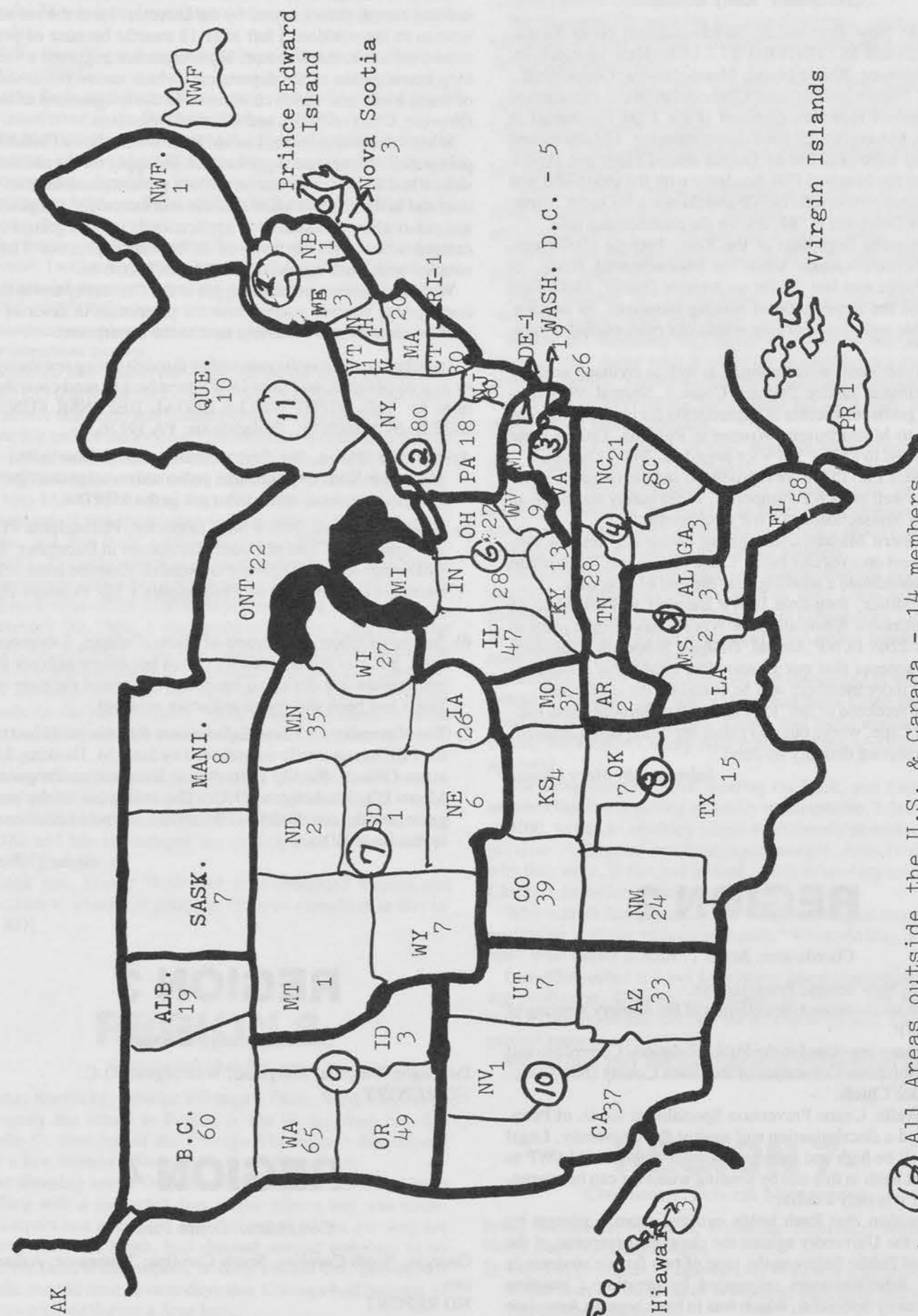
subtle verbal and nonverbal cues, which may be a prelude to violent behavior. Therefore, the trained officer may be more alert, expecting the violence and thus better able to deal with aggression or attempted assault by others.

Evaluation of the training by officers completing the course remains high, with evaluation scores actually increasing after the officers have returned to street duty. Officers attitudes toward intervening in domestic disputes also improved after this training.

ANSWERS TO PROVERBS

1. People who live in glass houses shouldn't throw stones.
2. A bird in the hand is worth two in the bush.
3. A penny saved is a penny earned.
4. A stitch in time saves nine.
5. Early to bed and early to rise, makes a person healthy, wealthy and wise.
6. Haste makes waste.
7. Home is where the heart is.
8. Birds of a feather flock together.
9. You can't teach an old dog new tricks.

REGIONAL REPORTS



12 All Areas outside the U.S. & Canada - 14 members

REGION 1

Coordinator: Kathy Robinson

CANADA: New Brunswick; Newfoundland; Nova Scotia; Prince Edward IS. UNITED STATES: New Hampshire; Maine; Vermont; Rhode Island; Massachusetts; Connecticut.

Maine, Massachusetts and Connecticut were represented when Region I members gathered at the 1704 Restaurant in Deerfield, MA on Jan. 22 for a dinner meeting. The dinner and networking were great! Mary Dumas shared slides and experiences from the National FBI Academy with the group and was enthusiastically received. IAWP should see a lot more Northeasterns in Dearborn in '84, and on the membership rolls.

Massachusetts Legislator of the Year, Patricia McGovern, was the keynote speaker when the Massachusetts Assoc. of Women Police met Jan. 26 for an Awards Dinner. McGovern emphasized the importance of making ourselves, as women, more visible and of networking within our professional organizations.

All past presidents were honored, as well as civilians working for the Criminal Justice Training Council. Several other officers were given certificates of appreciation for outstanding contributions to Massachusetts Women in Policing. One of these was presented to IAWP 3rd Vice president, Mary Dumas.

IAWP BULLETINS were reproduced and provided for all attendees, as well as IAWP Pamphlets. There surely should be an increase in Massachusetts IAWP membership!

The Western Massachusetts group decided to form a subgroup to meet on a regular basis. Linda Hammond, Wilburham PD, will coordinate a meeting near the end of February.

Debbie Miller, long-time IAWP member and president of Law Enforcement Association for Women has definite plans to attend the 22nd IAWP Annual Training School in Dearborn. Again, it appears that our Connecticut contingent should increase and more members will be attending the conference.

Over the weekend of Jan. 15, I visited the Pairpoint Glass Factory at the Cape, where our cup plates are being manufactured. We are expecting delivery by July!

Submitted by Mary Dumas

REGION 2

Coordinator: Jayne T. Rich

New York; New Jersey; Pennsylvania.

- 1) A snow storm caused cancellation of the January meeting of NEAWP.
- 2) I have been appointed to the Public Relations Committee and the Resolutions Committee of the Essex County (NJ) Assoc. of Police Chiefs.
- 3) Ruth Wells, Crime Prevention Specialist at the U. of Penn. has filed a discrimination suit against the University. Legal fees will be high and I am asking each member of IAWP to support Ruth in this suit by sending whatever can be spared, even if it is only a dollar.

The position that Ruth holds evolved from a protest by women at the University against the chauvinist response of the Director of Public Safety to the rape of two female students in 1972/73. Administrators responded by creating a position called Security Specialist, which was to have been an Associate

Directorship. The Director was able to withhold the Associate Director's title, but the person in that position operated at that level.

The first woman hired left after one year because of the sexism and racism demonstrated by the Director. I was the second woman in the position. I left after 18 months because of perceived sexism in the Director. My resignation triggered a year long investigation of the department, which uncovered abuses of many kinds and which culminated in the resignations of the Director, Chief of Police and Chief of Detectives.

When I decided to leave, I called Ruth Wells, then a Philadelphia police officer, and suggested that she apply for the position since I had worked with her on various presentations on television and in the city and knew that she was extremely competent and personable. I endorsed her application to various groups on campus who would be involved in the hiring process. That, coupled with Ruth's expertise, made her a shoo-in.

Wells has done an outstanding job at the University and in the community, but was passed over for promotion in favor of a white male who was relatively new to the department.

I will be involved in the suit, either through giving testimony, or as a co-plaintiff, so I urge IAWP members to send contributions to: THE RUTH WELLS LEGAL DEFENSE FUND, 6722 N. Sydenham St., Philadelphia, PA 19126.

- 4) Victoria Brown, the first woman police officer hired at Montclair State College, was promoted to sergeant. She is the first woman to attain this rank in the MSPD.
- 5) Dorothy Cousins, Police Staff Inspector, Philadelphia PD, was appointed Chief of County Detectives in December '83 by District Attorney Edward G. Rendell. Cousins is the only woman in the history of Philadelphia's PD to attain this rank.
- 6) Security Officer Jill Jensen of Rider College, Lawrenceville, NJ, was commended by two of her fellow officers for professionalism during an incident when one of the male officers had been shot by an unknown assailant.
- 7) The November, '83 *Law Enforcement Bulletin* published by the FBI, has an article co-authored by Janet M. Hankins, Liaison Officer, Family Disturbance Intervention Program, Metro PD, Washington, D.C. (The evaluation of the program, and the conclusions of the article, are noted elsewhere in this issue.ED.)

Jayne T. Rich

REGION 3

Coordinator: Sylvia Bailey

Delaware; Virginia; Maryland; Washington, D.C.
NO REPORT

REGION 4

Coordinator: Donna Pence

Georgia; North Carolina; South Carolina; Tennessee; Arkansas.
NO REPORT

REGION 5

Coordinator: Pam Stanley

Florida; Mississippi; Louisiana; Alabama; Puerto Rico; Virgin Islands.

Well—there's good news and there's bad news! First the GOOD NEWS!

Cathy Keys, our financial secretary was promoted to Agent and transferred to the Organized Crime Bureau.

The bad news is that the new job entails numerous hours (as we all know!) and she will be unable to continue as financial secretary. President Mary Wamsley has asked me to fill-in until elections are held—so SEND ME YOUR MONEY!! 1984 dues are now due and payable!

The mailing address for the financial secretary will remain the same. I will not be able to handle both Regional Coordinator and financial secretary, so I am asking those of you ENERGETIC PERSONS who are interested in the position of Region 5 Coordinator to please contact me or Mary Wamsley and make your intentions known.

Please do this before the April 7th board meeting in Lakewood, CO if possible. If the IAWP BULLETIN does not reach you before this date, still contact us as soon as possible.

One big task of the Regional Coordinator is compiling lists of all certified women officers in the region. Those of you who are reading this—please take a few minutes of your valuable time and help IAWP by sending me a list of all the women in your department. If you know other women officers in other departments, ask for their cooperation and SEND IN THOSE NAMES. The only way to increase membership is being able to communicate with other women law enforcement officers. We need each other—DO YOUR PART to spread the word.

February 10, 1984, I was proud to present a plaque to my sheriff, RICHARD P. WILLE. He has done more to further the cause of women in law enforcement in Palm Beach Co. than any other administrator. He has sent me to the IAWP Training Schools for the past six years. Since I became a member of the Board of Directors, he has sent me to all semi-annual board meetings.

He has been a staunch supporter of IAWP ever since I became a member and has assisted in the organization in many ways.

Sheriff Wille hosted a Region 5 IAWP Training Conference in 1982 and has encouraged my participation in the International Organization.

Thank you, Sheriff Wille, for your continued interest and dedication to women in policing. (Picture elsewhere in this issue. ED)

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois; Michigan; Ohio; West Virginia.

Tragedy has struck in Region 6. On Wednesday, Jan. 25, Dorelle C. Brandon of the Chicago PD became that department's first woman officer to die in the line of duty.

The shooting was a freak accident. Off. Brandon had been scuffling with a suspected drug dealer after a buy was made. The suspect had attempted to gain control of her gun and her partner, Clarence Keith, had shouted several warnings to no avail. He fired at the suspect, striking instead Off. Brandon. It was the second time in nine days that Chicago had had one of their own killed during a drug buy.

Dorelle Brandon was a 6-year veteran of the force, having started in 1978. She was from a police family; her step-father is a Youth Officer with the Chicago PD, and her husband is also a Chicago police officer.

Brandon was 35 years old and had 3 children. At the time of her death, she was with the Tactical Unit, where she had worked for the past three years.

During her career, she had won three Commendations, twenty Honorable Mentions, two Letters of Appreciation and a Unit Meritorious Performance Award.

I spoke with a detective who knew her and he commented on her service record.

"Few can match that accomplishment in that short period of time, let alone a woman . . ." He added what might be the highest of accolades: ". . . Dorelle was a real go-getter . . ."

We all share the loss of the Chicago PD with the death of Off. Dorelle C. Brandon.

Police funerals are a grim time, evoking inner thoughts of "Why am I here? Why do I stay?"

Maybe the ceremony will bring us closer together and may we will walk away with a sense of belonging to a tight-knit group or family. Maybe we will feel a true sense of purpose in our jobs and everything they stand for. We may become stronger—or more calloused.

I learned of the death of Off. Brandon approximately four days after the incident. In attempting to gather more information, I contacted our dispatch center to send a teletype to Chicago for details of the funeral as several policewomen from northern Kentucky were interested in getting a group together to make the drive to Chicago to pay our respects.

I was told that the computer was unavailable for my use for anything of a personal nature such as that! I was totally appalled! Our Kenton County Dispatchers (dispatching for nearly 20 departments) send out everything from police funeral information to FOP dance details.

Needless to say, I was enraged and demanded to know if it would be different if a policeMAN had been killed (knowing good and well that it would). Then I was told I would have to contact the Kenton County Assistant Chief the next day for his approval.

Not being one to tolerate passing the buck, and finding the answers that I was getting as totally unacceptable, I demanded, at 0400, to talk to *anything* which even closely resembled a supervisor! A Sergeant was located somewhere. After I explained why they were, in fact and in deed, going to send my message to Chicago, he ordered the teletype sent.

Why was all this necessary? Are we not on equal terms in the profession with our male counterparts? Where do they draw the line? Who draws it?

I am often asked if I feel I am being discriminated against in my profession. Usually, my answer is "No". But incidents such as this make me feel that for all I have gained, I have lost ground somewhere!

We can only pray that someday there will be no difference.
Lee Haynes

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming; Nebraska; Wisconsin; North Dakota; South Dakota.

- 1) Off. Peggy Parker, Jackson Hole, WY, was selected Officer of the Year for the State of Wyoming, during the Annual Police Officers Banquet.

This award is presented each year to the most outstanding police officer selected by leaders of various law enforcement agencies in the Teton Counties District.

Jackson Chief of Police Dick Hayes, who presented the award, described Parker as an officer who never complains and who always provides quality police work—in uniform, behind the desk or while specializing in several different areas.

Parker came to Wyoming from Brigham City, Utah, where she was a Juvenile Specialist. She is a member of the Teton County Child Protection and Youth Council.

Associates described Parker as quiet, conscientious, competent and decisive.

2) Teton County Deputy Sheriff, Shirley Laker, was also presented with a special award by Association President Fred Herbal of the Wyoming Game and Fish Department.

Laker, a deputy since 1974, was recognized for outstanding service as secretary/treasurer of the Association since January, 1981.

3) Jackson County, Grand Teton District, Wyoming Association of Women Police has four active members and four affiliate members. The Association meets once a month in the name of IAWP. Their main goal is maintaining the interest and energy of the IAWP and to organize a statewide organization.

4) Officers in Montana are attempting to organize a state association with assistance from Region 7 coordinator.

5) Region 7 will host a conference in Minneapolis, at the University of Minnesota on May 18-19, 1984. If interested contact Debbie Montgomery (address, page 2) for information and registration.

6) In January, 1984, I was appointed by Gov. Rudy Perpich to the Board of Peace Officers Standards and Training of Minnesota.

7) MAWP met Jan. 26 in Bloomington, MN with approximately 20 members attending. The Wisconsin Assoc. of Women Police attended also, seeking assistance in methods of increasing membership.

8) The Iowa Assoc. of Women Police with the Davenport PD will host a training seminar in Davenport on May 3-4. For details, see "Training Available".

Debbie Montgomery

REGION 8

Coordinator: Ramona Bivians

Colorado; New México; Texas; Kansas; Missouri; Oklahoma.
NO REPORT.

REGION 9

Coordinator: Myra Harmon

CANADA: Alberta; British Columbia.
UNITED STATES: Idaho; Alaska; Oregon; Washington.
NO REPORT.

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah; California; Hawaii.

I have been trying to keep abreast of incidents involving Sexual Harassment in my area. I received information of two such situations, the first regarding the settlement of a suit filed by

former Gila Co. Deputy Susan Millien, who was fired January, 1980. Millien was awarded \$405,000 in the settlement, this being the largest individual sex discrimination suit in Arizona history.

Another incident involves a former Scottsdale officer who was fired after eight years of service, in July, 1982. She filed suit, June, 1983, for five million-plus, in damages against the city of Scottsdale and the police department.

In recent promotions, the city of Phoenix promoted its first female lieutenant in that department's history. Cecil Woodward was promoted to patrol lieutenant in November, 1983 with the Phoenix PD.

We are preparing to call our first meeting for the formation of an Arizona policewoman's organization. Any officer from Arizona may contact myself, Det. Kathy Nelson, Mesa PD, or Off. Fran Schonberg, Phoenix PD. Those who have already sent us information will be contacted.

Kathy Nelson

REGION 11

Coordinator: Carol-Ann Halliday

Saskatchewan; Manitoba; Ontario; Quebec.

As per the new policy adopted by the Board of Directors in October, 1983, the following Provincial Representatives have been designated in Region 11.

Province of Saskatchewan: Colleen Brooks (CST), Saskatoon City PD, 804-5th Ave. North, Saskatoon, Sask. S7K 2R8. Province of Manitoba: Caroline A. Fisher (CST), City of Brandon PD, 1154-26th St., Brandon, Man. R7B 2C3. Province of Ontario: Joan Tawton, Metropolitan Toronto P.F., Bexhill Ct., Bldg. "E", Apt. 14, Toronto, Ont. M94 3A8. Province of Quebec: Vinese Vignola (CST), Communaute Urbaine de Montreal, 190 Willowdale #102, Outremont, QUE. H3T-1G2.

These representatives have been updating and increasing their respective provincial mailing lists. There will be a Region 11 mail-out in March, which will include letters from these representatives, a letter from myself and an IAWP brochure. If there are any errors or omissions, please contact the representative in your province as we will be forwarding copies of these mailing lists to Judy Eckstein, 1984 Conference Director.

Since I am only filling in as Regional Coordinator until IAWP elections this fall in Dearborn, all of you in Region 11 should be contemplating who you would like to nominate for this position.

It is important that your Regional Coordinator take an active part and is someone that will be able to attend the yearly IAWP Conference and will try to attend the spring board meetings.

Pope John Paul II's visit to Canada in September has already caused a cancellation of all police leaves during that period and will drastically reduce the expected number of officers from Canada who will be able to attend the Conference in Dearborn.

The financial report for the 21st IAWP Annual Training School will be available for the spring Board of Directors meeting, April 7, in Lakewood, CO. Projections indicate this has been the most financially successful conference to date. To all who made that possible—My heartfelt thanks.

Carol-Ann Halliday

REGION 12

Coordinator: Gail Thomson

All other areas outside the United States and Canada.
NO REPORT

A CORNER ON THE LAW

The U.S. Supreme Court ruled in February that the government may not cut off all aid to a college because it practices sex discrimination in a particular program.

Justices interpreted a 1972 law banning sex discrimination at colleges receiving federal aid as applying only to the specific program receiving the federal aid.

Justice Bryon R. White, writing for the majority, said the receipt of the grants "by some of . . . (the) students does not trigger institution-wide coverage under Title IX."

Justices John Paul Stevens, William J. Brennan and Thurgood Marshall, dissenting, said they would have gone farther and applied Title IX institution-wide.

Bernice Resnick Sandler, executive director of the Project on the Status and Education of Women, said ". . . it means . . . that institutions will be able to discriminate in virtually all of their educational programs with the exception of the direct-funded programs."

Ironically, Grove City College, Grove City, PA, which triggered the decision, has never been accused by discriminating against anyone. Picturing itself as a victim of bureaucratic red tape, the college said that student aid should not be in peril because the college refuses to fill out forms pledging its opposition to sex discrimination.

★ ★ ★ ★ ★

The Pregnancy Discrimination Act amended the Civil Rights Act to require that women affected by pregnancy, childbirth or related conditions be treated the same for all employment-related purposes as other persons with the same ability or inability to work. A violation of the Act, like other forms of discrimination, can be costly to an employer.

A company that forced a sales representative to resign after she became pregnant had to pay her almost \$90,000 in damages. (Goss v. Exxon Office Systems Co. (DC, E.D., Pa) No. 82-3156, 7-1-83).

★ ★ ★ ★ ★

Judith Loetzer Alston, a dispatcher for Hightstown, NJ lost her job three days after she married Sgt. Edwin Alston on Dec. 24, 1982.

In a suit filed Jan. 18, 1984, in U.S. District Court in Trenton, Alston, employed for four years, "lost her job because she violated an 'unwritten rule' against relatives working together, according to borough officials.

Sgt. Edwin Alston, a 13-year-veteran, remains on the job. The wedding took place in the police chief's office, where the police chief served as best man and two borough councilmen were present.

★ ★ ★ ★ ★

The Eleventh Circuit, U.S. Court of Appeals, has ruled that an affidavit which failed to demonstrate the informer's reliability was sufficient, when viewed as a whole.

In U.S. v. Sorrells, Peacock, a 'confidential informant/special employee' for the Bureau of Alcohol, Tobacco and Firearms, learned that Uttal is engaged in the illegal sale of automatic weapons, explosives and silencers. Peacock meets with Uttal to arrange a purchase of various illegal items for resale south of the border. Uttal introduced Peacock to Bartley and Sorrells, who are involved in producing the goods. Peacock negotiates with the three and sets up a deal whereby they will pro-

vide prototype weapons for him to show his 'buyers'. When they deliver, Uttal and Sorrells are arrested by other ATF agents. These agents then apply for a warrant to search Bartley's shop, where Peacock has said illegal silencers are being manufactured.

The warrant alleged: Peacock said that he had met with Uttal and Bartley in the mower shop, where it was agreed that Bartley would produce the silencers; Peacock had numerous phone conversations over time with Bartley regarding the progress of the operation; and Uttal and Sorrells have already been arrested in the possession of silencers and other weapons as a result of Peacock's investigation. Nothing is said in the warrant regarding Peacock's reliability or credibility, aside from the fact that he is and has been, a special employee of ATF.

Under the analysis of *Aguilar v. Texas*, 278 U.S. 108, (1964) and *Spinelli v. U.S.*, 393 U.S. 410 (1969) which required that an affidavit show the informer's credibility and reliability and the factual basis of his knowledge, relaxed in *Illinois v. Gates*, 7 LOB 133 (1983).

Under *Gates*, the magistrate is to consider the 'totality of the circumstances' in deciding whether the affidavit supports a finding of probable cause.

Under this analysis, the magistrate properly found probable cause to issue the warrant. The informants continuing association with the agency indicated that he was reliable; moreover, the fact that arrests had been made and evidence recovered as a result of the informer's investigation shows that he had already given corroborated, reliable information.

★ ★ ★ ★ ★

The 'fleeing felon rule' came under fire in October in Indianapolis, IN when the House Public Policy and Veterans Affairs Committee held a hearing to air the whole issue of police use of deadly force.

The statute, which civil liberties groups have severely criticized, give police as much authority to shoot a bigamist as to fire at a murderer, who attempts to flee in the process of arrest. The statute doesn't require a conviction for the felony before police can use deadly force, so that anyone suspected of non-violent crimes classified as felonies could be shot by a police officer trying to make an arrest.

Most police departments have internal rules limiting the use of deadly force to the most serious crimes.

★ ★ ★ ★ ★

FEMALE EX-DEPUTY WINS BIAS SUIT

A LESSON FOR MANAGERS ABOUT THE DIGNITY OF ALL EMPLOYEES (from *Crime Control Digest*, Jan. 9, 1984).

A former Gila County, AZ, deputy has accepted a \$405,000 settlement in a sex discrimination case after being referred to publicly by the sheriff as a "dingbat" and "little gal", lawyers say.

Susan Millien agreed to the amount in late December on her complaint against Sheriff Lyman Peace, who said women were "unfit for work out in the field."

Peace also has caused controversy in other unrelated cases. He pleaded no contest earlier in 1983 to assaulting his under-sheriff. His deputies say he claims to have communicated with UFOs with a flashlight and saw God wearing cowboy boots.

Tod F. Schleier, Millien's lawyer, said the settlement was large because actions by Peace and other supervisors were "blatant and flagrant." The agreement includes an immediate payment of an undisclosed sum followed by monthly installments for the rest of his client's life.

Gila County said it will pay her \$30,000 from its general fund this year and \$10,000 next year as its share, and two insurance companies and the state compensation fund also will contribute.

Millien complained to the Federal Equal Employment Opportunity Commission (EEOC) in July 1979 after an uncertified, inexperienced man was given a full-time job as a deputy even though Millien was a state-certified police officer.

Millien was given a full-time job a week after she filed the complaint, "but the job was a sham," Schleier said.

The EEOC gave her the go-ahead to file a Federal sex-discrimination suit after Peace told the panel during a hearing, "Women are unfit for work out in the field."

When the suit was filed in U.S. District Court in Tucson in 1981, Peace told *The Arizona Republic* that Millien was "incompetent," a "ding-bat" and one of "those females who feel there is no place in the world for a man."

★ ★ ★ ★ ★

The U.S. Department of Justice and the North Carolina Bureau of Investigation reached an agreement in late December committing the state agency to increase the number of women agents on its force.

The agreement and the order were filed in U.S. District Court in Raleigh, N.C., resolving an employment discrimination suit filed at the same time.

The suit charged the Bureau of Investigation with violating the Civil Rights Act of 1964 by pursuing policies and practices that discriminate against women in employment and promotion as investigative agents.

The Bureau of Investigation agreed to expand its recruitment program to attract more qualified women to apply for agent positions, and provides that the Bureau will apply the same promotion standards to women and men agents and sets out specific steps to be taken to assure that agents have an equal opportunity to be considered for promotion.

In addition, the Bureau agreed to promote Catherine Breeden to the position of lead agent, with retroactive seniority and back pay of \$20,000. She had filed a complaint with the Equal Employment Opportunity Commission alleging sex discrimination, which led to the Justice Department action.

PENDING LEGISLATION

Police Pensions: Tax Exemptions H.R. 1087 (Harnett) H.R. 3041 (Biaggi).

Both bills would amend the Internal Revenue Code (IRC) to exclude from gross income amounts received from a public retirement system for service as a federal, state, or local police officer or firefighter.

Lower Limitation: Biaggi-D'Amato Bill, H.R. 954, S136:

Statute passed last year requires that pension payments under qualified defined benefit plans be limited to \$75,000, actuarially reduced for those who retire before age 55. This bill would provide police and firefighters with slightly higher early retirement benefit by applying normal age 62 retirement benefit limitations to police and firefighters at age 55.

THE LAW APPLIES

There are bad apples in every barrel and the police profession is no exception. While we are always happy to note the successes of our fellow officers, we have a duty to report as well when misconduct, law-breaking and violence is committed by officers.

Carl Walston, Chicago PD, was convicted of official misconduct after a criminal court jury deliberated for 12 hours after a trial that lasted a week.

Walston was accused of selling a substance he claimed was heroin to a former partner, Gregory Grant. Evidence revealed that Walston, while in uniform, on duty, and in his parked squad car, accepted \$100 for the substance (which never tested for heroin) from Grant.

At the time of the exchange, in May '82, Grant had agreed to work with police Internal Affairs Investigations, after having been previously arrested on drug charges.

Walston faces probation to five years in prison at sentencing and has been dismissed from the force as a result of the official misconduct conviction.

In indictments made public in January, Jeffrey D. Jones, Maryland State Trooper, was charged with assault, assault and battery, a fourth-degree sexual offense, and misconduct in office.

Jones was charged with sexually assaulting a woman during a routine traffic stop, and was suspended without pay in October. Three other women have since told investigators they were sexually assaulted by the troopers in July, August and October.

AVAILABLE TRAINING

An intensive 24-hour/4-day Instructor's Program, designed to certify staff to train others in Non-Violent Crisis Intervention, is a cost-effective method of training a large number of staff, or of maintaining a cohesive, on-going Crisis Intervention Program.

Certification Programs are conducted in Milwaukee, WI, approximately every three months. Instructor Certification fee is \$595.

Training is also available through an In-Service Program if the organization has a number of staff to be trained.

For applications and available dates, call 1-800-558-8976. (Wisconsin call: 1-414-332-4663)

★ ★ ★ ★ ★

Dispatcher Seminars available: "Your Role in Officer Survival"

April 13	Eugene, OR
May 3	Pullman, WA
May 12	San Diego, CA
May 26	Garland, TX

Cost is \$35 per session. Contact: JT Seminars, Inc., P.O. Box 2033, Bloomington, MN 55420.

★ ★ ★ ★ ★

The 36th Annual Meeting of the American Society of Criminology, "RESEARCH, POLICY AND PRACTICE IN CRIMINOLOGY" will meet Nov. 7-11, 1984, Clarion Hotel, Cincinnati, O. Call for Papers deadline is April 1.

For program information, contact Dr. Marc Riedel, Center

for the Study of Crime, Delinquency and Corrections, Southern Illinois U., Carbondale, IL 62901. (618/453-5701 or 549-0660).

For registration information, contact: Sarah Hall, ASC, 1314 Kinnear Rd., Columbus, OH 43212 (614/422-9207).

★ ★ ★ ★ ★

The Smith & Wesson Academy and Armorers School offers a wide range of courses, open only to members of law enforcement and corrections agencies, military police, security officers and college-level criminal justice students.

Courses range from tactical and technical training to firearms training and seminars in security and survival. Many of the courses, upon successful completion, qualify the student as an instructor and instructor certificates are awarded. The Academy also provides field training programs for agencies who request this service. For information or course catalogue, contact: Director, Smith & Wesson Academy, 2100 Roosevelt Ave., Springfield, MA 01101 (413/781-8300).

★ ★ ★ ★ ★

A number of tuition scholarships in the amount of \$1,250 are available to law enforcement officers for the Delinquency Control Institute (DCI). Established in 1946, DCI provides specialized training for police juvenile officers and others in the system working with youth to prevent and control juvenile delinquency and to improve the total juvenile justice system.

DCI is an intensive six-week residential program offered twice yearly, in September and January. Curriculum is based on an academic approach and stresses concepts and theories rather than focusing on the training model and addressing operational procedures.

The major objectives of the institute are to provide opportunities for learning, practical experience and the application of concepts and theories in the areas of juvenile justice administration, management and leadership skills, and societal change and issues.

If interested in attending DCI and receiving one of the available \$1,250 tuition scholarships, or in obtaining further information, contact: Robert J. Barry, Asst. Director, Center for Public Affairs, 3601 So. Flower St., U of SC, Los Angeles, CA. 90007, (213) 743-2497.

★ ★ ★ ★ ★

Hostage Negotiations will be the thrust of the 1984 IOWA Assoc. of Women Police training seminar hosted by the Davenport (IA) PD May 3-4. Presented by two top-notch professionals—William Waldron, Director of Training, Research and Development, Cook County Sheriff's Office and Dr. Joseph Kulis, PH.D. who has served as advisor to the Chicago PD at numerous hostage/barricade incidents—the seminar will be held at the Ramada Inn, 6263 N. Brady in Davenport, IA.

Cost will be \$55 for IAWP members and \$60 for non-members. For information/registration, contact Vicki Furne or Frankie Wilson, Davenport Police Department, Davenport, IA.

★ ★ ★ ★ ★

The Compleat Officer, a unique opportunity for all law enforcement officers to fill some often overlooked personal and professional gaps, will be presented in Lakewood, CO, April 4-6 at the Sheraton Inn Lakewood, 360 Union Blvd., Lakewood, CO. (303) 987-2000.

Topics for discussion will include: Drug Smuggling—1980's

Style with Dr. John Macdonald, Director of Forensic Psychiatry, Univ. of CO Health Science Center; The Well and Compleat Officer; Invisible signs of Child Abuse; Living in the Liability Zone; Future Shock: Financial Reality; Getting Your Leadership Act Together; The Practical Side of Managing Stress; and many more.

Fees are \$55 for the two days, and includes lunches, conference resource materials and Certificate of Participation. Send registration/fee to: Colorado Association of Women Police, P.O. Box 1455, Arvada, CO 80001.

Room rates are \$45 nightly, single or double occupancy. Make reservations directly with the Sheraton Inn Lakewood, 1-800-325-3535 or 303/987-2000.

★ ★ ★ ★ ★

Street Survival Seminars, designed exclusively for law enforcement personnel, are offered by Caliber Press at a fee of \$65. Fees are required in advance with registration. Dates and locations through July, 1984, are listed below.

May 6-7	Winnipeg, Mant.
May 17-18	Jacksonville, FL
May 21-22	Gastonia, NC
May 31-June 1	Colorado Springs, CO
June 11-12	Little Rock, AR
June 16-17	Arlington Heights, IL
June 27-28	Syracuse, NY
July 10-11	Mitchell, SD
July 24-25	Topeka, KS
July 28-29	Charleston, SC

★ ★ ★ ★ ★

The Office of Women's Business Ownership, Small Business Administration, is sponsoring a series of National Initiative Conference in 1984. These conferences hope to provide high quality, hands-on training in a broad range of business skills. That emphasis combines the skills and needs of the private and public sector, and provides a community of 'after-life' of activities on behalf of women business owners.

The conference will have two-track training; one for those contemplating business ownership and start-up businesses; the other for those who are ready to expand or diversify.

If you wish to have your name placed on the mailing list for these conferences, contact: Ms. Susanne Howard, Conference Coordinator, Office of Women's Business Ownership, 1441 L Street, NW, Room 414, Washington, D.C. 20416.

AVAILABLE JOBS

Division of Public Safety, Police Department, Dean Junior College, Franklin, MA, is seeking female police officers. Starting salary is \$5.25 per hour, with a \$1 pay raise in July. Meals, laundry, and uniform allowances. Room for advancement.

Contact: Brian C. Pray, Director of Public Safety, Dean Junior College, Franklin, MA (528) 9100 ext. 245.

HOO-RAY FOR STEVE

Steve Simmons describes himself as a 'male chauvinist feminist'. A mechanic at Van Ness Ave. (San Francisco) Texaco Station, Steve says, "I found out that women only make 59 cents for every dollar earned by men. So I give them (women) a 41 percent discount on all labor charges."

Asked how men felt about this practice, Steve admitted "They think it's unfair!" from U.S. Today.

BUREAU OF JUSTICE ISSUES REPORT

The Bureau of Justice Statistics has issued a report (Dec. 4, '83) entitled "Report to the Nation on Crime and Justice", culminating a two-year effort by the bureau to present crime statistics in an interesting and understandable fashion. Designed to appeal to the 'average' newspaper reader, this report contains much that is of interest and value to police officials, particularly those assigned to planning or to community relations work.

The five chapters of this 108-page document provides accounts of 'the criminal event', 'the victim', 'the offender', 'the response to crime', and 'the cost of justice', as well as more than 40 maps and charts. Each chapter contains a variety of data, drawn from the bureau's own statistical files, the FBI Uniform Crime Reports and other sources.

In announcing the release of the report, Attorney General Smith said the report "confirms that crime is an enormous threat to our lives and property." Example: in 1981, almost one-third of all American households were victimized by violence or theft—ten percent of these incidents involved crime committed by strangers or by burglars. Surprisingly, the report noted that the chance of being a violent-crime victim is greater than that of being injured in a traffic accident! Another surprising revelation was that young black males are the most frequent victims of violent crimes, while elderly white females have the lowest victimization rate!

Losses, in financial terms, from personal and household crime, exceeded \$10 billion in 1980, while commercial robberies, non-residential burglaries and shoplifting accounted for more than \$1 billion.

This report focuses on 'street criminals', rather than on 'white-collar criminals', since these offenders are more likely to be arrested, convicted and sentenced to jail.

According to the report, the typical offender is a black male, aged 18-20, typically low-income youths, with a high likelihood of unemployment. For most offenders, criminal activity lessens after about age 25. Two reasons are offered. First, increasingly longer sentences are being imposed on repeat offenders, thus incapacitating them for longer periods. Secondly, habitual offenders are less successful in avoiding apprehension as their criminal careers progress.

While education and employment seem clearly linked to criminal activity, the drug abuse/crime link shows conflicting results. In one study, data indicated that most heroin-addicted criminals were involved in crime before addiction, and traditional income sources, rather than street crimes, was the major support for their drug habit.

This report disputes the commonly held view that hiring more police will reduce crime; there is no "simple and clear-cut relationship" between crime rates and either the number of police or budget allocations. "If a relationship is to be found between crime rates and police, it may be associated more with tactics of law enforcement officers than with their numbers." The ratio of police to population, in most counties, is 3 officers per 1000 residents, although this varies across the country.

Another thought-provoking disclosure in this report is that speed is not relevant in many police functions, such as making an arrest, although speedy arrests increases the possibility of recovering important evidence.

Single copies of the report is available free from the National Criminal Justice Reference Service, Box 6000, Rockville, MD 20850 (301-251-5500).

NEW PRODUCT

OMNI magazine describes "a gun that takes a picture every-time it fires a bullet." The inventors claim that the gun "will document the exact moment that a police officer shoots."

Is this the answer to the problems concerning the use of deadly force by police?

ITEM

Lola Anderson Young served 36 years with the US Deputy Marshall's office. One of the first women appointed as a Deputy U.S. Marshall, Ms. Young served in the District of Colorado from 1919 to 1955.

AVAILABLE JOB

Full-time staff assistant, Program Director of Student Activities; responsible for overall management of Program Unit. Specific duties include: long range planning and evaluation; formulating policies and procedures; supervising program staff; coordinating a comprehensive student activities internship program.

Requirements: MA in Student Personnel, Education, Counseling or related field and four years professional experience in Student Activities, or a large-scale community service organization (or BA and six years experience), plus demonstrated skills in program and student development, a working knowledge of contract administration and personnel management. Pay range: \$19,600 to \$24,200, plus standard benefits.

Send application letter, resume and three letters of recommendation to: Search Committee, 416 Student Union, U/MASS, Amherst, MA 01003, ATT: Sue Jean. Before April 25, 1984.

TASK FORCE (Continued from Page 8)

Managers should be fully prepared, and have qualifying experiences before promotion, so that such promotions are not made solely to fulfill mandated EEO goals and/or quotas.

Thus, it is important that women officers participate in professional conferences and that assertiveness training programs for all employees are provided, so that those who need to develop or improve these skills may do so, prior to promotion.

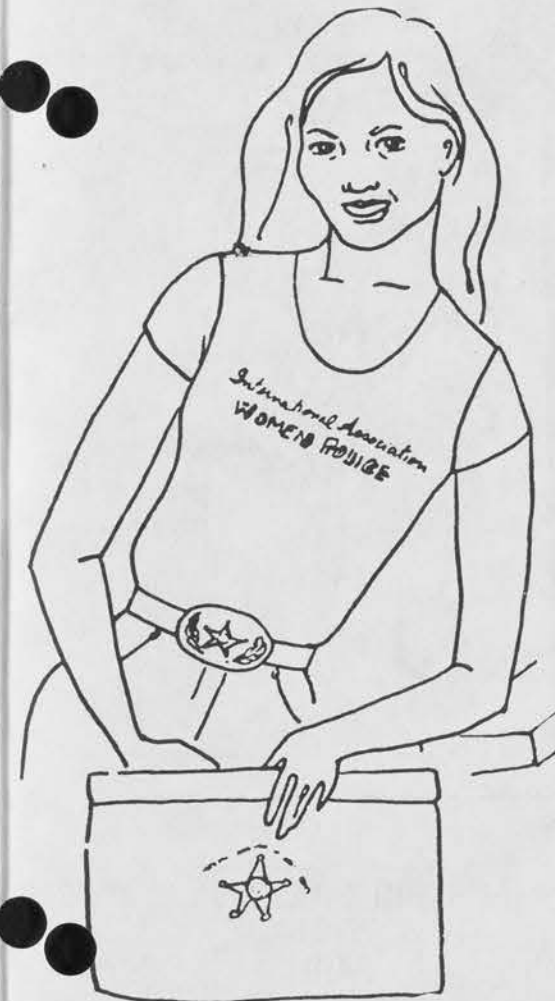
Career planning and counselling should be established and the formal and/or informal dissemination of information about successful women within the organization should be provided, so that aspiring, capable employees have role models or mentors.

A large number of women leave the law enforcement profession, after only a few years, because the job is not what they thought it would be or they perceive no possibility of advancement. It is important that all candidates be given a complete and honest description of the position, which will include performance expectations, or the possibility of relocation, etc.

Identifying and overcoming these barriers, on a local level, using the suggestions provided by the Task Force on Women in Federal Law Enforcement should provide an impetus to attain a ratio of men to women, equal to the ratio in the community.

The Task Force has published as well a recruitment brochure which lists the federal agencies employing women. The brochure describes a wide variety of jobs which such employment provides.

In January of this year, the Task Force published a directory of Women in Law Enforcement, which will help to establish and maintain an information-sharing network for women interested in, or currently employed in, law enforcement.



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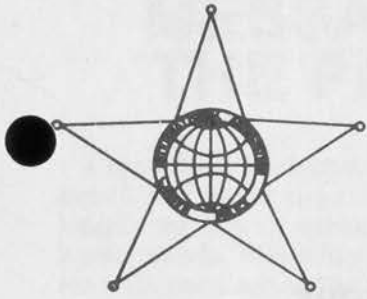
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

VOLUME 18, NUMBER 3, SEPTEMBER 1984

IAWP OUTSTANDING WOMAN OFFICER OF THE YEAR

Sgt. Shirley J. Davis, Metro PD, Nashville, TN, in a telephone interview, said she was "honored" by her selection as "Outstanding Woman Officer of the Year" and added that "there are many outstanding officers who deserve recognition."

She was chosen from numerous applicants nominated by administrators of police departments of cities, counties, states and provinces, as well as nominees from federal agencies, the armed forces and campus police departments.

Appointed Sept. 1, 1970, Davis became interested in police work while employed with the Nashville Metro Health Department, serving sanitation citations.

"There were no women in uniform then, and women were automatically assigned to Vice Control or Youth Guidance," she said. "We weren't even issued uniforms!"

Now Davis, who has an Associates Degree in Law Enforcement and a Bachelor of Science in Criminal Justice, is a Field Commander, Patrol Division. She has served as a patrol officer and in Criminal Investigation following the "automatic" assignments. She is well thought of by fellow officers and within her community.

She has received numerous citations and commendations for outstanding performance, and was nominated by her supervisors for the Police Officer of the Year Award in 1976.

"We're proud of her," said



Chief Joe Casey. "She is truly an outstanding officer."

Davis, who lives alone, has initiated programs in low income housing areas, where she meets with women to discuss sexual abuse, drug abuse, and the police

role in the community. She is a frequent speaker to numerous community groups.

We look forward to meeting this outstanding police officer in Dearborn, MI on Sept 17.

IAWP BULLETIN

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TO BE CONSIDERED

A request for an increase in membership dues, from \$20 to \$25 per year, will be proposed by the Executive Board of the IAWP at the business meeting, scheduled for Wed., Sept. 19, at the Hyatt-Regency in Dearborn, MI.

According to the IAWP constitution, Article IX, #1: "The fee for all membership shall be determined by membership vote."

Article IV, #1: "Quorum. At any meeting of members . . . the presence of twenty of the members eligible to vote in person shall be necessary to constitute a quorum for all purposes . . . the act of a majority of the members present at any meeting at which there is a quorum shall be the act of the full membership. . ."

As you consider this proposal, compare the IAWP dues to those in other professional organizations. Also, consider the increased costs of maintaining records; of printing and distributing the thousands of brochures annually; and postage and telephone increases as well as the increased uses of these items by the organization. These increases mandate this proposal.

MESSAGE FROM THE PRESIDENT

I have been staring at the tablet of paper in front of me off and on for days. I leave my desk and the paper haunts me like an ephemeral creation from a Grade B horror movie. This will surprise those of you who know me well, but I am at the proverbial loss for words. You see, this is my last President's Message and I'm having difficulty expressing how important the IAWP has been to me.

My involvement with the IAWP began in 1979, when I journeyed to the conference at South Bend, IN, to receive the Woman Officer of the Year Award. This was my first experience with our organization and it set a small fire within me. I left that conference with many new friends and a desire to return. I continued to go to conferences and was elected to the Board.

The fire caught and spread — Carlin Washo and I returned from Albuquerque in 1980 to start the Colorado Association of Women Police.

The I.A.W.P. has been important to me, both professionally and personally. The prestige of the IAWP has boosted my career immeasurably. But the personal benefits have been the best.

The friends I've made have been the best.

Yes, that has been the best part: meeting with women who have the common experience of law enforcement. These conversations and contacts moved from work to laughter and occasional tears, covering all facets of our lives.

I intend to remain active with the IAWP, but I am in need of some extra time in my life. The demands of the Presidency have become too taxing.

To each of you who have helped meet the goals of the IAWP — Thank you so much.

In August, I attended the National Explorer Conference in Columbus, OH, to present a seminar on "Women in Law Enforcement" for the second year. During that period, I reached approximately 1100 prospective officers and distributed IAWP brochures.

Several weeks ago, I woke up! On July 14-15, I sat in a classroom, riveted to my seat, and realized that after ten years as a police officer, I was getting a little sloppy on my survival tactics. I did learn that I was doing a few things right — I'm one of the 30% of police officers nationally who religiously wears body armor, and my chances for not being involved in a shooting are lesser, simply because I'm a woman. But I also realized that I have been a bit too complacent about contacts with citizens and in approaches to various situations. This class really woke me up, and I'm trying hard to clean up my act.

The class was Officer Survival Course, sponsored by The Traffic Institute, Northwestern University, an organization with their credibility firmly established.

Ron J. Adams, Riverside PD, the instructor, has developed the most unusual and realistic survival school in the nation at Ft. Irwin Military Base in the Mojave Desert. He has also served as technical advisor on several award-winning instructional motion

FROM THE DESK OF THE EXECUTIVE DIRECTOR

I'm looking forward to seeing each of you in Dearborn in September. Though I haven't yet started packing, I plan to travel light, so that task shouldn't take long!

We've suffered through a hot, dry summer. Some have had the opportunity to get away from duties; to cool off on beaches, poolsides, or simply on a shady verandah with a tall glass of iced tea.

Perhaps, you have been blessed with the cessation of hectic activities which include speeches, classes and community involvement. If this be so, then it is time again to take up the banner; to "Polish the Brass"; to re-think our goals, and to act upon them.

As individuals and as an organization, we must evaluate where we have been, where we are going, and how we are going to get there.

This is an election year. You have the opportunity to elect officers, to set goals and help to carry them through. This is your organization — participate, contribute your talents and your time, and receive in return the tremendous support of a network which stretches around the world.

Until Dearborn

— Much Love, Rosie

★ ★ ★ ★ ★

Conference Site Bids

The site for the 1986 IAWP Conference is to be selected this year. Interested parties are reminded that an invitation to host the conference must be submitted to the Board of Directors, via the President, prior to the Board meeting.

The invitation must be from the chief law enforcement administrator of the hosting city.

Presentations to the general membership for selection of the conference site shall be limited to 15 minutes.

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(Continued from Column I)

pictures and manuals produced by MTI Teleprograms, Inc. which include "High Rise Patrol Tactics", "Survival Shooting Techniques", "Handling Firearms" and "Shooting Decisions". He has served as a technical consultant to CBS "60 Minutes" on the subject of officer survival.

The man is a dynamic speaker and an inspiration. Ron will wake you up. I strongly recommend that you find the time to attend this seminar when it is presented in your area. (See Training for future dates and locations)

Until Dearborn, Mary

NETWORKING: NECESSARY TO CAREER DEVELOPMENT

Women's networks are support groups where women can form links with other women to exchange tips and information about resources and find friendly understanding of special problems encountered in the working world.

Men have had their "Good Ol' Boys" network for years and such associations are so familiar as to be unremarkable. As a matter of course, businesses and organizations send male employees to career development programs "to develop the company's valuable resources". Yet they tend to treat women's attendance at such programs as "lunch with a bunch of women".

Executive managers are reluctant to give women time off from their jobs to attend career development programs. Thus, many studies show that women in today's work force often lack many of the skills necessary to successful career development.

But sending women to development workshops are no special favor. It is, or should be, a part of an organizations own long-range development plans. Assertiveness training and management courses for women must become as much a part of policy as sending men to sensitivity training courses to make them better managers. Culturally, men develop over a lifetime assertiveness, analytical thinking, long range planning ability and risk taking — through team sports and society's support of aggressive behavior in males. But men often lack the skills that women have acquired — namely, sensitivity to the feelings of others, intuitive thinking, the ability to develop others, sympathy, understanding, gentleness and loyalty — all necessary to rising in the corporate structure.

Why then, is it a special favor to a woman employee to be given time, encouragement and support to attend courses to develop assertiveness and the opportunity to practice the skills learned in such courses?

"WOMEN IN FEDERAL LAW ENFORCEMENT" SEMINAR

On July 11, 3rd Vice-President Mary Dumas and Region 6 Coordinator Lee Haynes attended "Images, Issues, Initiatives" — a training program for all women in law enforcement. The program was held at the Washington Hilton Hotel in Washington, D.C., and sponsored by the Department of Justice and the Department of Treasury Interagency Committee on Women in Federal Law Enforcement.

The one-day seminar was broken down into three areas of concern to women officers: Psychological Considerations, Myths and Realities, and Career Conflicts and Solutions. Each section was addressed by a qualified panel discussion group which was comprised of women officers from every type of federally employed background and experience, in addition to other law enforcement related professions. The panel approach was conducive to audience participation in attempting to work together to reach viable solutions to common problems.

While we have referred here primarily to the corporate world, I think nowhere is such differentiation made as within most police departments. Women are seldom tapped for advanced training; often refused time to attend schools or seminars which would aid them to improve their skills on the job; and rarely granted funds to cover expenses when they elect to spend their vacations at such schools as that sponsored yearly by the International Association of Women Police.

But women with aspirations for advancement must not allow administrative shortsightedness to limit their achievements. They must seek out opportunities to demonstrate their skills; and take advantage of available training both locally and nationally, and develop these opportunities for professional contacts.

Women must learn to talk and work with others even when there is no basis for friendship; learn to trade information, store it, and use it at opportune times. That is why networking is so important to professional women.

Even when advancement is not the ultimate goal, such opportunities should be developed. We must think in long-range terms: will my activities make an impact on the administration? Can I make a dent in administrative policy which will have a positive effect for those who will follow?

We must make a commitment to furthering women in law enforcement. IAWP has made that commitment; the 22nd IAWP Annual Conference is an opportunity to exchange information, learn new skills, develop those already learned and make professional contacts. Are you willing to expend the energy, time and money necessary to take advantage of this opportunity? We hope so! We hope to see each of you in Dearborn.

There were 350-plus advance registrations for the program, which was so successful that it will be held again in 1985, by popular demand. Comments overheard were:

"Why hasn't something like this been held sooner?"

"I never realized others have had the same problem."

Communications, connections and contacts were made throughout the day in a series of constant "networking". Many of those present had never heard of the IAWP; however, now there is a new awareness among federally employed women as hundreds of IAWP membership applications were distributed while inquiries were addressed as to IAWP purposes and goals.

For information on training programs in the future contact: Doris McCrosson, Department of Justice, EEO-FWPM 100 Indiana Ave. NW, Washington, D.C. 20530.

TROOPER BELL IN THE "BUSH"

Alaskan State Trooper Susan Bell doesn't drive a squad car. Squad cars are impractical in the Alaskan "Bush" country.

Currently assigned as a Village Public Safety Oversight Trooper, Bell investigates criminal cases, transports felons from the villages to the city, and provides assistance and training to Village Public Safety Officers.

To cover the vast area of her beat, Bell flies in an AST airplane, piloted by a civilian, charters a private plane or, when time and weather permits, uses the river boat to travel to the villages on her assigned patrol.

In winter, Bell drives a four-wheel drive Bronco on the frozen Kuskokwim River to nearby villages. Occasionally, she will use a snow machine, but most of her patrol is done by air. She says she has no plans — and no desire! — to obtain a pilots license.

Not piloting has disadvantages, but Trp. Bell knows how to cope with most drawbacks. On her first trip into a particular Eskimo village, the airplane was delayed returning for her.

"I was sitting at the gravel runway, slowly freezing," Bell recalls, "when several teenagers in sweatsuits came jogging toward me.

"Suddenly, one in the lead stopped, stared hard at me and exclaimed 'You're a Cop!'

"When I answered in the affirmative, the same youth asked in surprise 'Are you a girl?'

The joggers were so fascinated with meeting their first female trooper that Bell was pelted with questions. The youths escorted her to a house in the village to use the phone, and remained with her until her plane finally arrived. By that time, she had established firm friendships with the youthful joggers.

SusiBell, as we know her, grew up on the central Oregon Coast, on a farm owned for generations by her family. After graduating from the Oregon College of Education with a BS in Corrections/Social Services, she was unsuccessful in finding employment.

"I was only offered clerical positions," she recalls. "Due to the 'baby boom', there were few jobs available in Oregon."

She was working on a Masters Degree when she went to Kodiak, AK, to visit friends, and stayed to take a position with the Kodiak PD. Bell worked as a desk officer for two years before leaving there to join the Alaska State Troopers, where she has served for the past eight years.

During that time, Bell has experienced a lot of "firsts". In addition to being the first female assigned to the "Bush", she is the first female to become a Field Training Officer, to work major crimes, and the first to work the Prudhoe Bay/pipeline area.

Bell was also the first female officer assigned to the Fairbanks post, and the first to work narcotics in Fairbanks. She works as O.I.C. (officer-in-charge when supervisory rank is not on shift).

Bell has taken this all in stride and says modestly that "firsts are a natural when you're the senior female patrol officer."



Trooper Susan Bell relaxes at home in Bethel, AK.

Dedicated to bettering the role of the police officer and the lot of the people she serves, Bell became the first female Union Representative in the state. She envisioned and then put into practice the first Police Search and Rescue radio system on the west coast of Alaska, and was instrumental in the organization of the Child Sexual Assault Program for rural Alaska.

In 1979, Susan Bell, Trooper, was first runner-up in the Business and Professional Women's "Young Careerist Program for Alaska".

This energetic trooper has been recognized by villagers also, for her devotion to duty. In one remote village, Bell says she always gets a "hug and a handshake" from the crippled father of a man she arrested for assault and battery.

His son, Bell reports, had been convicted twice for assault and battery and received suspended sentences. "I told the defendant that I would make sure he went to jail if he assaulted anyone else, and I would turn his son, whom he was rearing, over to Social Services.

"Then, he assaulted two of my village police officers; I followed through with my promise.

"His father hugged me, and thanked me for arresting his son!

"The defendant has remained sober, and has not assaulted anyone for the past two years," Bell concluded.

Six years ago, Susan married Emery K. Bell, whom she met while teaching a course at the Police Academy. Emery was a new recruit at that time; he has since left the Police Service and operates a general contracting company in Fairbanks. They live in Bethel.

"It's a long commute," says SusiBell ruefully. "Almost a thousand miles."

And that's a long way to commute, even in the 49th state, but the Bells agree "It's worth it."

ANECDOTES FROM THE HISTORIAN IAWP PRESIDENTS — PRESENT AND PAST

- 1982-
WAMSLEY, MARY J. Agent, Lakewood, CO
Dept. of Public Safety
- 1980-1982
BAILEY, CAROLEN
Detective Sergeant,
Minneapolis, MN, PD
- 1976-1980
MASON, ROSIE
Detective, Kansas City, MO, PD — retired
- 1974-1976
SHPRITZER, FELICIA
Lieutenant, New York City, NY, PD —
retired
- 1970-1974
BECKETT, LOIS
Constable, Sault Ste. Marie, Ontario, Canada
— deceased
- 1966-1970
OSTRANDER, MARY R.
Detective, Madison, WI, PD — retired
- 1964-1966
MUMFORD, ELIZABETH
Captain, Portland, OR, PD — retired
- 1956-1964
HIGGINS, DR. LOIS
Director, Crime Prevention Bureau of Illinois;
prior service with Chicago PD — retired
- 1915-1932
WELLS, ALICE S.
Policewoman, Los Angeles, CA, PD,
President, International Policewomens
Association

Although further explanation is in order, no listing of IAWP's Presidents should be considered complete without mentioning Mrs. Wells.

Alice Stebbins Wells, Los Angeles, CA, PD, in 1910 became the first woman to obtain the job title classification of "Policewoman".

Policewoman Wells was a graduate theological student and social worker. While attending a National Conference of "Charities and Corrections", Policewoman Wells, on May 17, 1915, formed the "International Policewomens Association". The Association was chartered a year later, in 1916, in Washington, D.C.

Policewoman Wells served this organization, forerunner to the IAWP, as its President until her death in 1932. Mrs. Wells provided leadership; she was the organization's greatest financial contributor as well. With her death, the organization became a depression casualty.

On May 22, 1956, in San Diego, CA, during a meeting of the "Women Peace Officers of California", the IAWP was organized and Dr. Higgins was selected President. She served in this capacity for eight years,

then was appointed Executive Director, where she continued to support and promote the IAWP for another twelve years.

Past Presidents act in an advisory capacity to the President and the Board. Most remain active in IAWP and assume committee and other responsibilities, as assigned by the President and/or Board. Past President Rosie Mason is currently serving as Executive Director. Carolen Bailey, Felicia Shpritzer and Mary Rita Ostrander continue to serve as members of the Executive Board.

Our Presidents, through dedication to our organization, by their professional demeanor, and the many and varied abilities of each, have, as individuals, contributed both to IAWP and the greater "Law Enforcement Community", and have supplied the emphasis for the emergence of IAWP as a recognized viable professional organization. **THEY HAVE BEEN WOMEN OF THEIR TIME**, with the ability to **KEEP IN STEP** and through leadership, appropriately adjust IAWP goals and objectives to meet the current needs of our Organization, the Criminal Justice System, and our Country.

Beryl Thompson

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ALASKA: It's Not That Far Away!

As registrations are being filled for the 22nd Annual IAWP Conference in Dearborn, MI, plans are already underway for the 23rd Annual IAWP Conference!

Maureen Ing, Vancouver, BC, is investigating the possibilities of an Alaskan Cruise — either before or after the conference. With at least 12 members from the group, Ms. Ing has been assured of a 10% discount on regular fares.

The possibilities are limitless!

Sail through the Inside Passage, past blue glaciers and towering snow-peaked mountains; visit Wrangell, one of Alaska's oldest and most picturesque towns.

See majestic Mendenhall Glacier in Juneau and follow the footsteps of old prospectors in Skagway, a city still living in the fabled days of the Gold Rush.

In bustling Ketchikan, stroll along the infamous Creek Street and hear tales of its lusty past, while viewing charming little cabins precariously perched on hillsides.

Alaska is awesome. A cruise is exhilarating. The combination is unforgettable!

The time and distance is not that far away. Plan now for the 23rd Annual IAWP Conference, and a visit to Alaska.

If you may be interested in a cruise, or a cruise/air combination, contact Maureen Ing, #1-1705 Napier St., Vancouver, BC Canada, V5L 2N1.

JANNA KENT RECEIVES 1ST KAREN RICE MEMORIAL SCHOLARSHIP

The Minnesota Assoc. of Women Police awarded the 1984 Karen Rice Memorial Scholarship to Janna Kent, Gibbon, MN at the M.A.W.P. conference held in May on the University of Minnesota campus.

The scholarship was established to assist female law enforcement students with tuition for either an eight-week skills course, or a second year of training at a vocational school. The State of Minnesota requires the successful completion of either of these as part of its police officer licensing requirements. This award will enable Janna to attend the skills course at the Law Enforcement Training Center in Bloomington.

Janna graduated from St. Cloud State University this May with a GPA of 3.58. While at St. Cloud she was a teaching assistant for Dr. Robert Prout, Director of St. Cloud's Criminal Justice Department. She received excellent referrals from Dr. Prout and Gibbon Police Chief Orrin Nordby. Chief Nordby was so impressed with Janna he told a scholarship committee member that working with Janna changed his mind about a woman's ability to be a police officer.

Applicants are required to submit to the scholarship committee a personal history information, a referral from the law enforcement coordinator of the institution at which the candidate has received her academic training, a referral from a licensed peace officer who knows the candidate and an official transcript of law enforcement classes taken.

This is the first year the M.A.W.P. has made this award. The scholarship program is a memorial to MAWP member Karen Rice, a Mille Lacs County deputy who died in 1982 as a result of complications from injuries sustained in an accident.

Members of the Board would like to thank Susanne Hackett - State Patrol; Laura Johnson - Brooklyn Park PD; and Kathi Kones - Fairbault PD, for the time and an effort they have given as members of the scholarship committee.

The Board also expressed appreciation to Mark Shields, Executive Director of the Minnesota Peace Officers Standards and Training Board for his assistance and support.

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REMINDERS

The Board of Directors meeting will be held on September 16, 1984, at 1PM in the Dearborn Hyatt-Regency. Reports from the Board will be available for your perusal at the conference information desk after the meeting.

All members are encouraged to attend the General Membership meeting on Wednesday, September 19 at the Dearborn Hyatt-Regency.

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Janna Kent, left, is presented a scholarship check by MAWP President Beverly Hall, right.

I.A.W.P. COOKBOOK NEEDS YOUR RECIPES!

Got a great "Choir Practice" or third shift recipe?
Got a tried-and-true old family favorite recipe?
Or a personal favorite that you'd like to share?

Once again, the IAWP Ways and Means Committee is attempting to compile our first IAWP Cookbook, and we cannot put it together without your help. We would like to have recipes from enough of our membership to give our cookbook a truly "international flavor".

What we will need in addition to the basic exact measurements, ingredients and method are: (1) your name as you would like it printed in the cookbook; (2) What department you are with; (3) your city, state or province and country.

If the recipe is being submitted for someone other than yourself, give the name, state/province and country.

Is there a funny story or anecdote that goes along with the recipe? Then submit that too! In addition, you might note if the recipe can be adapted to microwave ovens.

We need these recipes as soon as you can get them to us. You may send them to any of the following committee members or just bring them along with you to the '84 Training Conference in Michigan and present them to: Mary Dumas, Cheryl Rabin, or Lee Haynes. (addresses pg. 2.)

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REGIONAL REPORTS

REGION 1

Coordinator: Kathy Robinson

CANADA: New Brunswick; Newfoundland;
Nova Scotia; Prince Edward Island.
UNITED STATES: New Hampshire; Rhode Island;
Maine; Massachusetts; Vermont; Connecticut.

..... NO REPORT

REGION 2

Coordinator: Jayne T. Rich

New York; New Jersey; Pennsylvania.

..... NO REPORT

REGION 3

Coordinator: Sylvia Bailey

Delaware; Virginia; Maryland; Washington, D.C.

..... NO REPORT

REGION 4

Coordinator: Donna Pence

Georgia; North Carolina; South Carolina;
Tennessee; Arkansas

..... NO REPORT

REGION 5

Coordinator: Louise Vasquez

Florida; Mississippi; Louisiana; Alabama;
Puerto Rico; Virgin Islands

..... NO REPORT

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois; Michigan;
Ohio; West Virginia.

Things are finally beginning to take shape and fall into place for the formation of a state affiliation in

Ohio, there are now several "satellite" groups of policewomen throughout the state who are getting together, holding meetings and discussing possibilities for organization.

The latest of these is a group called Women of Law Enforcement, or "W.O.L.E.". This group consists basically of women officers assigned to the Cincinnati Correctional Institute. These women had never heard of the IAWP, and felt that a definite need existed for an organization dedicated to the problems and needs of the woman officer, hence they created a group within their ranks to fill the void.

Upon contacting several of their members it was generally decided that we should all get together to discuss plans for the future, establish goals, and to disseminate information about the IAWP, in which they expressed a keen interest.

Along with the group of interested women officers from Michelle Deckers' Columbus, OH, group, Ohio should be well on its way to a state association. They have certainly shown enough interest and numbers to support one.

The organizer of "W.O.L.E." would like for anyone from Ohio, especially in the Cincinnati-Hamilton County area, to contact her for information or suggestions. Write to:

Doris J. Rhodes, 1610 Bising #4, North College Hill, OH 45239.

And now from the "Everybody's Been There" Department:

Melodi Bennett, of the Warsaw, KY PD, is being sued for \$500,000 in a circuit court suit.

In February of this year, Off. Bennett responded to a fight call in her city and found 2 male whites and a female white outside the establishment where the trouble had occurred. Having smelled alcohol on the persons of the two male subjects, she advised them not to attempt to drive. She allowed the female, who did not appear to be under the influence, to drive the vehicle out of town to their home, with the understanding that they were not to enter the city again that night.

Later in the evening, Off. Bennett observed the vehicle in the city, this time with one of the male subjects driving. Upon seeing Off. Bennett, the vehicle took off at a high rate of speed; Off. Bennett began to chase the vehicle. Due to the high rate of speed of the pursuit, Off. Bennett gave up the chase. Further down the road, the vehicle wrecked, killing two of the three occupants.

... Deputy Sheriff Sue Donahue, of the Boone County, KY, Sheriff's Office is being sued for \$400,000. Dep. Donahue's suit stems from a case in which she was told to respond to Cincinnati, OH, to pick up a prisoner who had been processed, extradition papers ready, and was to be transported back to Kentucky.

Dep. Donahue learned upon arrival that the extradition papers were not in order; however, she was ordered by a superior officer to transport the prisoner

back to Kentucky, which she did...

Last, I am currently being sued for \$380,000 for a violation of civil rights, stemming (of all things!) from a Cruelty to Animals arrest.

On February 5 of this year, I raided a kennel and confiscated 90 dogs. The owners were convicted of cruelty to animals — the second time in seven years.

Kentucky statute law provides for the confiscation and disposition of such animals; the Judge stated that he did not feel that the law was proper in this case. He awarded the animals back to the abusers, saying that I had no right to confiscate them, even though they were considered evidence.

The owners have sued, saying that I had no right to take their "property" from them, although some of the animals were in such bad shape that they died at various veterinary offices in the area...

Well, enough depressing news! Hope to see you all in Detroit, where we can all look towards a bright future.

Lee & "Igor"

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming; Nebraska;
Wisconsin; North Dakota; South Dakota

..... NO REPORT

REGION 8

Coordinator: Ramona Bivians

Colorado; New Mexico; Texas; Kansas;
Missouri; Oklahoma.

..... NO REPORT

REGION 9

Coordinator: Myra Harmon

CANADA: Alberta; British Columbia
UNITED STATES: Idaho; Alaska; Oregon;
Washington.

..... NO REPORT

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah; California; Hawaii.

For those who didn't receive the last newsletter, I'll be leaving Aug. 15 to make contact with the police-women of Hawaii to promote IAWP. Coordinators for Regions 1 and 6, Kathy Robinson and Lee Haynes will

be travelling with me.

Trisha King of the Honolulu PD has been making all the arrangements for our visit. The three of us are meeting in Honolulu to spend a week which I'm sure will be over too soon. After a business meeting with the Hawaii women, we will join Trisha for a tour of the HPD and a meeting with her chief to put in a plug for IAWP. The police union luau follows in the evening.

I received a letter from Nancy Earles, Detective with the North Las Vegas PD, regarding the settlement of a suit filed against her department by Karen George. The suit involved the issue of equal pay. In an out-of-court settlement, the city agreed to pay George \$45,000. Det. Earles has told me that discrimination at her department is nothing new. Several of the women there have had difficulties.

Lt. Kim Adamson of West Valley City Pd (UT), advised that she has completed the 6-week "Tactical Rescue Unit Orientation Course" in Petwawa, Ont. Canada. In order to attend this course, the application must be reviewed and accepted. Congratulations to Lt. Adamson for being the first woman to successfully pass the course. (See training for more on Lt. Adamson.)

May 20-23, I attended the 57th annual WPOA (Women Peace Officers Association of CA) seminar in Anaheim, CA. Held at the Sheraton Inn in conjunction with the CA Peace Officers Assoc., the program included induction of the 1984/85 officers for each association.

Courses offered included Terrorism/Hostage Negotiations, Narcotics and Alcohol, Organized Crime, Officer-involved shootings, Police Community Relations, Diet and Stress, and others. While each association had scheduled separate classes, participants could select from the fare provided by either.

While there, I attended the WPOA business meeting, where I spoke to members about IAWP and the training conference in Dearborn in September. Several inquiries were made; I was surprised by the number who were not familiar with our organization.

Chief Daryl Gates, LAPD, spoke at the installation luncheon, where I was a guest of the WPOA. He spoke of the preparations for the Olympics, among other topics of interest. That evening, I attended the installation banquet for CPOA officers. Betty Ann Boese, of the Santa Clara Co. District Attorney's Office is the newly elected president of WPOA.

My schedule for the three-day seminar was full with little time to spare. The entire event was professionally organized and I made several contacts which will be beneficial to me in IAWP matters.

Since California has over 4,000 female officers in the state I was delighted that many chiefs and sheriffs from throughout the state were attending. I used this opportunity to meet and talk with several of them about IAWP. The questions I answered most were: "What are you doing here from Arizona?" and "What is IAWP?"

I became acquainted with Los Angeles Co. Sheriff, Sherman Block and with Capt. Murle Hess, LASO, whom I had corresponded with prior to the seminar. Cpt. Hess is an interesting lady who has worked her way up through the ranks. She has offered assistance

in IAWP matters, which will be useful, since LASO has over 800 women officers.

October 20-26, I will attend the IACP conference in Salt Lake City, UT, where I will help operate an information booth for IAWP. This should be a worthwhile venture for promoting IAWP.

On August 22, the International Police Olympics begins in Phoenix, AZ. I am planning to attend and make as many contacts for IAWP as possible.

On Sept 8, we have called another meeting to organize a women police association for Arizona. Held at Maricopa Co. Sheriff's Office, it will be hosted by Sgt. Jadel Roe.

In June, I met with C. Russell Duncan, Police Chief at Arizona State U. Chief Duncan was interested at that time in hiring a qualified female assistant director. Chief Duncan is very supportive of Women in law enforcement, and has become a member of IAWP.

Anyone interested in a job in California should contact: Christina A. Cervantes, Recruitment Analyst, State Personnel Board, 801 Capitol Mall, Sacramento, CA 95814, or call 916-445-7237. She is trying to keep qualified women informed first about openings.

Kathy Nelson

REGION 11

Coordinator: Carol-Ann Halliday

Saskatchewan; Manitoba; Ontario; Quebec.

..... NO REPORT

REGION 12

Coordinator: Gail Thomson

All other areas outside the United States and Canada.

..... NO REPORT

POLICING: A New Journal

The Police Review Publishing Company will launch a new quarterly this fall titled "Policing". This new journal will reflect the growing national and international interest in the study of police objectives, resources and management, accountability, recruitment, training and discipline, according to a letter received from Chairman David Evans, Sweet and Maxwell, of London, Eng.

The letter included an invitation to interested parties to consider contributing articles for publication in the early issues. If our readers are interested in contributing, contact editor Walter Merricks, 32 Cholmeley Crescent, London, Eng. N6; or at the corporate offices: 14 St. Cross St., London, Eng. EC1N8FE

BITS AND PIECES

Off. Kathleen A. Brudnak, with the security force at the Allentown-Bethlehem-Eastern (PA) Airport, was installed as president of FOP Lodge #35, LeHampton. Though not the first woman to serve as president of an FOP Lodge, she is the first to serve in that capacity in the State of Pennsylvania.

★ ★ ★ ★ ★

Wilma P. Mankiller is the first woman to sit among the Cherokee Chiefs, in full council, in recorded history. Mankiller is a deputy Chief of the Cherokee Nation in Oklahoma.

★ ★ ★ ★ ★

Capt. Tangela Tricoli is the first woman to attain a pilots rating from the Federal Aviation Administration to operate a 747 jet. Capt. Tricoli is an American Airlines Pilot.

★ ★ ★ ★ ★

Caroline O'Brien, the first security policewoman at Picatinny Arsenal's U.S. Army Armament Research and Development Center in Rockaway Twp (NJ), says she enjoys being a trailblazer.

A former nurse and medical receptionist, O'Brien says she was anxious to try another career when she took the job in December of '83. After a 40-hour course and five weeks of on-the-job training, she was assigned the four to midnight shift.

The mother of three, O'Brien says her children think her job is "really neat". "However, their friends are a little stunned when they see me in uniform."

Regarding her acceptance by the male security, she says that she got a lot of double-takes at first. "Once I proved I could do the job, the men accepted me." Something of a feminist by her own description, O'Brien feels that women have made great strides in the last decade, but still have a long way to go, particularly in education and commensurate salaries.

Enthusiastic about new career possibilities, O'Brien has encountered a problem common to most women in previously all-male bastions — the all-male locker room. "I keep my things in a desk in the office now — eventually there will be a women's locker room."

★ ★ ★ ★ ★

No longer is the Florida Highway Patrol Academy the bastion of all-male, all-white recruits.

The 70th recruit class included 15 black males, 6 black females, 1 hispanic female and 11 white females. This represented more than 50% of the class. The remaining 27 members of the class of 60 were white males.

★ ★ ★ ★ ★

Be Sure to Check out the COP SHOP at the 22nd IAWP Training Conference! Look for the Cup Plate depicting Policewomen!

A CORNER ON THE LAW

Two cases reviewed by the 1983-84 U.S. Supreme Court term have lessened the stringency of the exclusionary rule. (U.S. v. Leon, 7/5/84; Massachusetts v. Sheppard, 7/5/84).

Justice White, writing for the six-member majority, pointed out that the exclusionary rule is not written into the Fourth Amendment, but is a judicially-created remedy to deter police misconduct.

Expanding his concurrence of last term (in Illinois v. Gates 7LOB133), that the exclusionary rule does not serve the purpose of deterring illegal police conduct, if the police are acting in good faith upon a warrant issued by a magistrate, Justice White said that the truth-finding functions of judges and juries are impeded and some guilty defendants may go free, by the indiscriminate application of the exclusionary rule.

In both Leon and Sheppard, the error was made by the magistrate in a warrant later ruled invalid. The exclusionary rule is not aimed at deterring judicial officials, Justice White stressed.

To avoid disrespect for the administration of justice that indiscriminate application of the exclusionary rule generates, Justice White suggests it should only be applied where its remedial objectives are best served.

Thus, when police reasonably rely upon a warrant issued and act in "good faith" upon that warrant, believing their conduct did not violate the Fourth Amendment, ruling that evidence obtained is inadmissible clearly does not further the objectives of the rule.

Justice White emphasized that as neutral judicial officers, the judge or magistrate issuing a warrant have no stake in the outcome of prosecution.

"Penalizing the officer for the magistrates error, rather than his own, cannot logically contribute to the deterrence of Fourth Amendment violations," he wrote.*

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But before we, as officers, become too complacent with the "Good Faith" exception to the exclusionary rule, we must note Justice White's warning.

An officer's belief in the validity of the warrant must be objectively reasonable. This requires that officers have a reasonable knowledge of what the law prohibits; that the officer has an objectively reasonable belief in the existence of probable cause, and must not have been dishonest or reckless in preparing the warrant affidavit.

Suppression of evidence will remain the proper remedy if the issuing judge or magistrate was misled by information in an affidavit which the affiant knew was false, or would have known was false except for a "reckless disregard" of the truth.

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In three additional cases, requirements of MIRANDA were defined with less severity.

Berkemer v. McCarty, 7/2/84, has led the high court to rule that roadside questioning during a routine traffic stop is not custodial interrogation, unless the

officer subjects the motorist to treatment which renders him in custody "for practical purposes". A routine traffic stop is usually temporary, brief and public; thus distinguished from a formal arrest.

The Court warns, however, that a delay in formally arresting a suspect until on-the-scene interrogation is completed will result in the suspect being deemed "in custody" and "entitled to the full panoply of protections prescribed by Miranda."

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The Illinois Appellate Court, First District, indicates in two decisions (People v. Williams, 6/4/84 and People v. Lynn NO 58617 4/7/84), that Miranda warnings do not have to be given on an individual basis.

In the first, four arrestees were read the Miranda warnings by a police officer; each arrestee nodded to indicate understanding.

In the second, a trial court's en masse warning to a group of defendants in a courtroom was sufficient admonition of their rights.

The Court concludes that "advising a group of arrestees of their rights is proper legal procedure". The only limitation is that the group be small enough so that the officer can readily determine that each arrestee independently acknowledges his understanding.

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And in New York v. Quarles, 1/18/84, the U.S. Supreme Court ruled that Miranda warnings were not necessary when a lone police officer pursued an allegedly armed rapist through an all-night grocery, captured him, and asked "Where's the gun?" after noting the suspect's empty shoulder holster.

After the suspect pointed to a nearby cardboard box and stated the gun was inside, the officer advised him of his rights, as outlined in Miranda.

The State argued, and the Supreme Court held, that the officer acted in a "necessary and prudent" manner in trying to find the gun before someone got hurt.

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The admissibility of a confession made by a kidnapping suspect in Florida has been upheld by the U.S. Court of Appeals, Eleventh Circuit (Leon v. Wainwright 6/18/84).

The suspect made a second confession just two hours after police officers twisted the suspects arm and choked him to make him tell where the victim was being held.

But the Appeals Court held that under the totality of circumstances, the second confession was a product of "free and rational" choice.

There was sufficient time elapsed between the two statements, there were intervening events, and the same officers were not involved in, nor present at, the time of the second confession.

The court held that while the time lapse was not great, the defendant was taken to the station, meticulously advised of constitutional rights and interviewed by officers outside the presence of those officers who had abused him. This was sufficient to separate the second confession from the first.

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In Washington State, three persons are awaiting sentencing of 20-years-to-life, having been found guilty of the statutory rape of a six-year-old girl. The sentence is sure to be appealed in a challenge of a new law, dealing with hearsay evidence.

The new law, designed to aid prosecutors in getting child abuse convictions, allows that a statement of a child under ten years old may be admitted in his/her absence, provided there is corroborative evidence of abuse, and the judge believes the circumstances surrounding the case show the statement to be reliable.

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BAD APPLES?

Excellent security provided by LAPD to the Olympic Summer Games was marred only by a faked Bomb Threat to the Turkish team bus enroute to LA International Airport at the close of the games.

James Pearson, a much decorated LAPD officer who reported finding and removing the bomb, is being held on \$60,000 bail after investigation indicated that he planted the device aboard a bus carrying the luggage of Turkish athletes.

Sadly, Pearson "wanted to do something to gain attention." Proclaimed a hero briefly, Pearson has gained the attention of his superiors but jeopardized a promising career in the process.

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In Philadelphia, seven former officers have been convicted on federal corruption charges for participating in an extortion ring to protect illegal gambling.

A former Deputy Commissioner, a chief inspector, a captain, three lieutenants and a patrolman were found guilty of charges by a jury that deliberated 8 hours before returning the guilty verdict.

An eighth officer, a lieutenant, pleaded guilty to the same charges in July and is awaiting sentence. In 1983, seven Philadelphia officers were sent to jail on similar charges.

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Police Chief Walter Dyson, Harpers Ferry/Bolivar, W.VA, was charged in June with sexual abuse and sexual assault of a 13-year-old stepson and 11-year-old stepdaughter.

Dyson, freed on \$15,000 bond posted by the Harpers Ferry mayor, has denied the allegations, which were filed by state police investigators.

Bolivar officials have suspended Dyson until the case is resolved, but no action has been taken by Harpers Ferry. The two cities jointly operate the police department.

TRENDS AND DEVELOPMENTS

A year ago, the U.S. Supreme Court held that evidence of a drunk driving arrestee's refusal to submit to a chemical breath test could be used against him at trial. *South Dakota v. Neville*, 32 CrL 3047, 7 LOB 85. The Court's decision was two-pronged: First, such a refusal is not protected by the Fifth Amendment's privilege against self-incrimination; second, due process does not require that the arrestee be warned about the possible trial use of his refusal.

The *Neville* case then went back to the South Dakota Supreme Court, whose suppression order had been reversed. That court now looks at the case under the state constitution and accepts one, but not both, of the U.S. Supreme Court's conclusions. The result is that evidence of this type may be used in the state, but only if the driver has been warned of this possibility. (*State v. Neville*, 3/14/84).

Differences in language between the Fifth Amendment's self-incrimination provision and South Dakota's counterpart lead a majority of the court to conclude that a defendant's silence or refusal to submit to a requested test is a 'tacit or overt expression and communication of defendant's thoughts.' Thus, unlike most other state courts, the majority says that a refusal to take a chemical test implicates a privilege. But the state's 'implied consent' statute is saved, the majority continues, by the defendant's option to take the test or refuse it. To this extent the majority's conclusion is the same as the U.S. Supreme Court's.

The story is different when the majority turns to a due process analysis. The arresting officer informed the arrestee that his license could be revoked for refusing to take the test, but he did not mention that the refusal could be used against him at trial. State due process principles require that a defendant be fully informed of this consequence.

Two members of the court would strike down the implied consent law under the state's self-incrimination provision.

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Drug smugglers, faced with increasingly effective police techniques for preventing the importation of drugs into the U.S. have recently begun turning to a new tactic - the hiring of aliens to swallow packages of drugs and bring them internally across the border. Now a majority of the U.S. Court of Appeals for the Eleventh Circuit decides that law enforcement authorities may combat this trend by subjecting suspected 'mules' to x-ray examinations without a warrant. The majority rules that such searches are no more intrusive than strip searches, and hence may be conducted at the border so long as there is 'reasonable suspicion' that the individual is carrying contraband. And, in a similar case decided the same day, the majority announces that where such an x-ray search would be proper, authorities may detain a suspect who withholds consent to the procedure until the contents of his system are passed naturally. (*U.S. v. Vega-Barvo*, 4/16/84; *U.S. v. Mosquera-Ramirez*, 4/16/84).

In the first case, the majority points out that border searches are not subject to traditional Fourth Amend-

ment probable cause requirements. In the border search context, the degree of suspicion required to justify a search depends on the intrusiveness of the method used; while a frisk or luggage search requires no more than 'mere suspicion', the more intrusive strip search requires a particularized 'reasonable suspicion.' In determining intrusiveness, the majority focuses on the indignity of the search. Under such an analysis, x-ray searches are seen as no more intrusive than strip searches. 'X-rays do not require physical contact, they do not expose intimate body parts and hospitals generally will not perform an x-ray procedure without a person's consent. Additionally, . . . an x-ray is one of the more dignified ways of searching the intestinal cavities.'

The majority also says that, given the unique modus operandi of these druggie couriers, reasonable suspicion may be aroused by the traveler's inability to explain his or her trip.

Judge Hatchett, dissenting, argues that x-rays are physically dangerous and therefore that a higher degree of suspicion should be required prior to performing them.

In the second case, the majority holds that where an x-ray examination would be proper, the suspect's refusal to voluntarily undergo the examination cannot frustrate the lawful intent of the authorities. In that situation, the individual may be detained until the contents of his digestive system are excreted.

The defendant argued that the length of his detention - more than 12 hours - rendered the recovery of the contraband illegal. But the majority rejects that claim. When the defendant refused to consent to the x-ray examination, the officers decided that, rather than use coercion, they would detain him until nature revealed what the x-ray examination would have shown. 'The defendant's refusal to agree to submit to an x-ray, which the agents could constitutionally perform, cannot convert the reasonable alternative search method of detention into a Fourth Amendment violation,' the majority declares.

Dissenting again, Judge Hachett refers to his dissent in *Vega-Barvo*.

BOOK REVIEW

"Anatomical Drawings For Use in The Investigation and Intervention of Child Sexual Abuse", published by Forensic Mental Health Associates, is one of the most practical aids currently available to investigators of this crime.

The investigation of known or suspected cases of child sexual abuse may often be impeded by the victim's limited vocabulary or inaccurate terminology for sexual areas of the body and for sexual activities. This booklet is an excellent aid to overcome such obstacles, and provides an approach to investigations in a structured and systematic fashion.

There are 32 line drawings of front and back views of white and black males and females at four age levels. These can be reproduced for each victim, then marked, labeled, and attached to case reports to add graphic illustrations of the investigation. These line drawings can be used independently or in conjunction with anatomically correct dolls, puppet play or other inter-

vention techniques. The accompanying instructions are simple and to the point.

Price is \$15 plus \$2 handling and postage. Order from Forensic Mental Health Associates, Inc., ATT: H. Jean Birnbaum, 3 Ireland Rd., Newton Center, MA 02159.

USPCA FIELD TRIALS HELD IN KY

The United States Police Canine Association Field Trials, Fifth Region, were held June 7-10 in Edgewood, KY. Hosted by the Edgewood PD, the event was ably chaired by Lee Haynes, who is also 6th Region Coordinator for IAWP.

K-9 units from Ohio, Kentucky and Indiana gathered to compete in various trials which included obedience, agility, article searches, box searches and criminal apprehension.

On Friday, June 8, the obedience and agility competitions were open to the public. The competition concluded on June 10, with the Criminal apprehension phase and a demonstration for the public, when all areas of training for the K-9 teams were demonstrated.

Haynes reports that the trials were well attended. Her biggest disappointment, however, was that Igor strained a muscle on the first day of competition which eliminated her team for the remainder of the trials.

As of this writing, both have recovered - Lee from disappointment, Igor from the injury - and both are performing well on the job, where performance really counts.

SPECIAL TEAM: OFF. GRAPPE AND CARBON

Katherine "Susie" Grappe is a special kind of police officer. Not because she's a woman; not because of her job assignment as Community Relations officer with the Jefferson Parish (LA) Sheriff's Office - but because she has been deaf since birth!

Until high school, Susie thought all kids lived in a world without sound. A speech therapist had taught her how to imitate sounds and read lips; her father had her sitting in front of a mirror for hours practicing words.

"He made me realize that people with handicaps have to work harder than other people," Susie said.

And work she did! Off. Grappe earned a BA degree, became a licensed hearing-aid specialist, then became interested in law enforcement.

Recently, Grappe chatted with Pres. Reagan in New Orleans when he interrupted a busy schedule following a letter he'd received describing Off. Grappe and her Hearing Ear Dog, Carbon.

Grappe is a mediator between the Sheriff's Office and the deaf community. She also conducts self-protection programs for school children and a program for women at home on how to protect themselves from possible intruders.

"I couldn't do this without my dog," she says. "He's my ears when the doorbell or the phone rings. He protects me . . . and eliminates those few limitations which I cannot overcome myself."
(From "Pets 'n' People")

AVAILABLE TRAINING

The Law Enforcement Hypnosis Institute, Inc;

Dec. 6-9, 1984 — Los Angeles, CA

Seminar designed for experienced investigators, prosecutors and other CJ professionals; provides comprehensive training, theory and practice in the law enforcement uses of hypnosis, particularly as used with volunteer witnesses or victims to enhance recall about major crimes.

Tuition: \$475, includes lunches and all training materials; approved for 3 college units by CA State U/LA.

For registration/information, contact: Dr. Martin Reiser, Director/Law Enforcement Hypnosis Institute, Inc./ 303 Gretna Green Way/ Los Angeles, CA 90049 (213) 476-6024.

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The George Washington University

October 15-16, 1984 — Washington, DC

UNDERSTANDING AND COUNTERING TERRORISM

Course provides participants with knowledge of terrorism (as well as kidnapping, hostage seizure and extortion) and the threat it poses. Personal/family corporate security methods and hostage/kidnap survival techniques provides a working knowledge to survive potentially dangerous situations. Of particular interest to security professionals, business travelers and diplomats. Tuition: \$625. For registration/information, contact: J.W. Perkins, (202) 676-8510 or Toll-Free 800-424-9773.

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The Traffic Institute — Northwestern University

Police Officer Survival Tactics

Seminar Schedule — 1984

Sept. 15-16	Okalahoma City, OK
Sept. 29-30	Sarasota, FL
Oct. 13-14	Fort Wayne, IN
Oct. 27-28	Arlington, VA
Nov. 17-18	North Miami Beach, FL
Dec. 8-9	Libertyville, IL

For information and registration, contact: George Burnett, The Traffic Institute, Northwestern Univ., Box 1409, Evanston, IL 60204.

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Child Sexual Abuse Assessment & Treatment: Victims & Offenders, with Suzanne M. Sgroi, M.D. and A. Nicholas Groth, Ph.D.

A two-day workshop to examine the sexual abuse of children regarding the dynamics of the offender and the impact on the victim from a clinical perspective and will address the tasks of identification, investigation, validation, intervention, disposition, treatment and management of child sexual abuse.

Oct. 4-5	New Orleans, LA
Nov. 8-9	San Diego, CA
Nov. 13-14	Albuquerque, NM

For further information, contact: H. Jean Birnbaum, Forensic Mental Health Assoc., 3 Ireland Rd., Newton Center, MA 02159 or call (617) 332-0228.

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ALLIANCE and RAPE CRISIS CENTER of Syracuse, NY

Nov. 28-30, 1984 — Hotels at Syracuse Square

INCEST: THE DAY AFTER... A Team Approach to Incest Victims and their Families; General Sessions and Workshops.

Participants will include persons from fields of law enforcement, child protective services, rape crisis centers, mental health practitioners and educators from the Northeastern United States and Canada.

Registration fee of \$275 includes two nights double accommodations and most meals; \$150 for registration only.

For further information, write: Rape Crisis Center/ 423 W. Onondaga St./ Syracuse, NY.

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TODAY'S WOMAN SUPERVISOR

Presented by Key Productivity Center, this one-day seminar will give women supervisors training that would otherwise take years of supervising experience to learn. Available in the New York/New Jersey area in September and October, the cost is only \$96 per person.

For dates and locations, write Key Productivity Center, PO Box 23192, Kansas City, MO 64141.

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A one week training seminar on "Terrorism" will be held on board the cruise ship SS Independent Mar. 30 to Apr. 6, 1985.

Only 40-60 persons may attend; interested parties should make advance plans in order to insure that the course will be available.

Lt. Kim Adamson, West Valley City, UT, will be involved in conducting the seminar and can be contacted for further information.

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IN CERTAIN PARTS OF THE WORLD, PEOPLE STILL PRAY IN THE STREETS. IN THIS COUNTRY, THEY'RE CALLED PEDESTRIANS. Gloria Pitzer.

AVAILABLE JOBS

Interested in a job in law enforcement in California? Want to be the first to know what's available? Contact: Christina Cervantes, Recruitment Analyst, State Personnel Board, 801 Capitol Mall, Sacramento, CA 95814 or call (916) 445-7237.

Cervantes is trying to keep qualified women informed FIRST about available jobs.

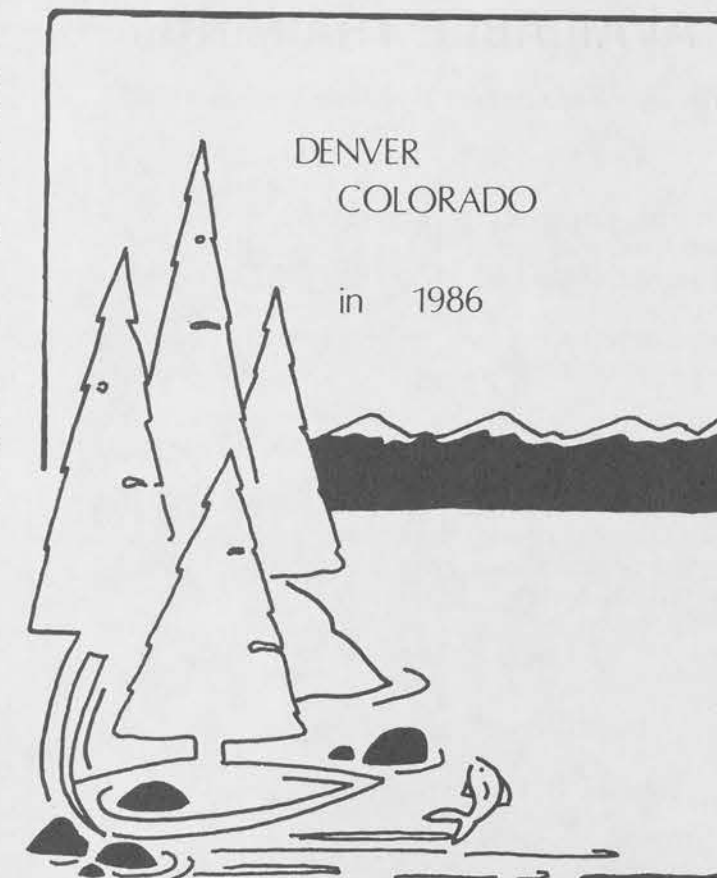
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Univ. of Mass. at Amherst is accepting applications for Associate Registrar. Duties include daily operation of registration and scheduling, assist in programming and planning of semi-annual pre-registration and registration periods, supervise production of course schedule pamphlet, oversees assignment and use of all classroom space, etc.

Master's degree and 2-3 years related experience required, or BA and more than 3 years related experience; understanding of and experience with automated systems and data processing; experience in college or university registrar's and/or scheduling office.

Salary range: \$22,000-29,000 yearly.

Submit letter of application, resume and relevant supporting documentation by Sept. 21, 1984 to: Registration and Scheduling Search Committee, Room 208 Whitmore Administration Bldg., Univ. of Mass., Amherst, MA 01003.



APPLICATION FOR MEMBERSHIP

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

I am a Law Enforcement Officer authorized to make arrests under the authority of the Penal Code of the County, State, Province or Country in which I reside. Yes _____ No _____

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, amended, or enacted, shall be binding on me.

Annual Dues-\$20.00 (U.S. funds) payable to:

Financial Secretary
International Association of Women Police
(See page 2)

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(last) (first) (middle)

Home Add (street) _____ State/Prov _____

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City _____ Country _____

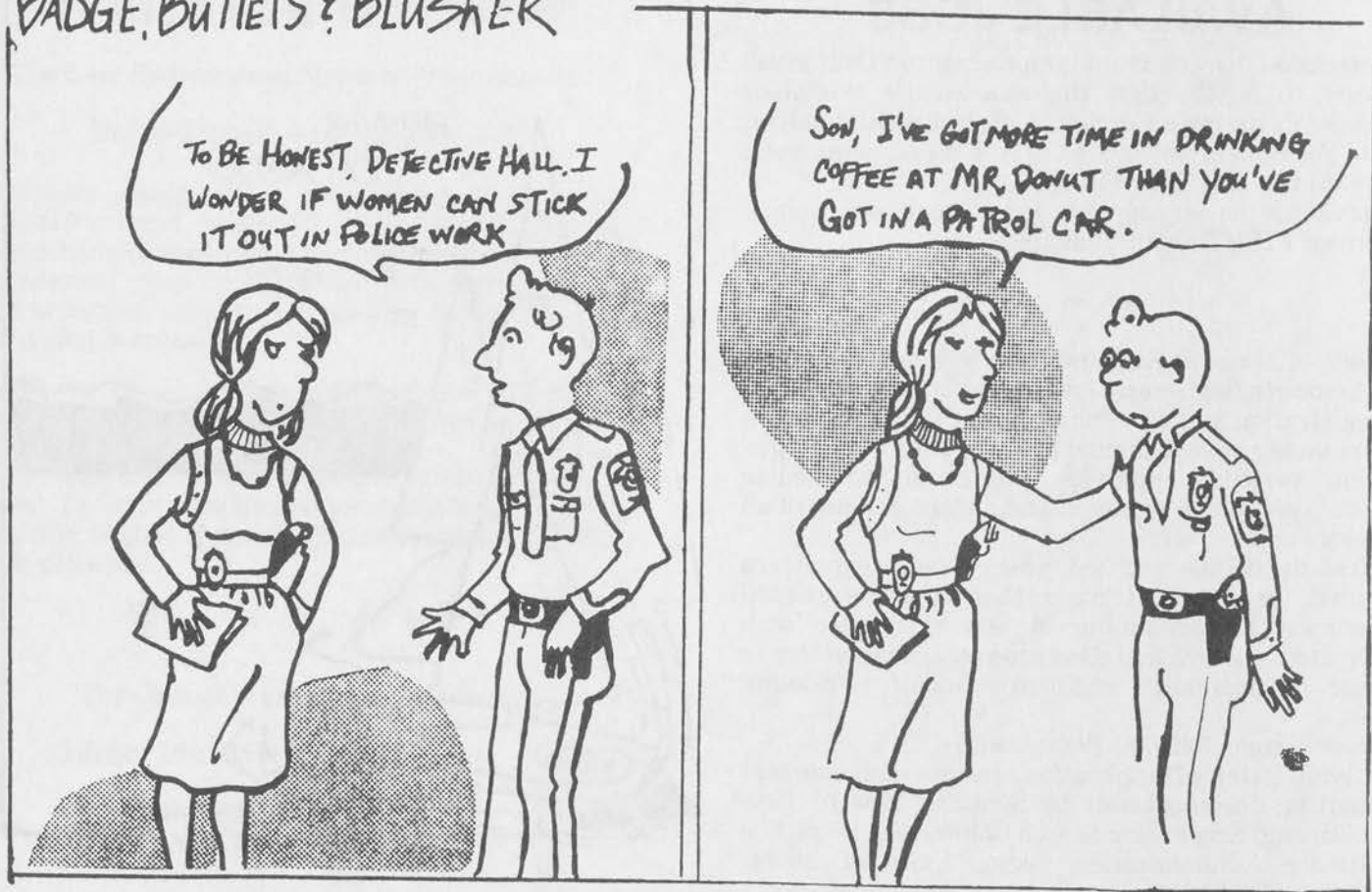
Department _____ City _____ Zip _____

Dept. Address _____ Home Phone (_____) _____ Work Phone (_____) _____
area area

RANK _____ Active _____ Retired _____

Year Appointed _____ Year joined I.A.W.P. _____

BADGE, BULLETS & BLUSHER



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A QUESTION OF SEX: SHOULD MEN BE ALLOWED TO HOLD JOBS AS PATROL OFFICERS?*

By Merry Nelle, Chief of Police
Soilington, D.C. Police Department



Merry Nelle is Chief of Police in Soilington, D.C. and President of the International Association of Chiefettes of Police. She received her degree in police science from American College in 1950.

IN 1967, the President's Commission on Law Administration and the Enforcement of Justice warned of a critical need to attract new kinds of people to police work. The Commission recommended increased hiring of college graduates, members of minority groups, skilled civilians, and men. The recommendation that men be hired for police work has been the most controversial of their proposals.

The role of men in policing traditionally has been limited and that tradition should not be treated lightly.¹ Presently, men are used for the most part only in those few positions that obviously require a man, such as searching male prisoners and work that requires brute force. A few are now asking why a man couldn't be used for more general police jobs. They do not understand the rationale behind the traditional ways. They prefer to be guided by the questionable results of limited experiments conducted by liberals in a few cities which have tried to use men in regular patrol work.

RECRUITMENT PROBLEMS. The problems of employing great numbers of men in police work begin with recruiting. It would be so much more difficult to find suitable male applicants than female applicants. The cost of background investigations would increase significantly. It is well established that more men than women have arrest records and traffic violation records.² Because of this it would be necessary to recruit and process a much larger number of male applicants in order to obtain a smaller number of candidates eligible for appointment.

Furthermore, most male applicants would probably have had military experience. This makes them suspect as police recruits. It is feared that the practice of indiscriminate violence inculcated by the military would render these men unsuitable for civilian law enforcement. It is, also, understood that persons with military background are prone to forms of expression known as "barracks humor"³ which would be totally inconsistent with what our citizenry has come to expect of its professional police officers.⁴

1. In times of national emergency men have on occasion been pressed into police service. In W.W.I when women were needed in the war production factories, men were assigned to police duties. The Soilington, D.C. police department is the proud possessor of a photograph taken in 1917 which shows a man in police uniform (complete with sam brown belt and gun) directing traffic in front of the White House. Of course, when his wife returned from the war, he left the police department.

2. J.A. Crook, "Sexual Differentiation of Arrest Records," Journal of Obscure Data, 1960.

3. Barracks humor is noted not only in vulgar talk but, also, in vulgar graffiti. Janitors use 50% more hours cleaning bathroom walls in the men's dormitories of Penn State and Yale than in the women's dormitories at Mount Holyoke and Wellesley, a recent survey showed.

4. In addition, the strange military practice of defacing one's forearms with inappropriate tatoos, often featuring nude women would undoubtedly be offensive to current personnel.

MEDICAL AND PHYSICAL PROBLEMS. With automation of human work, on-the-job physical demands upon individuals are few. Yet in the job of police officer, occasional demands are made for vigorous physical performance after prolonged periods of sedentary work. The officer may spend her on-duty hours in a patrol car without any heavy exertion for two months, and then suddenly be required to run up several flights of stairs in pursuit of a robbery suspect. A woman can handle this, but such activity has been known to precipitate cardiac failure in men.

From birth to death, women endure the pressures and physical demands of work better than men. Thirty-two % more boy than girl babies die in the first week of life. As teenagers, boys suffer 95% more injuries from participation in sports than do girls. As adults, also, men are more likely than women to engage in dangerous recreational activity. Hunting brings out violent tendencies and leads to accidental shootings because large men provide good targets for other men who cannot shoot well. The temptation to regain old glories in a baseball or football game often leads to sprains and other injuries necessitating temporary release from active duty. Men are 80% more likely than women to suffer from ulcers in their middle years and 90% more likely to suffer heart attacks before retirement.

Another physical problem, the male "time of the week" (or as Monson and Jasters refer to it, the Budweiser Bloat) caused by the excessive consumption of alcohol directly contributes to acute danger during physical confrontations. A recent Milwaukee study confirmed that 64% of male officers were unable either to see their feet when standing upright or to absorb mild abdominal blows without nausea. As Von Plexus comments, "What good are men in a fight if they can swallow better but can't take a punch?" It is asserted in reply that women, also, suffer periodic body change. But the predictable and mild nature of their monthly occurrence--which has never been demonstrated to interfere with performance of duty--does not compare to the more frequent malaise of the male "time of the week."

A final physical problem is the well-known tendency of post pubescent males to behaviorize gender insecurities through unlimited expression of facial hair. Their moustaches and beards are climatologically maladaptive, retaining heat in summer, water during precipitation, and tending to freeze during winter. Male officers claim discrimination in grooming rules and thus use unnecessary strains of departmental discipline. Lastly, an inordinate amount of time is taken in caring for facial hair. Those men who keep it, waste time primping; those who shave every day miss an average of 4.2 days per year for sick leave related to cutting themselves (a figure which rises precipitously for heavy drinkers).

UNIFORMS AND EQUIPMENT PROBLEMS. Placing male officers on regular patrol would result in considerable additional costs. It is likely that a whole new fleet of vehicles would have to be purchased since two 6 foot tall, 250 pound men would not be able to ride comfortably for eight hours in the standard police Volkswagon now used successfully by most of the all-female departments.

Ford Motor Company conducted an experiment in Sans Diego and found that heavy male officers over 73 inches tall caused more damage to scout car seats than female officers. And insurance premiums went up when the insurance agent learned that accident prone males were allowed to drive Sans Diego scout cars during that experiment.

Finding a uniform suitable for men on patrol has been a serious and costly problem for those departments who have begun to hire men. Some say the present woman's uniform should be issued to men without change. But others object to the idea of men in skirts. Although some men in Scotland have been wearing kilts for years, skirts are not generally worn by men in this country and it is thought that the public would object to the sight of men patrolling their neighborhoods in skirts. Proponents of putting the new patrolmen in skirts say that the skirt is the most practical uniform in that it is cool in the summer and say that they do not want the men to stand out as men by wearing a uniform different from that worn by the regular female patrol officers. Nevertheless several of the departments hiring men have ordered slacks for them to wear and in addition have issued them the traditional skirt. Women complain that men are receiving special privileges by receiving two types of uniforms. The extra cost of slacks need not be borne by police departments. If the new men don't want to wear the traditional skirt, they should find another job.

A study conducted by Susan Sunshine of the Home Economics Department of Yale University, concludes that uniform shirts worn by male officers have to be replaced twice as often as shirts worn by female officers. Factors contributing to the wear and tear on men's shirts were: too many wearings between washings, rough handling by commercial laundries, and rips and blood

stains left after fights. Women's shirts lasted longer because they were changed daily, laundered at home by hand and carefully pressed, and because they were almost never torn or stained. Ms. Sunshine estimated that a department of 900 female officers and 100 male officers would have to spend over \$1500 more a year on shirts alone than a department of 1000 female officers. It is important to note that although Ms. Sunshine's study had to do only with shirts, it has broad implications for all parts of the police uniform.

Cost of facilities would increase if police departments have to build separate locker rooms and rest rooms for male officers. Another additional cost would be incurred if new police call boxes had to be installed above the present ones to avoid the poor public image created by male police officers kneeling down to use the phone.

PERFORMANCE. A report just released by the City Institute gives the results of a study of the Soilington, D.C. police department, the first in the country to assign a substantial number of men to regular police duties. Policemen were involved in far more problems or incidents of serious misconduct than policewomen, ranging from traffic accidents to using a gun improperly. About 17% of the men in the study had misconduct listed in their departmental records, compared to 1% of the women. Twice as many men than women had been fired "in the best interests of the department."

The critical question is this: If we were willing to bear all the increased expense, adverse citizen reaction, and discipline problems that putting men on patrol entails, would men be successful as patrol officers? Probably not. One prominent concern--aggressiveness--has received the most attention. There is abundant research to support the notion that men are more likely to aggress overtly against others when presented with interpersonal stress or threat. For example, Bandana and Walter (1969) in a quasi-experimental laboratory study found that male recruits were six times as likely as female recruits to punch out Bobo dolls after receiving critical feedback from superiors. Hilda Toker in her book Violent Persons, reviews three decades of psychological research and concludes that men have been shown to be consistently more likely than women to act out psychopathic, homicidal, aggressive, blatant, latent, and patent impulses. In short the research shows that before men could be allowed on patrol, there would have to be costly remedial training in non-assaultive and passive-aggressive techniques for handling interpersonal confrontations.

The City Institute staffers who spent hundreds of hours observing men and women on patrol in Soilington, observed that when a prisoner resists arrest, men revert to cave-man instincts and beat the prisoner with fists or clubs. Women on the other hand rely on psychology and sophisticated modern equipment such as mace to subdue the prisoner without inflicting injury. Dr. Willie Friedwoman, of the Institute, concluded that for each one hour of male street time, 4.6 more minutes of violent police-citizen interaction would occur if men continued to patrol than now occurs per hour of female street time and that the figure would rise exponentially over time as citizens came to expect such treatment and to reciprocate in kind. Those results would generate lost-time increases for the following categories: giving aid to stricken victims, transporting police and citizens to medical facilities, court appearances in civil suits against officers, and down time for officer disability. That cost figure of the introduction of men onto patrol could be calculated by each department with the following simplified econometric model according to Dr. Friedwoman:

$$(n_1 + n_2)! / (n_1! n_2!) \times T^2 + p(\cos n)^3.$$

Another controversial issue is male sexuality as it effects performance and poses a serious threat to citizen welfare. The dominance of unbridled libidos in the potential male recruit raises the very real possibility of unseemly and offensive heterosexual behavior when possessed of the attributes of official sanction. Again a finding by Bandana and her colleagues is relevant. They found (Journal of Primate Behavior, 1968) that Sailors were more likely than Waves to make passes at scantily clad, life size Bobo dolls of the opposite sex when placed conspicuously in their barracks.⁵ These tendencies could cause problems during stops and frisks, transports, and follow up interviews at homes of complainants.

Patty Block evaluator of the pilot projects in Old York City and Soilington, D.C. noted that men exhibit a distinct deficiency in the area of observation of suspicious persons.⁶ She noted that male officers tended to keep females under observation although these persons are not generally

5. Sailors were chosen for participation based on their inability to make waves.

6. Patty Block is employed by City Institute, but funding for evaluation came from Police Foundations, Inc. a company which fears that its sales will fall off considerable if men replace policewomen in any great numbers.

associated with criminal activity. In particular Block has noted that there seemed to be a direct correlation between the chest size of the suspect and the length of observations. Researchers have been unable, however to establish any correlation between chest size and criminality. Female officers, in contrast, keep their eyes on young, athletic, crime prone males. Even if we were to assume that male officers may have stumbled on some as yet unrecognized criminal coup, they strangely destroy all possible value of their observations by making peculiar whistling noises, thereby alerting the suspects.

Without dwelling on the sexuality problem too long, the point must be made that there could be embarrassments caused by allowing men to ride in patrol cars with policewomen on the midnight shift. Recently, husbands of policewomen in Old Orleans marched on police headquarters and caused so much commotion that the police department had to abandon its experiment of using men in patrol cars.

The blatant performance problems caused by male aggressiveness and sexuality just discussed must not be allowed to overshadow the subtler problems posed by men's deficiencies in social skills. The City Institute's multiphasic factor analytic studies in Old York City and Soilington, D.C. proved that women are more socially adept, emotionally responsive, and gregarious than men. They possess superior skills in communication--written and oral--than men. City Institute researchers found that these were the indispensable skills needed for the 90% of police calls which are of a service nature.

MEN'S PLACE IN LAW ENFORCEMENT. The previous remarks are not intended to suggest that men have no place in law enforcement. On the contrary, men have some special qualities which are needed in police work. When riots or other uncontrollable fights break out suddenly and there is not time to gather sophisticated equipment, build barriers, or use other humane approaches to crowd control and apprehension of violent criminals, the police department needs the brute force that big men can best provide.

The question always arises, however, of what to do with the men between occurrences that require their brute strength. One suggestion is that a few can be used in patrol wagons. Wagon drivers rarely handle the routine police calls for which men are considered unsuitable and they frequently transport male prisoners who must be searched. The City of Los Diablos has just completed a year long innovative demonstration project of assigning one man to each patrol wagon. Chief Ed Sivad reports that the project is an outstanding success! The researchers in this study used a scientific approach by employing factor analytic techniques in the construction of personality instruments which were applied to a wide range of problems in the psychology of prisoner transports. Time spent in having to call a policeman from across the city to search a male prisoner was almost completely eliminated. The men assigned to the wagons were even effective with some of the female prisoners. Where the policewomen sometimes had to fight to get a woman into the wagon, the men could use their masculine wiles. Particularly with drunk women, the men could flirt with the woman and get her into the wagon before she knew what happened. (But hiring police officers simply for a handsome face has its limitations.)

It is, also, possible to use one man in each of the station houses which have cell blocks so that a man would be available for searches there. More than one man per station, however, might decrease the efficiency of the clerical operations that must be performed. Although it must be acknowledged that the Bell Telephone Company has begun using men as telephone operators and clerks, police departments would be wise to await the results of that experiment before hiring too many men for such work in police departments.

Other rational suggestions for greater utilization of men include traffic control where their added height makes them more visible and where they have few citizen contacts; and in police athletic programs for teenage boys where the fact that the policemen would be out of uniform reduces their tendencies to have authority and aggression problems.

IN SUMMARY, research, experience, and common sense dictate that men are not suited for the full range of police duties. It is felt that to introduce great numbers of men into police departments would seriously interfere with the efficiency of the broad police services now performed. However, a few men, carefully selected can be used in special areas.

Acknowledgments. I wish to thank my many colleagues too numerous to name who assisted with this article but a special thanks goes to my husband Harry who typed the final draft. As usual the insights here presented are all mine; and the errors, theirs.

MESSAGE FROM THE PRESIDENT

Now that the Region 8 Conference is over (and a brief respite in Mexico, where spouse Doug and I enjoyed dazzling blue water and warm liquid sunshine), I have once again turned my full attention to IAWP matters.

On April 12, Kathy Robinson and I travelled to Dearborn to consult with Judy Eckstein and other members of the conference planning committee. We were both very impressed with the hotel facilities and with the training agenda being planned for the 22nd

FROM THE DESK OF THE EXECUTIVE DIRECTOR

HI!

Just to touch bases with you and to remind you that we're still on the winning team. Let's keep building up the scores! Whenever any of you, individually or collectively, is summoned for your strike in your given assignments, give your best. Please know that those of us who have retired from active duty are sitting on the

KEYNOTE SPEAKER NATIVE OF MICHIGAN

Justice Patricia J. Boyle will address conference participants following opening ceremonies Sept. 17 at the IAWP 22nd Annual Training Conference.

Born in Detroit and educated in Detroit public schools, Justice Boyle completed her undergraduate studies at the U. of Michigan. She graduated first in her class from Wayne State U. Law School in 1963 with many outstanding achievements to her credit.

After serving as a legal research assistant to the U.S. District Judge, Boyle was appointed Assistant U.S. Attorney in 1964. She served there until joining the Wayne County Prosecuting Attorney's staff in 1968.

Boyle helped research and draft numerous laws and amendments to Michigan law, such as the comprehensive reform of criminal sexual conduct legislation, for the protection of rape victims. This has been described as the most successful of rape law reform measures, nationwide. Then, as Director of Research and Training, she became chiefly responsible for conducting Metropolitan Training Seminars for assistant prosecuting attorneys across the state.

Appointed to the bench in Detroit Recorder's Court in 1976, Boyle was elected to that post five months later. Within two years, she was appointed to the federal bench. In less than five years, however, Justice Boyle gave up her life-time tenured federal judgeship to fill a vacancy on the Michigan Supreme court.



In a time of crisis, Justice Boyle responded.

She has devoted her career to improving and enforcing Michigan Law, and has been recognized by the Detroit-Wayne County Criminal Advocacy Program (Distinguished Service Award)

and the Police Officers Assoc. of Michigan (Woman of the Year).

Over the years, many groups, among them the National Organization for Women, have recognized this outstanding jurist and awarded her their highest honors.

MESSAGE FROM THE PRESIDENT

Now that the Region 8 Conference is over (and a brief respite in Mexico, where spouse Doug and I enjoyed dazzling blue water and warm liquid sunshine), I have once again turned my full attention to IAWP matters.

On April 12, Kathy Robinson and I travelled to Dearborn to consult with Judy Eckstein and other members of the conference planning committee. We were both very impressed with the hotel facilities and with the training agenda being planned for the 22nd Annual Training Conference. The hotel is just this side of mildly fabulous and the enthusiasm of the committee is overwhelming. If the energy these women are devoting to the planning of the conference translates into actual conference production, we can anticipate a superlative week of training, professional contacts, networking and simple fun. Begin making plans now to attend!

I also invite all of you to attend the business meetings that will be held during the conference. Directing the business of an organization as geographically large as the IAWP is no simple task. While we are your elected representatives we also want your input. How are we doing? The business meeting is your opportunity to have a voice in the IAWP, whether to voice an opinion or to ask a question.

The Board of Directors fall meeting will be at the Hyatt Regency, Dearborn, on Sunday, Sept. 16, 1984. General Membership Meeting and election of officers will be on Sept. 19. Agenda for the general meeting and all pertinent information will be posted Sept. 17 at the conference information center.

I will be attending the training program 'Images, Issues Initiatives' in Washington, D.C. July 11, presented by the Women in Federal Law Enforcement (see: Training)

I hope all of you have a safe and enjoyable summer. We'll see you in September in Dearborn. Mary

FROM THE DESK OF THE EXECUTIVE DIRECTOR

HI!

Just to touch bases with you and to remind you that we're still on the winning team. Let's keep building up the scores! Whenever any of you, individually or collectively, is summoned for your strike in your given assignments, give your best. Please know that those of us who have retired from active duty are sitting on the sidelines and cheering for you. It appears from the many inquiries I receive, that the public is really aware of the IAWP and that they (the public) are becoming more appreciative of policewomen. So, my dears, always stand tall behind your badges. Wear them proudly and with distinction. While this is just a short note, I would not close without reminding you of my constant desire which is in the words of this little poem: 'This organization must grow and glow/ And I must help to make it so/ Our doors are open for you, my friends/ Join the organization now and help us win.'

Till soon, Much Love, Rosie

ELECTIONS TO BOARD IN SEPTEMBER

It is the duty of the nominating committee, appointed by the president, to put forward a slate of officers for election, held biennially.

Since this is an international association, and the membership is far-flung, it is important that the nominating committee submit at least one name for each office. We cannot wait until the day of the business meeting and depend entirely on nominations from the floor.

The committee must contact potential board members, ascertain their qualifications, and obtain their commitment to hold office. As interest and participation increases, the possibility of one or more nominees for any given office also increases. The nominating committee for the 1984 election of officers is requesting letters from IAWP members who feel they would qualify for a Board Position and desire same.

Any member who wishes a Board position should submit, personally, a letter stating qualifications and the Board position interested in. Letters should be addressed to Carol-Ann Halliday, 1st VP (Address: Pg. 2) by July 30th.

A slate of officers put forth by the nominating committee does not preclude nominations from the floor. It is important, however, to remember that the nominee must accept the nomination. To encourage nominations from the floor and to expedite matters, the person making the nomination must be certain that the nominee is agreeable and desirous of a position on the Board before making the nomination.

Rosie Mason
4015 Agnes
Kansas City, MO 64130

PRESIDENT: Mary Wamsley
745 So. Jersey St.
Denver, CO. 80224

1st VICE-PRESIDENT:
Carol-Ann Halliday
#4 1355 Marine Dr.
West Vancouver, B.C.
Canada V7T-1B6

2nd VICE-PRESIDENT:
Janet Crumley
El Cortijo, Apt. B-2
Oak Hill Rd.
Chattanooga, TN 37416

3rd VICE-PRESIDENT:
Mary Dumas
Box 224
Montague, MA 01351

RECORDING SECRETARY:
Debbie Ellis
7848 S.E. King Rd.
Milwaukie, OR 97222

FINANCIAL SECRETARY:
Pamela Stanley
3777 Mil Race Ct.
Greenacres City, FL 33463

SERGEANT-AT-ARMS:
Cheryl Rabin
8042 Campbell
Kansas City, MO 64131

HISTORIAN: Beryl Thompson
PO Box 15207
Wedgwood Station
Seattle, WA 98115

CHAPLAIN: Lynn Twardosky
401 7151 Edmunds St.
Burnaby, B.C. Canada V3N-4M5

REGION 1: Kathy Robinson
39 LeGrande Ave.
Greenwich, CT 06830

REGION 2: Jayne T. Rich
55 Madison Ave.
Montclair, NJ 07042

REGION 3: Sylvia Bailey
Rt 2, Box 308-A
Crozet, VA 22932

REGION 4: Donna Pence
4120 Baxter Rd.
Joelton, TN 37080

REGION 5: Louise Vasquez
9951 S W 123 Ave.
Miami, FL 33186

REGION 6: Lee Haynes
1026 Lawton Rd.
Park Hills
Covington, KY 41017

REGION 7: Debbie Montgomery
1016 W. Central Ave.
St. Paul, MN 55104

REGION 8: Ramona Bivians
8905 James N.E.
Albuquerque, NM 64106

REGION 9: Myra Harmon
PO Box 98011
Seattle, WA 98188

REGION 10: Kathy Nelson
950 S. Valencia
#15
Mesa, AZ 85202

REGION 11: Carol-Ann Halliday
#4 1355 Marine Dr.
West Vancouver, B.C.
Canada V7T-1B6

REGION 12: Gail Thomson
#1 High Road
Galashiels, United Kingdom
TDI IND

WORTH REPEATING

'Women make up a fresh, new, untried team. Their potential as players staggers the imagination. That's because games, like other games, are eventually the meeting of equals. The rules of a structured game give everyone an equal chance. Brains can overcome brawn; planning can outwit experience; foresight and knowledge of the fine points can capitalize on opponents' weaknesses and exploit or magnify your own strengths . . . you are the player. You can choose to play the game any way you like . . . or not play it if you prefer.'

'But since you're already milling around the fringes of the gridiron, it makes sense to join with all other women like yourself and form a team that can challenge the men's leagues on the basis of equal ability and equal facility.'

'In every game, luck plays a part. The outcome of a game is never predictable, but a realistic game plan gives you a sporting chance. You take it from here. We are just beginning!' (Betty L. Harragan: Games Mother Never Taught You)



FLASH!!

Programs Chairman Lt. Audrey Martini, DPD, has recently been advised that the Michigan Criminal Justice Training Council will approve any requests to cover the cost of conference registration fees for Michigan women officers, provided that the officer's department has approved her attendance.

'This does not necessarily mean that approval has to include 'company time', says Martini. '. . . we are still getting clarification as to its full meaning, but there is also the possibility that lodging will be paid as well, if the applicant lives more than 25 miles from the training site.'

For details (and clarification) contact Lt. Audrey Martini, 21793 McCormick, Detroit, MI 48236 or call her before 4 PM at (313) 224-4170.

EDITORIAL

A 1978 ruling by the U.S. Supreme Court, which held that a municipality could be held liable for actions of its employee, may be the reason the number of civil suits against cities, and against individuals police officers, has increased. Or, as some police officials insist, the increased number of charges of police brutality is a reflection of a more litigious society.

Yet another reason could very well be the institution of policing itself. In an article in *Psychology Today* (May '84) an unnamed police psychologist said, 'We take healthy people and make them sick . . . the policies and procedures it (the institution) insists on -sabotages the mental health of officers.'

The article is well worth the price of the magazine. It has provoked a great deal of thought which I'd like to share. In my 15 years of participation in, and observation of, the policing institution, I recognized many of the situations which author Nikki Meredith describes.

'Most police officers start out believing their work will help people and make the world a better place.'

The disillusionment when we discover that isn't so is probably one of the first and best learned lessons of the rookie cop. We learn very quickly that the drunk we arrest today will be back on the street to be arrested again tomorrow; that the burglar is released and back on the street before we get the paper work done.

We learn that the juvenile we have talked to, the one we've 'given a break', is already lost to the system by the time he reaches the juvenile officer. The agonizing slowness of the criminal justice system is a constant frustration to the cop on the street.

We face disbelief continually from the non-police society. Try telling a teacher that drugs are a problem in the school and be met with a blank-faced stare or immediate denial. Try telling a distraught citizen that burglaries happen in all areas of town - that one neighborhood is as susceptible as another - and listen then to the citizen complain that 'you're just making excuses for not doing your job properly.' Try telling a judge that a fellow attorney is a child molester or wife-beater, then swallow the angry retort when your integrity as well as your competence is questioned.

Another trauma for the young officer is the distancing of old friends, simply because he/she is a police officer.

Several years ago (when I was little more than a rookie myself) a young man, after four years of police cadet training, became a sworn police officer shortly after his 21st birthday. He expressed his hurt and anger (and puzzlement) when friends he'd known all his life began to ignore him, or refused to see him socially because he was a 'cop'.

Youthful officers too often lack the socialization to cope with the ostracism experienced by my young friend. Those officers who have had no military training or have limited work experience in dealing with the public are ill-equipped to deal with another person's frustrations and angers.

The older, more mature 'rookie' has faced many of life's problems, come to terms with expectations and developed techniques and coping strategies for frustration. They have learned the importance of

family and usually have a network of mature friends who can cope with their being police officers.

Older 'rookies' don't seem to become as cynical with the onset of disillusionment, nor do they become disillusioned as quickly. They understand that even the worst of the people they encounter are human, and that sometimes the best of people can be 'assholes' in trying situations. Older officers are not so quick to divide the world into 'us and them'. The legendary fraternalism, which is considered one of the perks of police work, fosters and promotes this attitude of 'us and them'.

There are many aspects of police work which can't be discussed with family or friends, so we turn to fellow officers to talk out the problems. Seldom, however, do we talk about the hurt, the fear, the humiliation. We talk about, and thus add to or keep alive, the anger, the injustice, the frustration, while trying to maintain the macho image. Eventually, if we do not find someone to share this with, the bottled fear and hurt isolates us from the fraternity as well as from the family.

Harry Goldstein, director of Psychological Services of George's County, Maryland PD, believes this fraternalism becomes self-destructive and has anti-social consequences. He points to high suicide rates, alcoholism and the shortened life expectancy of police. (He failed to mention the high divorce rate.)

'The sub-culture retards the social development of individual officers,' Goldstein adds. 'It keeps them from growing up, from being committed to the most important link to the non-police community, their marriage.'

This is becoming a problem for female officers as well. Until the mid-70's, women admitted to most police departments were required to have more education (usually a college degree). Most were selected from service-oriented backgrounds, with several years or experience in areas such as nursing, teaching or social work. Most were established in marriage, or had made an adjustment to single parenting.

As women are accepted for employment on the same basis as men, however, many young female officers are filling the ranks. They suffer the same problems as other youthful officers - namely, fraternalism and machoism, and, finally, disillusionment and isolation.

Al Benner, sergeant-inspector with the San Francisco PD, who is working toward a Ph.D. in clinical psychology, believes this early disillusionment has a profound effect on young officers.

'Most people in their early 20's still feel invincible . . . police officers are stripped of their immortality at a very early age . . . that's a terrible thing to lose,' he says.

While education, socialization, work experience and age could account for different policing techniques among female officers as much as the difference in physical strength, we must guard against the numbing, emotional shutdown which drives a wedge between officer and family/friends.

Author Meredith notes that "The growing number of women on the force . . . make alternative policing styles

more acceptable . . . women sometimes get results when they (male officers) can't . . . women use words instead of force . . . their presence exerts a calming influence on violent people."

We must make every effort to continue to have a positive influence on policing. We must maintain friendships and social contacts outside the policing community; share our work (as much as possible) with our spouses. We must not be afraid to admit to fear, anger, frustration, or even hostility. Realizing that this is an imperfect system, recognizing that one individual cannot change the system overnight, we must maintain our equilibrium by using any or all of the methods available to us.

Perhaps then, we can overcome the violence which leads to lawsuits, and help to create a more peaceful, less litigious society. We will 'serve and protect' ourselves, as well as those we have sworn to serve.

SUB-TORIAL

Whirr. . .whizz. . .bang!!cough**belch³³smoke!!

The computer has just sent me 'syntax error' 'need file space' or 'does not compute'!

But we're on line and making noises! Computers only do what they are told, though, so we're making noises as well!

On the back page of this issue, we have included a form we need for each member to fill out an return to this office. Our mailing list is getting old and must be up-dated. Treasurer Pam Stanley has spent arduous weeks pulling unpaid members and duplications; we have been trying to keep up with and get into sync all address changes.

We are frequently asked questions which the information requested on this form will help us to answer. How many in a region? state? How many men are registered as members? Using information on this form, we can answer how many in each region, as well as state, city, country. We can identify federal officers within a region. Every item on this form will be a check point which we can enumerate in that category alone. Perhaps this looks like a lot of information, but this will enable us to do head-counts by area code, type of departments represented, city zip codes; whether mail is received at home or at work; how long you have been an IAWP member; departmental address; and length of time with the department; whether active or retired and number of women in various ranks.

We plan to include this request for information in the next issue for new members. We ask - no, plead - with you to copy this form for any new member you sign up, and have them enclose this form with their membership application and check.

Keeping up with this data won't be hard as new members join, or present members move, but starting from scratch was a bear (I'd say something else, but the editor won't let me!). Anyway, we will use this mailing list for the next two issues, then shift over to the new format, made from returned information.

So! If you don't get any IAWP mail, in '85, please send us your address with a note (or check, if you forgot to pay your dues!) and we will once again put you on the list.

Please check this mailing label to see that all is correct. If there are any changes, please fill in this form so we may correct it. Some members use initials only, so we also included a box marked 'sex'. We aren't trying to learn how often, or whether, but seeking only to identify gender.

'Stay Alive in '85'/Mail Back or Mail'll Lack'!

'Gopher'

CONSTITUTION: PROPOSED CHANGES

(To be added to Article IV, following #13.)

(14 Affiliate Organization Membership. A women's police organization with sworn, full-time personnel, with the power of arrest and paid by public funds of a municipality, county, state, or territory of any country, will be eligible for Affiliate Organization Membership under the same provisions relating to Affiliate State Membership.)

Article VII. Regional Coordinators. There shall be a Regional Coordinator elected (delete: by the membership) for each of the twelve regions hereafter designated. ADD: (The Regional Coordinator shall be elected by the voting members present from her/his region. In the event that no voting members from the region are present and eligible to vote, the President shall waive this requirement and open the election for vote by the entire voting membership present.)

The Nominating Committee shall recommend Regional Coordinators and submit their names to the annual meeting at which elections take place. Regional Coordinators shall promote objectives of the association within their regions, and may call meetings within their regions between annual meetings.

NOTE: Proposed amendments are enclosed in parentheses.

REMINDERS

Sometimes, for various reasons, it is necessary to remind members of certain rules and regulations governing our organization. I hope that each of you read the following excerpts from our constitution, and bear them in mind when questions arise concerning organizational finances.

ARTICLE IX: Finances.

1. Fees. The fee for all membership shall be determined by membership vote. The original fee will cover the cost of initiation and membership pin. In the event that the application is rejected, the fee shall be returned to the applicant.
2. Currency. Any and all business of this corporation involving financial matters shall be conducted on the basis established by currency of the United States of America.
3. Fiscal Year. The fiscal year of the corporation shall commence on January 1 of each year and end on December 31.

TRAGEDY IN BLUE

Officer Charlotte Dana, Milton (MA) police officer and an EMT responded to a call which all officers dread 'Officer in trouble'. When she arrived at the scene, where Off. Robert Dana, Metropolitan District Commission officer, had been shot through the neck at point blank range, she learned that her husband of six months was that officer.

Dana had made a 'routine' traffic stop, but was in his patrol car trying to radio for help when he was shot. He screamed into the mike, 'I've been shot' and more than 20 police cars rushed to the scene.

Off. Charlotte Dana was dispatched to the murder scene, but officers at the scene were not aware that the wounded officer was Dana until immediately before the arrival of the ambulance.

Lt. David E. Macdonald said 'It was too late then ... our officers at the scene had to tell her.'

Off. C. Dana, the first woman to join the Milton PD almost 7 years ago, rode in the ambulance with her husband to the hospital, where Dana was pronounced dead shortly after arrival. A single bullet had passed through the collar of his shirt and then out of his body. Police believe the gun used belonged to Off. Ronald Purcell, Milton PD, who had stopped to assist Dana.

The gun was taken from him in a struggle which ensued after the officers found a stolen TV in the back seat of the stopped vehicle and attempted to handcuff the suspect. When other officers arrived at the scene, Purcell's holster was empty. Dana's holster was unstrapped, but the weapon was still holstered.

Nineteen hours later, the suspect shot and killed himself with the same weapon he had used on the police officer, as Metropolitan and Boston police burst through the door of his girlfriend's apartment. The incident is still under investigation.

★ ★ ★ ★ ★

The death of Constable Yvonne Fletcher has caused grief for her family and fellow officers and consternation in law-abiding nations who feel restrained by international law to grant immunity to accredited diplomats and to keep inviolate the embassies of foreign governments on their soil.

Citizens are outraged that the murderer is protected by diplomatic immunity. Officers must feel extreme frustration to provide safe passage from the country for all occupants of the Libyan Embassy, knowing that in doing so, the gunman will go free.

HELP!

Cpl. Paula J. Flint, Evidence Custodian of the Charleston (SC) PD, is in the process of rewriting the evidence procedures for her department. She needs information on tagging and packaging of evidence; when evidence should be returned, kept or destroyed; and how long evidence should be kept. Flint says her department's procedures are greatly lacking, and would appreciate any information, manuals, or advise which is available through this membership. Please respond to: Cpl. Paula J. Flint, Evidence Custodian, Charleston City PD., 180 Lockwood Blvd., Charleston, S.C. 29402 TX: (803) 577-7434/ext. 111.

POLICE MANAGEMENT ASSOCIATION CONFERENCE

NO PROBLEM are the two words most often heard in Jamaica, and attendees at the May 7-14 '84 Police Management Association annual conference in Ocho Rios, Jamaica, can attest to their truthfulness.

The conference, highlighting 'Policing in the 80's: The Challenge of Leadership' was attended by over 100 police professionals and spouses from the U.S., Canada, Great Britain and host, Jamaica Constabulary. Diane Kubler and I were lucky enough to be among the participants.

Topics covered in the 5-hour daily training sessions were: management issues confronting a national police force (such as the Jamaica Constabulary, which provides sole police service for the island nation); research trends; differential police response; improving police management; police professionalization; management of criminal investigation in the U.S., Canada and Australia, and civil and vicarious liability.

Luncheon speakers, among them the Hon. Winston Spalding, were hard pressed to compete with the deliciously spicy and abundant Jamaican cuisine. Spalding, Minister of National Security and Justice and also Attorney General of Jamaica, discussed relationships between lawyers and police. His Excellency Shaul Rosolio, former Israeli Ambassador to Mexico and former Insp. General (Lt. Gen.) of the Israeli Police Force, spoke on international terrorism. Commissioner Benjamin Ward, NYPD, addressed banquet guests describing present practices of the NYPD as they relate to the future of policing.

Conference participants were welcomed at a reception hosted by Jamaica Constabulary Commissioner Joseph Williams and attended by numerous ranking officers of the constabulary.

Entertainment was provided by the Constabulary Police Band, which has one female constable. Opportunities for touring the country were plentiful and a number of activities provided a glimpse of the nation's customs and culture.

Diane and I spread the word of IAWP and NEAWP. We were particularly pleased to meet a number of members of the Newark (NJ) PD, including PMA President, Lt. Armondo B. Fontoura, who have promised to encourage their women officers to become active both regionally and internationally. We also promised recruitment packages to members of the Jamaica Constabulary.

PMA is open to all police managers from the rank of sergeant through chief. There are presently no educational requirements, but effective January, 1985, members must possess a B.A. Dues are \$10 annually.

Additional membership information may be obtained by writing E. Roberta Lech, Executive Director, PMA, 1909 K St., NW, Suite 400, Washington, D.C. 20006.

A number of PMA'ers were familiar with IAWP and urged us to encourage women to join PMA as a means of meeting police managers from the U.S. and other nations, who are seeking to professionalize law enforcement.

Submitted by: Dorothy M. Schulz

BIDS FOR I.A.W.P. CONFERENCE SITES

The site of the 1985 conference has been selected, but future sites are still undetermined. Now is the time to bid for 1986 and 1987 and to consider a bid for 1988. Reservations for hotels, engaging speakers, and fundraising often must be done well in advance - as much as 18 months to two years - so it is not too early to make these bids now.

If you are considering the possibility of a bid, the following criteria should be of interest.

The Board requests that a letter of invitation be issued by the departmental administrator (Chief, Sheriff, etc.) to assure the Board that the Conference Director and committee will receive support from the sponsoring agency, and that supervisors will be aware - and will support - activities entailed in planning and presenting a conference. A copy of this letter should be sent to the Executive Director and President of the IAWP as soon as you decide to host a conference, and before the next board meeting.

Invitations are not accepted from individual officers, nor from promotional organizations such as Chambers of Commerce. However, once the departmental administrator has issued the invitation, support from such organizations are essential. They can provide detailed information of available facilities, tourist information and promotional materials for your area. Some Chambers have even sent personnel to the current conference to promote the invitation.

The Board will consider the invitation on the basis of preparation in the presentation, cooperation from the hosting department, where recent conferences have been held, and whether committee assistance is available in the proposed area.

Enlist the aid of your Regional Coordinator in selecting a site and in preparing a proposal to present to the Board. The coordinator will be an invaluable asset, acting as a liaison between the Conference Director and the Board of Directors.

If you are interested in hosting an IAWP training conference, a brochure 'Guidelines for a Successful Training Conference' is available c/o IAWP Bulletin.

Jogging/Running - 10 Steps to Begin

1. Invest in good 'running' shoes.
2. Wear any kind of comfortable clothing.
3. Remember: It is as easy as one foot in front of the other!
4. Start Slow / Stay Slow - just by doing, you are a winner.
5. Be easy on yourself - combine running and walking.
6. Mark a reasonable distance (i.e.- 1/2 mile).
7. Warm up and cool down with stretches (no bouncing).
8. Be consistent. Rain or Shine! At least every other day.
9. Have a companion. Even Fido counts.
10. START TODAY!!

BRIDGET RYAN

FUN RUN REGISTRATION - ENTRY FORM

Enter early. Registration deadline 30 minutes before race time. To enter fill out official entry form. Entry fee. \$4.00 after Sept. 1st 1984, \$5.00. Mail Entries to: I.A.W.P. fun run, 518 Andresen Ct., Hazel Park, MI 48030. Make Checks Payable to: I.A.W.P. 22nd Annual Training Conference

----- (cut off here) -----

Name _____
Last First Middle

Address _____

City _____ State/Prov _____ Zip _____

Phone _____ Sex: Female _____ Male _____ Birthdate _____

Circle age group: under 14 15-19 20-29 30-39 40-49 50 & over

T-Shirt size (circle one) Small Medium Large Extra Large.

WAIVER (To be signed by the runner or parent or guardian if under 18) I attest and verify that I have full knowledge of the risks involved in this event and I am/my minor child is/my guardian is (circle the correct person to be covered) physically fit and sufficiently trained to participate in this event. For and in consideration of my/my minor child's/my guardian's (circle the correct person to be covered) participation in the International Association of Women Police - 22nd Annual Training Conference - Fun Run, I, my heirs, my executors, administrators, and assignees, do hereby release and discharge the International Association of Women Police, and any and all sponsors jointly and severally, and hold them harmless against any and all actions, claims, demands, liabilities, loss, damage or expense of any kind and nature, including attorney fees, which may at any time be incurred by reason of my participation in or my preparation for the aforesaid Fun Run.

Runner's Signature — Parent or Guardian (if under 18)

POLISHING THE BRASS

On September 17-21, 1984, the I.A.W.P. will sponsor their 22nd IAWP Annual Training Conference at the Dearborn Hyatt-Regency Hotel. Mark your calendars and plan now to attend, if not for the entire week, at least for several days.

Hosted by Metropolitan Detroit area officers, cooperating with IAWP Conference Director, Judy Eckstein, a variety of lectures and items of interest are slated. Included will be: women in management, assessment centers, interrogation techniques, financial planning, death investigation and sexual assault investigation with scene searches and offender profiling. Also, for those interested, remember to pack suitable clothing for the hands-on defense tactics program.

Officers are requested to wear their uniforms to the opening ceremonies at 9am on September 17. This is a Law Enforcement Workshop Seminar. If we are to continue our advancement in the career of law enforcement, we must strive to polish our skills and talents to present an ever constant image of true professionalism. The workshops and lectures presented at this conference will focus on these advancements and how to continue them in the future.

This year's committee is very enthusiastic as plans progress for September. Many exciting and dynamic instructors are scheduled, all are looking forward to meeting and sharing experience and skills with the IAWP. The Detroit Police Department, Michigan Association of Chief's of Police, and the Women Police of Michigan have endorsed the program.

We are particularly pleased that Ms. Ann Rule will be the featured speaker on Sept. 21. Ms. Rule is a former police officer and author of the best-selling *The Stranger Beside Me*, a book about mass murderer Ted Bundy. As a free-lance, fact-detective writer for 15 years, her work has appeared in dozens of publications such as the *New York Daily News*, *Seattle Times* and *Chicago Times*, as well as in *Cosmopolitan*, *Good Housekeeping*, *Ladies' Home Journal* and *True Detective*.

She is currently one of five civilian advisors working in conjunction with the Dept. of Justice to set up a nationwide wide computer program (VI-CAP) to track and capture serial murderers. Ms Rule lectures widely to law enforcement groups including the behavioral science unit at the FBI National Academy in Quantico, Va. She lives in Des Moines, Wa.

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Isiah McKinnon, Ph.D. will discuss child pornography and prostitution on Sept. 20th. Dr. McKinnon is past commanding officer of DPD Sex Crime Unit and Detroit Rape Counseling Center. He has written articles on sexual assault, child abuse, child pornography and prostitution, sexual assault of senior citizens, and the police officer's response to sexual assault.

His doctoral dissertation was a survey of police training in the handling of rape cases in the United States. Additionally, he established rape prevention

guidelines and implemented studies of child pornography and prostitution. He is a certified social worker in the State of Michigan and currently commands the Tactical Services Section with the Detroit PD.

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James W. Ingham, a Third Deputy Chief in the DPD, will discuss police/media relations. As Chief of the audiovisual unit, a civilian post, Ingham has pioneered a departmental microwave television broadcast system, which transmits training material, legal advisory updates and administrative data to all 12 of Detroit's police precincts, the DPD's Mounted Section and to headquarters administrative offices.

Appointed to his present position in January, 1983, Ingham has a varied and extensive background as a journalist and broadcaster as well as experience as a producer, editor and nationally syndicated columnist.

In 1971, Ingham was the only journalist in the country requested by rebelling inmates of Attica Prison to go inside the prison, during that historically infamous uprising as a civilian observer.

Ingham, married and the father of nine children, has lectured at colleges and universities around the country, taught television courses at Wayne State Univ., and was a National Endowment for the Humanities Professional Journalism Fellow at the Univ. of Michigan.

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In order for Michigan women in law enforcement to personally welcome the 1984 IAWP delegates, the state organization Women Police of Michigan (WPM) is coordinating a reception Monday evening, Sept 17. This Wine and Cheese reception is from 6:30pm to 8:30pm at the Henry Ford estate Fairlane Mansion. Completed in 1915, at the cost of over \$2,000,000, this beautiful 56-room mansion was the final home of Henry and Clara Ford. Now a part of the U. of Michigan-Dearborn campus, the mansion is surrounded by 70 acres of meadows and woods teeming with birds and wildlife. Area chiefs as well as city, state, and federal dignitaries have been invited.

Exhibits this year have been expanded to include not only vendor exhibits, but informational exhibits as well. Representatives from all Federal branches of the government have been invited to share information about their agencies. IAWP members from the various regions have also been asked to bring information about their area women in policing to share with the Michigan guests.

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In addition to the Pistol Match, described in the March issue of the IAWP Bulletin, there will be a foot race competition. This race has been limited to two miles, to encourage participation and not tire out those already putting forth a maximum effort at the conference. This is a 'first' for the IAWP and we are

sure it will be successful. Women and men will be classed separately and prizes will be awarded. Entry fee is \$4. Fill in and return the entry form (found elsewhere in this issue), no later than Sept. 1. Entrants after that date will pay a \$5 registration.

Get in shape, keep in shape, compete with the other officers.

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For information/reservation contact: Judy Eckstein, Conference Director, or Donna Hohner, registration chairman, at 29900 Civic Center, Warren, MI 48093

CONFERENCE FLAGS

The IAWP 22nd Training Conference Committees are planning to make the conference this year in Michigan extra special. As part of our Opening Ceremonies, we will present and post national, state and provincial colors representing the IAWP membership.

We need 3' x 5' flags donated from each country, state and province represented. (Except U.S. and Canadian flags, which we already have.) These flags will be presented, then posted.

If you can supply a flag, even if you are not attending this conference, please contact: Bridget Ryan, 581 Andresen Ct., Hazel Park, MI 48030.

SAY YES! TO MICHIGAN!

MICHIGAN - a state of vast expanses of water, white sand beaches, rolling hills and stunning fall colors; a state of culture, with outstanding museums, art centers, theater and dance; a state of farms and cities, of manufacturing and services.

MICHIGAN - a state of mind!

With forethought and planning, Michigan offers something for everyone - the most discriminating of cultural tastes, history buffs, arts and craft connoisseurs, camping freaks and sports nuts.

September, in and around the Greater Detroit area, abounds with Arts and Crafts Shows, Antiques Shows and Festival Events. The Autumn Harvest Festival is an exciting event in Greenfield Village, Dearborn, and the Quarter Horse Show is held at the State Fairgrounds in Detroit in mid-month. Tiger Stadium, Joe Louis Arena and the Pontiac Silverdome offers sports activities throughout the year.

Autumn is harvest time in Michigan. Blueberries, late peaches and early apples are available at roadside stands or on a 'U-Pick' basis; by the pound, bushel or truck load in southern Michigan. In Detroit, visitors can bargain eye-to-eye with vendors of fresh produce, fish, meats, poultry and cheeses in the mammoth Eastern Market.

Michigan is a super place to live and a great place to visit. We hope to see all of you in Dearborn in September.

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When you get to Michigan, you'll want to visit Detroit's charming next-door neighbor, Windsor, Canada, just across the Detroit River. Detroit is the only point in the U.S. where you can look south into

Canada. The Detroit-Windsor Tunnel, west of the Renaissance Center, or the Ambassador Bridge, longest suspension bridge linking two nations, provides easy access to this foreign country for only \$1.25.

Emporiums specializing in linens, fur, gold, china and wool line downtown Windsor streets. So do bakeries and restaurants with tempting French, Oriental, Italian and other cuisines from around the world.

Sixty parks and gardens add to the beauty of the area. Among the favorites are Dieppe Gardens and Coventry Gardens with a spectacular view of the Detroit skyline. Jackson Sunken Park Gardens visually explain Windsor's moniker, 'The City of Roses'.

Walkerville, built up around the riverfront Hiram Walker Distillery, boasts fine examples of turn-of-the-century architecture, nestled on tree lined streets. Although the Distillery will not be open for tours after Sept. 2, the Hiram Walker Museum, depicting the history of southwestern Ontario, is open 9-5, Tuesday-Saturday, and 2-5PM on Sunday. Windsor has its own symphony orchestra, opera and live theatre. The Art Gallery of Windsor exhibits Eskimo and other Canadian art.

It's easy to travel between Detroit and Windsor. Citizens or permanent residents of the U.S. do not require passports or visas and can usually cross the U.S.-Canada border without difficulty or delay.

To assist officers of both countries to speed up the crossing, native U.S. citizens should carry some identification showing citizenship, such as a birth or voter's certificate. Proof of residence, such as a driver's license, may also be required.

Contact the Ontario Travel Information Centre for more information on Canadian Attractions at (519) 252-8368.

BLOOD 'N GUTS - FITNESS

Which woman of the eighties are you - physically fit or physically unfit?

To exercise may be a pain - but not to circulate, girate and motivate that body is a bigger pain - to the heart, lungs, bowels and brain.

Proper exercise, properly done, only feels good. The body actually releases a chemical called endorphins that causes this 'good' feeling. Those who don't exercise regularly may be bored, overweight, and have more tension, depression, headaches and back pain.

Sound familiar? If so, RUN to your doctor for a checkup; then RUN to an exercise program of special interest to you. No matter what that interest is - bicycling, jumping rope, jogging, aerobics, weight training, swimming - start now!

Your body can't wait: it is losing time fast! Ten healthy years may be added to your life by keeping in good physical condition.

The IAWP 22nd Training Conference will provide two aerobic exercise classes daily (no additional fee) instructed by Jane Galanti from Ann Arbor. Jane comes to us highly recommended as an exercise instructor; she is experienced in the marathon run and weight training.

In addition to the aerobic classes, there will be a 2-Mile Fun Run Wed. Sept. 19

REGIONAL REPORTS

REGION 1

Coordinator: Kathy Robinson

- CANADA: New Brunswick; Newfoundland; Nova Scotia; Prince Edward Island.
UNITED STATES: New Hampshire; Rhode Island; Maine; Massachusetts; Vermont; Connecticut.
- 1) Forty-four women police officers from Region 1 attended and marched in the funeral cortege of Off. Robert Dana who was shot and killed when he made a 'routine' traffic stop. Region 1 officers were there, not only to honor a fallen comrade, but to lend support to his widow, Off. Charlotte Dana.
 - 2) Connecticut Assoc. of Women Police have published their first newsletter, '...after...months... of battling all the old cliches,' says Audrey Aidinis, Editor. Editor Aidinis proudly announced this 'birth' in a front page editorial, and rightly so. There are 8 pages of information, humor, a bit of philosophical trivia and a variety of news items about members and other women police around the country. Well done, Audrey; and congratulations, CAWP. We are delighted to see renewed activity on the eastern seaboard!
 - 3) Region 1 Coordinator Kathy Robinson and Pres. Mary Wamsley travelled to Dearborn, MI in April to meet with the MWP and the Conference Committee to firm up plans for September. In August, Kathy will accompany Kathy Nelson, Region 10, and Lee Haynes, Region 6, coordinators, to Hawaii, to meet with and help to organize a state association.
 - 4) Mary Dumas, 3rd VP, has volumns of material on pornography following a conference she attended on campus. She reports there have been several on-campus meetings regarding this subject. There is an on-going Student Research Group, and a Womens Issue Team which is campaigning among local and campus merchants to effect a voluntary halt to distribution of pornographic magazines such as *Playboy* and *Penthouse*. Surprisingly, the faculty has taken a stand against the movement, saying this is a 1st Amendment infringement, and that 'women are perverts; against sex.' The womens groups, however, are adamant to protect 1st Amendment rights, and point out that, while KKK literature, which is blatantly racist, is not allowed on newsstands and in supermarkets, women are not protected against sexual exploitation.
 - 5) The Region 1 IAWP meeting scheduled for January was cancelled due to severe weather. The training seminar which was scheduled at the same time has been rescheduled for Aug. 20-24, but there will be no regional meeting. (see Training for details)
 - 6) The Connecticut Association of Women Police conducted a spring meeting in Avon, CT on Apr. 10. The topic of discussion was 'Chemical

Dependency in Relation to Law Enforcement'.

- 7) Identifying and locating new female officers is a challenging detail. Reactions of commanders and of women in various departments vary from cooperation (providing names and addresses, or distributing flyers to personnel) to reluctance to acknowledge and endorse the aims, objectives and goals of the IAWP.
Women officers comment that they have problems getting approval to attend ANY training conference; that allocations are not budgeted for female officers; and that male officers are selected over female officers. Many attendees at current training seminars pay the entire expense, using vacation time as well. We are encouraging chiefs/sheriffs to have departments absorb part/all of the expenses of this valuable training. If this is impossible, then at least permit attendance to the training conference with departmental time off instead of officers using vacation time.

REGION 2

Coordinator: Jayne T. Rich

New York; New Jersey; Pennsylvania.

- 1) Dorothy Murphy, NYPD, 91-01 95th St., Woodhaven, NY, 11421, would like to exchange patches. She also has 'Emergency Service' and 'NYC Aviation' patches to trade.
- 2) In February, the Cedar Grove (NJ) Volunteer Fire Dept. admitted two women to membership, the first in its 75 years.
- 3) Ruth Wells, Crime Prevention Specialist at the U. of PA, is one of 37 women appointed by Mayor W. Wilson Goode to his Commission for Women.
- 4) Jayne Rich and Dorothy Schulz attended a Women's Conference on Emergency Management and Fire Service in Crystal City, VA, Apr. 23-26. Carolen Bailey, St. Paul (MN) PD, was one of the conference planners.
- 5) Janet Prince, Ph.D., is Police Commissioner of the Berkley Heights PD in NJ.
- 6) A Nassau County policewoman, Off. Donna Marsch, was credited with thwarting the suicide attempt of a 38-year-old man, being held on a minor charge, in a holding cell at Nassau County (NY) police headquarters. Off. Marsch rushed into the men's cell area when she heard screaming. She called for assistance from male officers, who opened the cell and held the prisoner, while Off. Marsch released the prisoner from a knotted sweatshirt.
- 7) The Patrol dogs that NY Transit Authority has used in subways are now being used in Central Park. When unleashed, they will grab and detain a suspect until the handler arrives.

- 8) On behalf of NEAWP, \$100 was sent to the rebuilding of the Statue of Liberty. AND The November, '83 Turkey Shoot was a huge success. NEAWP will donate \$250 to the National Child Abuse Foundation.
- 9) Mary Joyce, the first woman police officer in Middlesex Co. NJ, died in St. Peters Medical Center recently. She was a member of the New Brunswick PD from '54 to '69.
- 10) The AARP has excellent crime prevention materials. Write: PO Box 19269, Station C, Washington, D.C. 20036.
- 11) Ruth Carpenter, 65, New Jersey's first woman sheriff, (Hunterton Co.) retired Dec. 31.
- 12) The Postal Inspection Service, which has been actively attempting to recruit women, has now abandoned that policy. They are hiring into the Inspection Service from the ranks of Postal employees. The inability or unwillingness of women to relocate hampered their recruitment of women.

REGION 3

Coordinator: Sylvia Bailey

Delaware; Virginia; Maryland; Washington, D.C.

- 1) Identifying female officers and increasing IAWP membership in Region 3 is a continuous process but has been somewhat successful. Since the October conference, I have written to 159 police officers in Virginia, soliciting additional names, forwarding information about IAWP, and enclosing membership applications.
Letters to police chiefs in Maryland and Delaware, seeking their assistance to identify female officers in their areas have received no response; however, Det. Linda Bureson, Baltimore (MD) PD, is distributing applications in that department.
I am also having difficulty identifying female officers in Delaware and Washington, D.C. Chiefs in Region 3 are still reluctant to acknowledge the IAWP or endorse IAWP activities.

REGION 4

Coordinator: Donna Pence

Georgia; North Carolina; South Carolina; Tennessee; Arkansas

.....NO REPORT

REGION 5

Coordinator: Louise Vasquez

Florida; Mississippi; Louisiana; Alabama; Puerto Rico; Virgin Islands

.....NO REPORT

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois; Michigan; Ohio; West Virginia.

With assistance from one of our dispatchers, I have once again been able to use the computer to send out teletypes to the six-state region in an attempt to locate women officers whom we know are out there but just can't find. Responses from this have been minimal; most information I receive is referrals from other IAWP members, which I do appreciate.

Frequently, the names I receive contain only the departmental mailing address. I have found from past experience that the officers are simply not receiving mail when it is sent to the station. I have had problems with my correspondence being intercepted, also, so please forward any mail to my home. I realize that departments are hesitant to release home addresses, but whenever possible I would appreciate the home address, to be used for IAWP mailings only.

Additionally, I find police academies are reluctant to release names of female officers, but I believe that a 'recruiting' poster for IAWP membership would be readily accepted. In this way, ALL women officers could be contacted as recruits or trainees. This would be especially useful in identifying officers from small departments in isolated and rural areas. A poster would not run up against opposition and it would be ideal 'bulletin board' material.

It seems it's either feast or famine when it comes to cooperation between departments in our area (isn't that true everywhere?). However, Ft. Mitchell City Administrator, Mr. Jack Holman, has graciously consented to the use of city computers for putting out mailing labels for this years' conference director and the Policewoman of the Year mailings. Sgt. Mary Allen, Ft. Mitchell PD, has bravely volunteered to type the labels.

Update: Regarding inquiries about the EEOC case of Off. Gloria Webster, formerly of the Taylor Mill PD. Off. Webster is currently employed with the Villa Hills, (KY) PD, but her case against the City of Taylor Mill is still pending. Determination has been made that the case will be handled on a federal, rather than state, level. It has been deemed a valid complaint.

In August, Kathy Robinson, Region 1, and myself, will accompany Kathy Nelson, Region 10 coordinator, to Honolulu, HI. Det. Nelson has been invited to Hawaii to help women officers there establish an affiliate association.

On these same lines, I have been contacted by Michelle Decker, Reynoldsburg, OH to try to organize policewomen in the Columbus area. We will be meeting soon with several women officers from Ohio to put together an Ohio association. Michelle and I will need help with this project from the Ohio officers. Please contact us as soon as possible with any ideas, opinions or suggestions. We would like to have an encouraging program to bring to the Dearborn Conference.

Other plans include making contacts through the IACP Convention which will be held in Salt Lake City, UT in October. Several members of the Board are

planning to attend in an effort to spread the IAWP word to the IACP members. We anticipate a successful encounter with the Chiefs and other members of this fine organization.

Here in Kentucky, I am preparing for the U.S. Police Canine Assoc. Regional Field Trials, which I am hosting in June. I hope to locate more women officers through this organization, although the number of female canine handlers are few. This is something I would like to see drastically changed. If anyone is interested in working with K-9s, PLEASE contact me. Write - call - send up smoke signals! Anything! There is no doubt in my mind who the best canine handlers are. . .!

Carol McGuire, Detroit PD, was elected president of the Women Police of Michigan at the general membership meeting April 13. She succeeds Diane Bargagna.

Lt. Audrey Martini received an award of appreciation from the WPM for her dedication and service to that organization. Martini, a past president of WPM, joined DPD in 1968. She was promoted to sergeant in 1974, and to lieutenant in 1980. She currently serves as the Executive Lieutenant in the Sex Crimes Unit.

Members of the WPM voted to support the IAWP 22nd Annual Training Conference. On an individual basis, they will contribute their talents and energy to a successful conference in Dearborn. I expect to see all of you there. . . . Lee & 'Igor'

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming; Nebraska; Wisconsin; North Dakota; South Dakota

- 1) Increasing membership and updating information is a constant process in Region 7. I have contacted state representatives, requesting they keep updated membership lists and asked each to assist in increasing membership by identifying new women who daily join our ranks.
- 2) Wyoming has started a state association, with a total of 34 women officers in the state. They asked for (and received) information on forming a state association.
- 3) Iowa has a strong state association and recently contacted me for information on affiliating with the IAWP. In May, the IaAWP sponsored a seminar in Davenport, IA on 'Hostage Negotiation'.
- 4) The Minnesota Association of Women Police is still strong and still growing. MAWP co-sponsored the Region 7 Spring Conference with the U of MN Campus PD, held May 18-19 on the Minneapolis campus.
- 5) I am in the process of locating women police in North and South Dakota and in Wisconsin, to promote further involvement in the development of Region 7. I am identifying and contacting women in Montana for the same purpose.

Plan to see all of you in September. Debbie

REGION 8

Coordinator: Ramona Bivians

Colorado; New Mexico; Texas; Kansas; Missouri; Oklahoma.

- 1) Hello, Region 8 members. Again I am asking all of you out there, if you have any news or issues you want to share, please contact the editor, advising you're from Region 8, or contact me, with information. This is your magazine and your voice. Let's use it!
- 2) I was successful in getting IAWP articles printed in two magazines - 'The Cop Shop', a magazine by police officers distributed primarily in the Albuquerque Metro Area, and 'The New Mexico Fraternal Order of Police Journal'. Hopefully this will help to recruit new members.
- 3) Albuquerque PD is trying to organize a local womens association. In the past, when we attempted to have meetings to organize, few women attended, fearing we might be a radical or liberationist group. This has all changed. Our Chief and Deputy Chiefs now recognize the need for us to organize and are encouraging us to do so. They have attended our first meetings, assuring us they are behind us and will help us. They want input. The word has spread that the chiefs are endorsing such an organization, thus we now have fifteen members. Our plan is to organize locally then expand statewide and affiliate with IAWP.
- 4) I would like to hear from Oklahoma and learn what their current status is toward organizing a state association.
- 5) A Region 8 Training Conference, IAWP, was hosted by the Lakewood Dept. of Public Safety and the Colorado Assoc. of Women Police. Conference Director Mary Wamsley and coordinator Leslie Wolf, presented a terrific program, which offered invaluable training on subjects such as drug smuggling, legal liability, financial planning, computer fraud stress management, outlaw motorcycle gangs, supervision and technical advances in forensics, just to name a few. Those attending were honored with a surprise visit from Tyne Dailey of 'Cagney and Lacey'. Dailey only spoke for a moment, stating that she came to meet us because she felt it was important to learn from us. She wants to portray police women as realistically as possible.
- 6) The Colorado Assoc. of Women Police honored an El Paso Co. Senior Deputy, Donna Cunningham, naming her Colorado Policewoman of the Year. This honor was bestowed in recognition of heroism during a family disturbance in June, '83. Donna was struggling with a male offender who was armed with a revolver. She managed to prevent the gun from being fired when he pulled the trigger, by putting her thumb between the hammer and the firing pin. Donna took control of the situation and arrested the offender. Contratulations, Donna, for a job well done.

REGION 9

Coordinator: Myra Harmon

CANADA: Alberta; British Columbia
UNITED STATES: Idaho; Alaska; Oregon; Washington.

- 1) The big news from this region is the formation and upcoming incorporation of the Washington Assoc. of Women Police. After a year of meetings, things are running smoothly. The Association, along with the Port of Seattle Police, co-sponsored a meeting in Feb. on narcotics investigation, attended by more than 50 officers. A short business meeting and elections were held after training. Dianne Guertner, SPD, was elected president and Colleen McIntyre, WA. State Patrol as vice-pres. The Association plans to meet quarterly, and the next session will feature Cpt. Randy Taylor, Walla Walla PD, on officer survival in hostage situations. The real key to the number of women attending the narcotics seminar seemed to be arrangements with the State Training Commission that training credits be given.
- 2) Diana Moore, Booner Co (ID) Sheriff's Office, has made special arrangements to go through the files in the training commission offices in Boise. Idaho is not computerized for any type of listing. The only method of obtaining information on women in law enforcement is hand search, then asking each officer contacted to contact every one she knows.
- 3) Alaska continues with plans for the 1985 conference. There is a tremendous enthusiasm in Alaska among both male and female officers. Shirley Warner is hard at work; most police women in Alaska have been identified. Shirley has many women (and men) to assist her in planning a successful conference.
- 4) I have been invited to assist Dr. Dave Smith, Washington State Patrol, to research women officers within the state in a number of different areas. Research may eventually expand beyond the state of Washington, and will ultimately be published. If all goes as planned, the results will be presented to the IAWP membership. . Myra

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah; California; Hawaii.

After more than a year as regional coordinator, I'm just beginning to learn what the position is all about, and I'm enjoying it.

This term I have been busy gathering names of as many women officers as possible. I have written letters to various administrators, requesting lists of women officers, so they could be placed on the Conference mailing list. I was surprised that my request was refused by many of the larger agencies in California. Administrators state is not their policy to give out name lists of officers. This is unfortunate, because

many women officers who might be interested in becoming IAWP members are being deprived of an opportunity to learn about our organization. I was encouraged, however, by a positive response from LA County Sheriff, Chief Richard Forman. He contacted me personally by telephone, informing me that L.A.S.O. would be happy to provide a name list of their '800' female officers, and would support IAWP in their endeavors.

I would encourage all members to promote IAWP to their administrators. Maybe, with a better understanding of what IAWP stands for, we will receive cooperation and increase networking.

The State of Arizona had its 6th Annual Police Olympics, hosted by the Mesa PD, Apr. 18-22. I worked at registration, passing out IAWP applications to female participants from Arizona, California and Nevada. I contacted many women at the events and talked with them about IAWP.

Arizona will be hosting the International Olympics in late August, 1984. Most of the events will be held in Mesa and Tempe. Anyone wishing information may contact me. (address Page 2)

Attempting to increase communication with states in my region, I have sent in a membership application to the Women Peace Officers Association, (WPOA). I will attend a seminar in Anaheim, CA May 20-23, hosted by WPOA. While in California, I have meetings scheduled with L.A.S.O. and LAPD's women officers Association President, Karen Fleming. LAPD has 470 women.

I've had contact with Trisha King of the Honolulu PD. She is working hard to organize Hawaii's police-women. I will be attending their annual business meeting Aug. 17 at King's request, accompanied by Regional coordinators Lee Haynes (6) and Kathy Robinson (1). We will travel at our own expense, in an effort to encourage membership in both associations. The Hawaii Police Union have planned a Luau, scheduled around our visit. It should be a terrific time! Off. Fran Schonberg, Phoenix PD, and myself, called the first meeting on 3-10-84, to form the Arizona Policewomen's Association, after several months of planning. Encouraged by the turnout, we hope to have the organization in full swing by Conference time.

I recently attended the Region 8 Training Conference in Lakewood, CO and the IAWP Board meeting. I made many new friends and would like to commend the Colorado Women for the professional job they did.

Lt. Kim Adamson, Salt Lake City PD, contacted me, advising she is attempting to start a Utah State Women's Organization. Utah officers should contact her for further details.

All members of Region 10 who have information about the accomplishments of women which they would like to see published, please send the information to me for the next IAWP BULLETIN. Thanks to all members who have corresponded thus far. That assistance is much appreciated. Hope to see you all in Michigan.Kathy Nelson

Greater Detroit SuperCityUSA™

REGION 11

Coordinator: Carol-Ann Halliday

Saskatchewan; Manitoba; Ontario; Quebec.

- 1) I have been busy getting Region 11 provincial reps. organized and have finally succeeded.
- 2) I attended the Region 8 Conference in Lakewood, CO in April, as well as the Board Meeting held at the same time.
- 3) Arrival for the 22 IAWP Conference in Dearborn will be delayed for most Canadians, including myself, due to the Pope's visit to Canada, which overlaps the Conference dates. I sincerely hope that most of our members, which has increased greatly since the 21st IAWP Conference, will make every effort to attend in Dearborn, even if it is only for a few days. This is an election year, and many items of great interest will be on the agenda, as well as the election of officers.
- 4) As I am also on the nominations committee, I encourage each of you to consider a position on the Board. Send me a letter, indicating your interest, and the position you are interested in, by not later than July 30. Keep in mind that I am only acting as Region 11 Coordinator to fill the vacancy on the Board, and that position must be filled in the upcoming elections. Come prepared! See you (late) in Dearborn. Carol-Ann

REGION 12

Coordinator: Gail Thomson

All other areas outside the United States and Canada.

NO REPORT

AWARDS AND PROMOTIONS

(From Region 2: Kathy Burke, NYPD, was promoted to Detective, 2nd Grade.

Three Middlesex County Sheriff's Officers won the top three honors at a recent Academy graduation. Colleen M. Caspar was awarded Merit, Nancy Donelson won the Firearms Award and Linda P. Consalvo was the Highest Academic.

From Region 8: Sgt. Judy Sample, Westminster (CO) Pd, was recently honored by the Rocky Mountain Women in the Work Force as an 'Outstanding Woman'. Sample, an 8-year police officer, was selected from over 600 nominees. She is assigned to patrol, where she has been a sergeant for four years. She is also a Field Training Officer, hostage negotiator and a member of the Tactical Team.

Agt. Mary Wamsley, Lakewood (CO) PD, was

recently named an 'Outstanding Young Woman of America', one of 400 so honored from 78,000 nominees. Wamsley was nominated by Judge Lynne Hufnagel for her work in rape and crime prevention, battered wives programs and scouting, as well as her involvement with CAWP and IAWP.

Wamsley has a B.S. in Criminal Justice and has been president of IAWP since 1982. She is a past president of CAWP and is one of the founding members of that organization. She was recognized in 1979 as 'IAWP Outstanding Woman Officer of the Year'.

Agt. Laurel Lichtenberg, Mary Wamsley and John Stone, Lakewood PD, received Medals for Meritorious Service recently. The medals were awarded following a confrontation with a knife-wielding, 13-year-old mental subject, who was taken into custody after she stabbed Agt. Wamsley. All three agents were cited for restraint - they did not use deadly force to apprehend the subject.

The IAWP, CAWP, and DAWP (Denver Assoc. of Women Police) were featured in a story in the April '84 issue of Code 109, a publication of the Denver Police Union Local 109.

Quoted in the Article, Lt. Miriam Reed, Pres. of DAWP, said the organizations are not devisive, nor duplicating services offered by other employee groups. She said, '... we want to address issues and concerns of women officers. . . ' and added that she is pleased with support received from administration and officers alike.

From Region 10: Annette 'Cricket' Nye was promoted to patrol sergeant on the Pinal County (AZ) Sheriff's Office. Sgt. Nye has been with that department for 9 years and is the first woman to be promoted to sergeant. She will be in command of 14 deputies, as well as the jail.

Marsha Bueche was promoted to sergeant on the Phoenix (AZ) PD in April '84, making her the second female sergeant on a department of almost 2,000 officers.

Valleen K. Illsley, West Valley (UT) PD, became a sergeant in March '84, the first female sergeant in a department of 83 officers.

Jan Korn, Hawthorne (CA) PD, promoted to lieutenant in Nov. '83, became the first woman in the Southern California South Bay Area to achieve this rank. Lt. Korn had an interesting word of advise to women working their way up through the ranks.

'Many women imitate men to be accepted. It takes time to learn (that) a person can do the same job as her male counterpart and (still) be a woman,' she said. 'The most difficult thing to accept is (that) a woman will never be 'one of the guys' regardless of ability and personality.'

The San Francisco (CA) Sheriff's Office promoted Mary Ann DeSouza and Vicki Hennessy to Captain, and Connie O'Connor and Janet Dempsey to Lieutenant. At age 30, Capt. Hennessey is the youngest captain in California.

Patricia E. Guessferd, a two-year veteran of LAPD, was awarded the Police Star for Bravery at the department's fifth annual Recognition Day. Guessferd was cited for rescuing her partner during a shootout by pulling him to safety after he had been wounded.

Another candidate for a heroism award is Louise Manhart, Sheriff's Deputy in Carritos (CA). Dep.

Manhart ran into a burning garage, rescuing two men trapped after an explosion. Manhart was overcome by smoke inhalation, and collapsed after exiting the building, but was unhurt. She was off-duty at the time of the rescue.

NOMINEES TO IAWP HALL OF FAME APPROVED

Ten names were proposed for the IAWP Hall of Fame and approved by the Executive Board at the spring board meeting in Lakewood, CO Apr. 7.

Nominees have been notified by Chairman Beryl Thompson and advised that a certificate of recognition would be sent. Department heads and each person who nominated a candidate were also notified.

Nominees were: Sgt. Glenda Beard, Durham, SC, who has been a member of the Durham Public Safety Dept. since Jan. 21, '74. In Jan. '76, she became the first female investigator with the department and was assigned to Youth Division. Beard was promoted to sergeant July 1, '80, becoming the first woman sergeant with the Durham Public Safety Dept.

Sgt. Bonita C. Bonar, the first female deputy employed by the Ohio Co. (WV) Sheriff's Dept. (Jun. '76), was voted Citizen of the Month by the Wheeling JayCees in August, '77. Bonar was awarded the Silver Star for Bravery by the American Law Enforcement Officers Assoc. in June, '79.

M/Sgt. Nancy Brigham, AF Office of Security Police, Kirtland AFB, NM, is the senior ranking enlisted woman in the Security Police. Sgt. Brigham was selected for promotion to master sergeant under the 'Stripes for Exceptional Performers' Program.

Senior Det. Nancy Earle, North Las Vegas PD, has been a member of that department since June, '66. In June '77, she became the first woman assigned as a Juvenile Investigator. Det. Earle became the first female officer to receive the Officer of the Quarter award in Apr. '80, which is presented after a nomination process of fellow officers, both male and female. Det. Earle is currently assigned to Burglary Detail and is that detail's team leader.

Sgt. Jean Mauch, Lane Co. (OR) Sheriff's Dept. has been in law enforcement 17 years, beginning her career as a dispatcher in the Roseburg (OR) PD. Since 1971 she has been a member of the Lane Co. Sheriff's Dept. presently assigned as Security Supervisor, Adult Corrections. Jean was promoted to sergeant in '77, the first woman to hold that position. She is also the first woman ever assigned as Security Shift Supervisor.

Dep. Theresa Potanovic became the first Deputy Sheriff teletype operator for Westchester Co. Sheriff's Office in White Plains, NY in 1971. In '72, she was the first female member of the Hudson Valley Police Revolver League, and in May, '75, she was the first female certified as a Police Officer for the Broward Co. Dept. of Airports, in Ft. Lauderdale, FL.

Off. Margie Morris Sadler, Charleston (WV) PD, became the first woman hired as a police officer in Charleston on June 2, 1973.

Off. Annie E. Smith, Ft. Madison (IA) PD, became the first woman to join the Ft. Madison Police Auxiliary. In 1980, When she was hired by the Ft. Madison PD, she became the first (and remains the only) woman on that department.

Lt. Kristen M. Smith, Appleton (WI) PD, is the first woman promoted to lieutenant within her department.

Major Sally D. Uebelacker, AF Security Police, Kirtland AFB, NM, is the highest ranking woman on active duty assigned to Air Force Security Police. She is also the first female, active-duty commissioned officer in the AF Security Police as well as the first to attend the FBI Academy.

AVAILABLE TRAINING

Women in Federal Law Enforcement will present 'Images, Issues, Initiatives' a training program for all women in law enforcement on July 11, 1984 9 AM to 5:30 PM at the Washington Hilton Hotel, Washington, D.C.

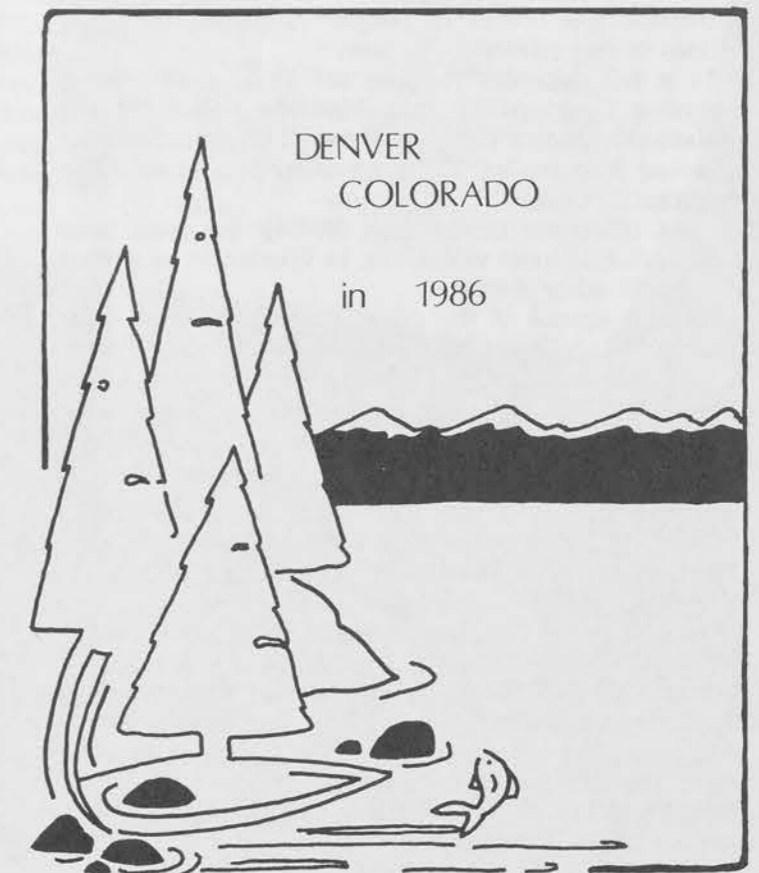
There is no cost to Attendees; however, it is important that reservations be made not later than June 30.

Contact: Doris McCrossen, FTS 633-3756 or Commercial 202-633-3756, for further information.

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'Preventing and Managing Violence', cancelled in January, will be offered again Aug. 20-24. Sponsored by the MA Dept. of Mental Health and the U. of MA Dept. of Public Safety, this seminar will feature an Introduction to inter-personal relationships. Students will develop physical skills and learn to prevent outbreaks of violence, explore the duration of violence and the long-range extent of harm to individuals involved in violence.

The fee is \$80 for the week, and classes will be limited to 80 persons. For registration/information, contact Mary Dumas (address page 2).



A CORNER ON THE LAW

The U.S. Supreme Court has ruled that evidence obtained illegally may still be admitted in criminal trials if the evidence would have been 'inevitably' discovered during investigation, without violating the suspect's constitutional rights.

Chief Justice Warren E. Burger said, 'If the prosecution can establish by a preponderance of the evidence that the information ultimately or inevitably would have been discovered by lawful means . . . then the deterrence rationale (to deter police misconduct) has so little basis that the evidence should be received. Anything less would reject logic, experience and common sense.'

★ ★ ★ ★ ★

In another recent U.S. Supreme Court decision, the court ruled that the law enforcement agencies may use the results of alcohol breath tests against accused drunken drivers even when breath samples are not preserved.

The justices said the nation's police officers and prosecutors have no constitutional duty to 'preserve breath samples in order to introduce breath-analysis tests at trial.'

Counsel for the state of California successfully argued that the court has a duty to disclose evidence but this doesn't include the duty to preserve evidence, stressing the reliability of the 'intoxilyzer' used in the initial test.

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In yet another recent decision, however, the Court limited police authority to enter, without court warrants, the homes of people suspected of minor crimes or non-criminal offenses.

In a 6-3 decision, justices set aside a Wisconsin Supreme Court ruling that Madison police did not violate the privacy rights of Edward Welsh when they arrested him in his home on suspicion of drunken driving.

First offenders in drunken driving are considered civil - not criminal - violations, in Wisconsin as well as in several other states.

'Before agents of the government may invade the sanctity of the home, the burden is on the government to demonstrate exigent (emergency) circumstances that overcome a presumption of unreasonableness that attaches to all warrantless home entries,' Justice Brennan wrote. 'When the government's interest is only to arrest for a minor offense, the presumption of unreasonableness is difficult to rebut and the government usually should be allowed to make such arrests only with a warrant.'

According to court records, Welsh was observed swerving off a road, plowing into an open field and walking away from the car before police arrived. Welsh was later arrested at his home while lying naked in bed.

Taken to the police station, he refused to take a breath analysis test, and his license was ordered suspended. Welsh challenged that order, arguing that his arrest had been invalid.

BITS AND PIECES

In Tampa, FL, police are seeking new evidence against a murder suspect, after being told not to arrest the man because the victim's statement was not a 'dying declaration'.

An assistant State Attorney said the statement, made before the victim's death on Jan. 7, 1984, in which he named his assailant and picked out his photo, was invalid because he lived too long after the incident. The victim was shot on Dec. 12, 1983.

In Toronto, Ontario, a former undercover mountie has been sentenced to life in prison. He was convicted of first degree murder in the death of his wife in 1981. The jury deliberated for 13 hours before returning the guilty verdict. Under Canadian law, the ex-mountie faces an automatic life term with no eligibility for parole for 25 years.

A man who pleaded guilty to murder moments before a jury decided he was innocent says in a lawsuit challenging his conviction that he changed his plea because he feared execution.

In August, 1982, in Richmond, VA, after a three-day trial and almost 5 hours of jury deliberation, the defendant pleaded guilty to first degree murder in exchange for a sentence of 40 years in prison. Citing his isolation in a cell while the jury deliberated, and conflicting advice from his attorneys, as well as the fact that his trial had begun just six days after the first execution in Virginia in 20 years, he said he 'was fearful of receiving a death sentence.'

Harry D. Seigler has filed a court petition contending he is being unlawfully detained!

IAWP INFORMATION IN 'TROOPER COALITION NEWSLETTER'

Alaskan Trooper, Susan Bell, has advised that information concerning the IAWP will be published in the next issue of the *Trooper Coalition Newsletter*.

Bell, acting on a request from regional representatives who are seeking information and contact from female state troopers, wrote the National Trooper Coalition Chairman. Bell's request was endorsed by her union and the Coalition Chairman agreed to publish information in an effort to reach all female coalition members.

OF SPECIAL INTEREST

Frequently, we receive notices from departments which are accepting applications and request our assistance in publicizing vacancies, but the closing dates expire before publication of the *IAWP Bulletin*. We regret this.

If any member is interested in relocation, and would like to share this information with us, perhaps when material is received that has a deadline before publication, or close to it, we could forward such information directly to the member.

Send name and address and geographic area of particular interest, if any, to the *IAWP Bulletin*.

MISSING PERSONS

We are getting mail back that can't be forwarded. Members have moved; the POST OFFICE forwarding order has expired and we have not received a change of address. These members are now missing the *Bulletin*. Additionally, each time a *Bulletin* is returned, we pay 25 cents whether we get an address correction or not.

We ask that you members who receive your *Bulletins* try to contact these members. Tell them that we are holding their copies of the *Bulletin*. Upon receipt of a new address we will send it to them and once more place these members on the mailing list.

The below listed members have had their name stricken from the mailing list. We will publish their city. We hope that you can contact them either at work or at home. Your assistance will be greatly appreciated by both the member and the staff of the *Bulletin*.

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Below is a form that we need filled out in order to update the files of our members. Now that we have our own computer the files can be expanded and all information will be kept 'In House'. Let me be the first to say that to my knowledge we never had a problem with the company that did have our old mailing list. This new form will be used to prepare mailing list and rosters, as well as provide another address to reach members who have moved. Please look at this mailing list and check to see if everything is right and the way you want it to appear. You'll notice the form has a place marked Pref D H in this box place an "X" to where you prefer we send the *Bulletin*. Also in the Membership box notice a box marked Past Elected; if you once held an elected office please mark this box along with the box that shows your present membership status. Such as: possibly you are now a regular member or an appointed (office) member. We are also asking what year you joined your department and your rank (present or at retirement). Also we have included a box to be checked by the Retired (lucky) ones. To those of you who are wondering why such a long list needs to be filled out, please note that with this computer we will be able to count our membership by any of the below areas. We have been called upon to provide numbers of members that live in a certain city, county, state or region. We also have been asked how many male members this organization has. With this form we can answer such questions without a hand search. Please copy this form; as you go out to recruit a new member give them a form to fill out for us. The form can be mailed in with their dues to the Treasurer, who will then forward it to us. Please check over new membership forms to be sure they are filled out completely. Complete information is necessary for the Treasurer's records as well as data files. be mailed in with their dues to the Treasurer, who will then forward it to us.

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CANNINGS, DELLA - NY
CHAMBERLAIN, K - ONXARD
HARP, DENISE K - OVERLAND PARK
HERNAM, KATHRYN - SEATTLE
HOLLAND, SHELIA - HAVERFORD
IDOUX, J - HOUSTON
KLABER, D - BURNSVILLE
LOEFFFLER, PATRICIA - STATEN ISLAND
MAY, PENNY - VANCOUVER
MILLER, DIANE - WESTON
MOODY, PAMELA - VIOLA
NORWOOD, PHYLLIS - JACKSONVILLE
PATRICK, LINDA - SEATTLE
PODRYHULA, NATALIE - NEW HAVEN
RUNIONS, COLLEEN - ANMISTAN
SELF, RITA - GASTONIA
WALLACE, CLYDENE - RAINELLE
WOBBEHORST, JANICE - CHESTERTON

BADGE BULLETS & BLUSHER

It's a brand new game—
chase the crook, arrest him,
then jail him...



... then see if you can finish
your reports before he makes bond.



The I.A.W.P. BULLETIN
A. Vance Stickley, Editor
1202 E. Colfax Ave.
South Bend, IN 46617

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Send name and address and geographic area of particular interest, if any, to the *IAWP Bulletin*.

MEMBERSHIP CLASSIFICATION

ACTIVE

All full-time law enforcement officers with the power of arrest who are paid by public funds of any municipality, county, state, or territory of any country are eligible for active membership in this corporation. Members in good standing, after retirement from active duty, have the privilege of continuing as active members by payment of annual dues.

ASSOCIATE

All retired law enforcement officers, all part time law enforcement officers paid by public funds, and any individual who by training, experience or other professional attainments in law enforcement work, as determined by the Membership Committee, including those publicly employed in other areas of police work and those privately employed as security officers, may become associate members of this corporation. Associate members shall have all privileges of active membership except that of holding office and of voting.

SUSTAINING

Any individual interested in fostering the aims and objectives of this Association may, upon contribution of \$20.00 or more per year, become a sustaining member. A sustaining member shall have all the privileges of active membership except those of holding office and voting.

Unity
Training
Networking
Professional Contacts

International Association of Women Police



The International Association of Women Police is a not-for-profit organization dedicated to the continued education and training of all peace officers. The focus is on the increased utilization of women in all facets of law enforcement.

The IAWP strives to maintain law enforcement as an honorable profession, to uphold the principles of good government, protect the rights of individuals, and to work for the general improvement of police service. The IAWP promotes these objectives internationally.

The International Association of Women Police seeks the public recognition of the work of women in law enforcement. It provides a forum for a professional and personal network of support among the membership. The IAWP is the only organization uniting women from **every branch of law enforcement**. All women and men are eligible for membership regardless of rank, assignment, or department affiliation.

The IAWP, organized to promote professional standards, conducts annual training conferences with women from throughout the world in attendance. Training covers topics of interest and use to the professional—the theoretical and the practical, current and new techniques and procedures. The annual conference allows for valuable contact to be developed, and presents progress reports on issues and undertakings that concern the membership.

Training Seminars

**1985 Conference: Anchorage, Alaska
September 16-20, 1985**

For information contact:
Shirley Warner
Anchorage Police Dept.
625 C St.
Anchorage, Alaska 99501

**1986 Conference Site
Denver, Colorado**

For further information on the International Association of Women Police contact:

APPLICATION FOR MEMBERSHIP

NAME _____ Tel. Ph # _____

HOME ADDRESS: _____

EMPLOYING AGENCY: _____ Tel. Ph # _____

ADDRESS: _____

DATE OF APPOINTMENT: _____ PRESENT RANK/TITLE: _____

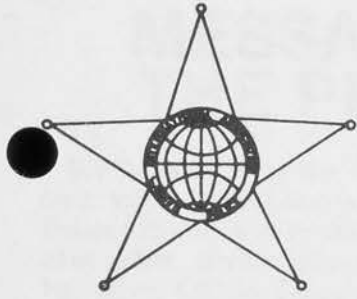
TYPE OF MEMBERSHIP: ACTIVE _____ ASSOCIATE _____ SUSTAINING _____ RENEWAL _____

MAIL WITH \$25.00 ANNUAL DUES TO:

Bruce Stickley
1202 East Colfax Ave.
South Bend, IN 46617

Dues subject to change by vote of the membership. Dues includes a paid subscription to the association news magazine, and membership pin upon joining.

(All fees in U.S. funds)



THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

VOLUME 18, NUMBER 4, NOVEMBER 1984

CANADIAN IS NEWLY ELECTED IAWP PRESIDENT

Carol-Ann Halliday, 15-year veteran of the Vancouver, Ontario PD, was elected president of the IAWP at the annual business meeting on Wed, Sept. 19, in Dearborn, MI. She is the second Canadian to hold that office.

Halliday has been actively involved in the IAWP for almost as long as she has been an officer, and has held various offices before being elected to her present position.

Halliday was promoted in 1979 to corporal. She was the first female corporal on her department to supervise both men and women in street patrol. She was promoted to detective in 1981, and moved into the Major Crimes Squad in March of 1984.

Currently assigned to the bank robbery division of MCS, she hopes to be transferred to homicide within the next year.

Carol-Ann has hosted several training conferences for her department and the IAWP, the latest of which was the 21st IAWP Training Conference in 1983.

She developed a School Liaison Manual for Vancouver PD, which has been re-published by the Federal Government for use in departments throughout Canada.

Carol-Ann has a forceful, dynamic personality and manages to elicit maximum cooperation with a minimum of effort. She says that she "tends to live in the present, and forget the past."



That may be true in her work, but from personal observation, this writer knows that Carol-Ann has the ability to build on the past for a great future. We are fortunate to have her as a member of IAWP; even more fortunate to have chosen her as our president for the next two years.

She brings to this office great

leadership ability, a concern for her fellow officers, and a burning desire to see the IAWP grow to its full potential.

She will challenge each of us to greater efforts on behalf of this organization, and help us to realize that we are a voice to be heard.

★ ★ ★ ★ ★

IAWP BULLETIN

Published quarterly

Editor: A. Vance Stickley Business Manager: Bruce R. Stickley

1202 E. Colfax Ave., South Bend, IN 46617. 219-288-IAWP

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West Indies

★ ★ ★ ★ ★

★ ★ NOTICE ★ ★

PUBLICATION DEADLINE FOR NEXT ISSUE

January 15, 1985

★ ★ ★ ★ ★

EXECUTIVE BOARD MEETING MAY 4-5, 1985

Minneapolis, Minnesota

★ ★ ★ ★ ★

CORRECTION:

ANECDOTES FROM THE HISTORIAN

Lois Beckett served as president 1970-72; Felicia Shpritzer served 1972-76.

MESSAGE FROM THE PRESIDENT

We have all read the details and felt sorrow in our own way. Irma Lozada, a New York City Transit Police Officer, was ruthlessly shot and killed on Sept. 21st after giving chase to a robbery suspect in Brooklyn. Officer Lozada was shot twice in the head with her own weapon, after becoming separated from her partner.

On Sept. 26, I attended her funeral, along with ten thousand other police officers. At least two thousand of those officers were women. It was immeasurably sad.

Representing the IAWP Board were Felicia Shpritzer, Past President; Mary Dumas, 2nd Vice-President; Kathy Burke, 3rd Vice-President; Kathy Robinson, Region 1 Coordinator; and Merle Bertrand, Region 12 Coordinator and myself.

There was wide media coverage of the funeral. Outside the church, I was interviewed by several reporters. One reporter expressed surprise at the low membership of our organization, which claims to have an international following.

Another asked very direct questions. "Where was Officer Lozada's partner?" "Why such a long delay before beginning the search for the missing officer?" "Could the dead officer's radio transmit above ground?"

My responses to these questions were inadequate. I indicated that the IAWP Board would meet before demanding answers to these questions.

This brings me to the main point of my first message to you as President of the IAWP. Our organization cannot claim to be a powerful representative of women in law enforcement until our membership enjoys a tremendous increase in size. Interested women and men will only seek us out after we have made a serious and concentrated effort to reach them!

If we believe we are a credible and worthwhile organization, we must get that message out to other women in law enforcement everywhere — women like Police Officer Lozada. She and many of her fellow officers had never heard of our association, and, as I reluctantly admitted to a news reporter at the funeral, Irma Lozada was not a member of IAWP.

Over the next two months, I am asking everyone of you who receives the IAWP BULLETIN to make a commitment to me. Each of you will identify and approach two women who could become members of IAWP. If you make the initial personal approach, before submitting their names to your Regional Coordinator, it makes the follow-up job much easier. This commitment is therefore a challenge that every one of you can meet — and possibly exceed!

Our organization is a resource to every woman in law enforcement — but if you do not know this resource is available, you cannot use it.

Let us remember Officer Lozada. Then, let's think of all the other women officers out there who have not heard of us and reach out to them, for the mutual support of IAWP.

... Carol-Ann

FROM THE DESK OF THE EXECUTIVE DIRECTOR

My first official act, as your newly appointed Executive Director, has not been a pleasant one.

Upon my return to Seattle, written condolences were extended to the San Diego Police Dept. and to the families of Officers Timothy Ruopp and Kimberly Tonahill, who were killed while performing their duties.

Also killed in the line of duty was Officer Irma Lozada of the New York City Transit Police. Condolences have been forwarded to her department and to her family.

An Open Letter to IAWP Members:

I consider it an honor to serve as your Executive Director. I accept the challenge and wish to thank the Board for this opportunity.

I feel a responsibility toward all of you, and especially toward those very special women in whose footsteps I will attempt to follow: Dr. Lois Higgins, Maurine Barkdoll and Rosie Mason. They each have served us well and have given very much to furthering the aims of this organization.

In succeeding Rosie Mason, I know that I cannot replace her. I won't attempt it; that would be impossible. However, I do commit my energy and total support to the IAWP as an organization; to our Executive Board; and to you, our membership.

Beryl A. Thompson, Executive Director

STATE AFFILIATE ASSOCIATIONS IMPORTANT

What do the states of Minnesota, Colorado, Iowa, Wisconsin and Oregon have in common with Southern California?

They have state police women's associations, affiliated with the IAWP.

The IAWP is anxious to assist interested women in forming associations, whether it be a state/provincial organization or women from a local area: i.e., the Los Angeles County Policewomen's Association, and the North East Women Police Association (which includes women from NY, NJ and PA).

If you are interested in forming state or local associations, contact the Regional Coordinator for your Region; for affiliating with the IAWP contact Financial Secretary Bruce Stickley for an information packet.

ATTENTION: AFFILIATE MEMBERS

ANNUAL AFFILIATE FEE OF \$25 IS DUE JANUARY, 1985

HIGHLY QUOTABLE

Sgt. Stephen Walter, Columbus, OH PD, says "Women have brought to the Law Enforcement profession a compassion, an understanding, and a sensitivity which is of great benefit. I have never ceased to be favorably impressed with the various skills women officers have displayed when in actual duty performance. If there is one shortcoming regarding the number of women in law enforcement, that shortcoming would be that there is not enough of them!"

I met Sgt. Walter at an organizational meeting for the Ohio Association of Women Police in Columbus. He was the only male attending that meeting. He was introduced as "an IAWP Life member" to which I abruptly replied:

"Sure he is — I bet. . ."

I should know better — what a sexist remark on my part! Because, sure enough, he immediately produced an IAWP Life membership card!

After issuing heartfelt apologies, I learned just what kind of policeMAN would be a life member of the IAWP.

After receiving an associate degree in Law Enforcement from Hancock Junior College in Santa Maria, CA and a B.A. in Police Administration at the University of California/ Sacramento, Stephen Walter joined the Columbus Division of Police in 1970. In between, he served with the U.S. Armed Services in Viet Nam.

Sgt. Walter, who works third shift as a patrol supervisor, is active in community affairs. He's a member of the ACLU and has served on the Board for four years. He's also on the Boards of "Choices", a home for victims of domestic crimes; the Columbus



area Leadership Program and the Columbus Metropolitan Club (whew!) If that isn't enough, he was also a sergeant at the training academy in Columbus for one year. He is married and the father of a seven-year-old son.

While Walter worked the 12th precinct, 2nd shift, the officers under his command won three awards given by The Columbus Dispatch for community service; were recognized by the Ohio General Assembly; and awarded the first Columbus area leadership program for community service.

Sgt. Walter is well known as an excellent supervisor who shows compassion for the citizens he serves and for the officers under his command. With the attitudes and professionalism displayed by this man, the only conclusion is that if the law enforcement profession has a shortcoming, it is that there are not more officers like Sgt. Stephen Walter!

. . . Lee Haynes

PRELIMINARY REGISTRATION INFORMATION FOR ALASKA

The 23rd Annual IAWP Training Conference will be held in Anchorage, AK Sept. 16-20, 1985. The conference committee has chosen the Anchorage Sheraton as the conference site and have gotten a commitment for excellent room rates for attendees, which is even lower than government rates!

There is no charge for children under 18 sharing the same room with parents, nor for a rollaway bed or crib for children sharing the room with parents.

Person	Cost	Tax	Non-Conference	Tax
1	\$82	8%	\$126	8%
2	97	8%	141	8%
3	112	8%	156	8%
4	127	8%	171	8%

It should be noted, however, that rooms are too small for four adults.

Early registration fee for the conference will be \$125 per person, which will include 1 banquet ticket, 3 lunches, 1 breakfast and all meetings and materials necessary. The registration fee will not include

"Observance of Rural Law Enforcement Day".

This will be an optional, extra event and the fee will be published at a later date.

Ann Newell, Registration Chairman, advises that the committee has been in contact with airlines, and is working on a conference rate. United Airlines has proposed a SuperSaver rate at a 15% discount and a Coach fare of 25% discount if at least 100 people fly United.

Although a rate increase is expected within the next few months, those who are making early plans should check the current rate of both SuperSaver and Coach fares, add 10% and then deduct the 15% from SuperSaver and 25% from Coach, and this will equal the approximate cost of flying United to Anchorage.

At the spring Board Meeting in Minneapolis, MN May 4-5, 1985, there will be a drawing for one FREE Airline ticket, good for use in Continental North America, to Anchorage.

For further information, contact: Ann Newell, Registration Chairman, 3306 Rosella St, Anchorage, AK 99504, or call: Home: 907-337-7268; Work: 907-264-4192.

Watch this column for further developments!

FIRST MALE MEMBER BECOMES FIRST MALE BOARD MEMBER

Bruce R. Stickley, the first male member of the IAWP, this year became the first male member of the Executive Board, when he was elected Financial Secretary.

A member since 1977, Stickley's involvement in the IAWP began in 1972, when he attended the Annual Training Seminar in Portland, OR. He has attended 9 of the 13 annual conferences since that time.

In 1975, he participated in the 4th Region Conference (now 6th Region) when the Spring Board Meeting was held in South Bend, IN. And it was in South Bend, at the 17th Annual Conference, that he earned the name "gofer", for he was the glue that held that conference together! When things went wrong, as they inevitably do, it was Bruce who would "go for" the microphone, the missing speaker, or the conference director!

A police officer with the South Bend PD for 20 years, he walked the beat, rode motorcycle in Traffic Control, and served as a sergeant in Community Relations and Uniformed Patrol. Since his retirement in October 1982, he has devoted his time and energy to fishing, hunting and improving the IAWP BULLETIN.

It has been largely through his efforts that the BULLETIN is now being typeset, and he has expended a great deal of time and effort toward teaching the editor how to operate the word processor!

Before his election, he had programmed our membership list, which for a number of years was handled by an outside firm, and provided address labels for the BULLETIN and conference directors.

NOTICE: CALL (219) 288-IAWP

We now have a new phone number for members to call. In case we're gone, an answering machine will answer on the 4th ring. (This will give you a chance to hang up if you don't want to leave a message.) If we are gone, the machine will record your short message (be sure to give the date!) and upon our return, we will return your call.

The new number is 219-288-IAWP.

We will continue to answer the old number, just in case you forget the new one, but the answering machine won't — answer 288-5544, that is!

With a special number, we are ready to receive articles via computer should you have access to one with a telephone modem. We prefer to use "CP Modem or X Modem" in gathering your articles. However we can use other "Modem" programs

When you send in your next article, tell us the type of Modem program you can access; we will gear up for that. This way we will be ready when you are.

Remember: (219) 288-IAWP — The Answering Machine is ready to help you — and us. We don't want to miss a thing!

***Note we will be gone from Nov 10th to Dec 2nd on a much needed vacation. The Answering Machine will not accompany us, but that, too, will be "vacationing". . . . "gofer"



On Oct. 12, Pam Stanley, immediate past financial secretary, journeyed to South Bend, and turned over the books and accounts to Stickley. We are sure he will do a terrific job. Welcome Aboard, Gofer.

DUES

Once again DUES time is upon us. As voted at the 22nd Annual Training Conference held in Dearborn, membership dues were increased to \$25.00 per year.

All dues come payable on Jan 1, 1985. New members who joined in Dearborn are paid for the year '85.

NOTE — look in the upper right hand corner of your mailing label and it shows what year your dues are paid thru. If you are a LIFE member the label should have Life in the corner.

Any member who believes there is a mistake on the mailing label on dues date, please send me a copy of your dues card and I'll make the changes needed.

Hyatt Regency

We have been in contact with Randy McCool (313) 593-1234 at the Hyatt-Regency Hotel in Dearborn reference the problems some of our members had while they were registered there.

Mr McCool has asked us to contact all members that were in Dearborn; anyone feeling they have a complaint should contact him at the above number.

We realize that this may cause adverse publicity for the Hyatt Regency, but this is the most efficient means of addressing our membership.

The Hyatt realizes that there were problems and are willing to make adjustments, refunds or rebates to the members who were so inconvenienced.

In talking to some of our members I've found that they have received rebates and/or refunds and were pleased with the way the Hyatt (Mr. McCool) was handling the problem. If any member makes a complaint, please drop us a note and let us know the outcome/solution for our file. . . . "gofer"

REWARDS: WE DO SOMETHING RIGHT!

The 22nd IAWP Training Conference offered many opportunities for a variety of training. As officers, we frequently need to review and renew our knowledge and tactics in self defense and weapons retention. Too often, the only instruction any of us receive is in police rookie school at the beginning of our careers. By way of introduction to the "Hands-On Self-Defense Tactics" which included weapons retention, Dan and Holly Bartley, trainers from Troy, MI PD, reminded the class that 80% of all police officers attacked were assaulted by hands and/or feet of their assailant. Of that number, 14% die as a result of injuries sustained in the assault. While these are not the dramatic assaults reported in the news media, statistics bear out the truth of the Bartleys statements.

Prevention is your best weapon, Dan Bartley said, and most of that is common sense. Stay alert, he emphasized, and watch the subject's hands. Stand at least one-and-one half steps away from the subject — his step, not yours! If you are 5'3" and the subject you are questioning is 6', his step will be much longer (approximately 4 feet).

If departmental procedures permit, always handcuff the suspect before doing a body search; this will prevent any sudden moves for a weapon if the suspect has one in possession.

As important as self-defense and take-down holds is retention of your weapon. Again, Bartley gave statistics, emphasizing that most officers who are killed with firearms are shot with their own weapon. (Everyone present immediately thought of Michigan State Trooper Robert Mihalik, killed with his own weapon just ten days earlier in Benton Harbor, MI).

First action the officer must take is to test the weapon carried, in the holster, to make sure it will not shake loose, and will remain in the holster against tugging. If it will not, then the weapon is the wrong size for the holster, or the snaps or other safety feature is worn. MAKE THE NECESSARY CHANGES, IMMEDIATELY!

The officer must learn to divide attention between his own firearm and the suspect's behavior and most vital weak spots. These are: the throat, which is the most vulnerable part of the body, and the eyes. Fingers to the eyes of an attacker will disorient him/her. Remember, the tip of the elbow is the hardest striking part of the human body; an elbow to the throat can be deadly.

If a suspect grabs your gun, as you're holding it, a blow to the thumb on the gun, then a blow to the forearm, will usually effect a release.

"I know that a couple of hours spent in the classroom will not make any of you experts in weapons retention, or in self-defense. In the time allotted, we can only touch upon the basic elements. YOU must each return to your departments with determination to practice and improve your skills, for your own safety and peace of mind," Dan Bartley said in conclusion.

Dan and Holly Bartley instilled that determination in class participants. After three hours of active,

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THERE'S ALWAYS SOMETHING NEW

Dr. Harley Stock, Ann Arbor (MI) Center for Forensic Psychiatry, spent little time on the basics of "Interviews and Interrogations" on Sept. 20, although that was covered in hand-out materials. But he kept his listeners on the edge of their chairs, nodding in agreement when he noted that of suspects adjudicated "Not Guilty By Reason of Insanity", more than 40% are out of confinement within 60 days.

Thus, Dr. Stock emphasized, it is important that interview and interrogation techniques be polished so that that plea, and that judgment, is presented as infrequently as possible. Interviews, he said, are an exchange of information, while interrogation is a psychological means to change behavior.

"We must remember that the subject being interrogated has the answers; we must understand his view of the world in order to extract information. Therefore, interrogation begins the moment the investigator starts gathering intelligence."

The investigator's position improves with each bit of information concerning the subject, he continued. Learn his marital status; employment history; military history, if any; education; knowledge of weapons and his biorhythms, etc.

Interrogations are designed to convince someone to tell something that will send them to jail, Dr. Stock said, so the investigator must use language to predict the outcome. But be aware of non-verbal communications — your own as well as that of the subject being interrogated.

While verbal commands can create hostility, the investigator can use many non-verbal maneuvers to gain and maintain control, such as mirroring the subject (body posture, tone and tempo of voice) which are non-invasive.

Any interview or interrogation should begin with a low use of authority and move through a cycle of information-seeking behavior. If the subject is belligerent, don't react with more force, he cautioned. Simply explain why the subject is there, and don't become defensive.

Confrontation is not a good method for obtaining necessary information and should be used rarely and planned only when there is hard evidence, such as photos, fingerprints, identification, etc. A better method, according to Dr. Stock, is to play "Let's Pretend".

"Let's pretend," he said, "that you (suspect) have nothing to do with this (case at hand) . . . that you're a member of the jury . . ." then lay out the evidence. This will usually convince the suspect that you have sufficient evidence for a conviction, and often evokes confession.

Two women often work well together on interview or interrogation, Dr. Stock reported. Often, con men view women as second class citizens and will reveal more than intended when confronted by efficient female interrogators. He added that in a male/female team, the male partner too often tries to maintain control and thus negates his partner's efforts. This detracts from the value of the interview.

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NOTED AUTHOR FEATURED SPEAKER

It's not every day we get the opportunity to talk with a noted author, so it was not surprising to find the lecture on serial murderers well attended. Nor was it surprising to hear Ann Rule, author of The Stranger Beside Me, the Andy Stack mystery series, and numerous stories and articles in magazines such as "True Detective" bombarded with questions which she deftly fielded.

Ms. Rule, a graduate of the University of Washington, also took an AA degree in Police Science. She served for eighteen months on the Seattle PD, but was dismissed when she failed the eye examination in a routine civil service exam.

She had written several articles and short stories prior to writing the Stranger Beside Me, an account of Ted Bundy, a serial murderer, now on death row in Florida.

"I couldn't believe it when I learned Ted was accused of murder. . . I had worked beside him in a Crisis Clinic. . . He was always such a gentleman . . ." she remembers.

But the writing of that book, and the research and personal knowledge which went into it, has made Ann Rule a recognized authority on serial murderers.

When Pierce Brooks, retired Captain of Homicide, LAPD, established the Task Force on Serial Murders with the Justice Department, Rule was called on to speak to the group. An Information Center on Serial Murders has been established, housed at the FBI Academy in Quantico, VA.

Such a center is necessary, for serial murderers have extreme mobility. It will work well, Rule insists. Standard forms will be used, and unsolved crimes will be forwarded to Quantico, and fed into a computer. Similarities will be quickly recognized, even though the crimes have been committed over a long period of time, and may have occurred hundreds or thousands of miles away. Any agency submitting a report of unsolved crimes should request a monthly report from the Task Force.

Rule has made every effort to point out that the underlying problem of all serial murderers hinges on impotence, cowardice, and inadequate interpersonal relationships. She added that some stories are "just too gruesome" to tell, and that writing them would not help the public or the families to understand. She refused to do a book on Lucas, who has confessed to more than a hundred killings.

Eight years ago, Rule joined the "Family and Friends of Victims of Violent Crimes" and currently serves on their advisory board.

"We know you really care," members told her.

And care she does! Her warmth and sympathy is apparent as she lectures, as she answers questions put by investigators or talks casually in a hastily granted interview with this reporter.

★ ★ ★ ★ ★



Shirley Davis and Past Executive Director Rosie Mason chat during a lull in awards ceremony.

"I JUST DO MY JOB!": DAVIS

Shirley Davis, a patrol sergeant with the Nashville (TN) PD, is a modest, unassuming woman who is willing to give credit where credit is due. Taking little credit for her excellent capabilities and credentials, she says simply that she was "in the right place at the right time." "I had excellent sergeants who recognized quality work, and noted it when making evaluations," she says.

When Davis joined the department in 1970, she was assigned to Vice Control. In 1975, she was transferred to a patrol unit, where she remained until 1978. One of those "excellent sergeants" was her supervisor, Paul Uselton, now Assistant Chief of Field Operations. Chief Uselton accompanied Chief Joe Casey to Dearborn to celebrate with Davis her selection as "IAWP Outstanding Woman Officer of the Year".

Davis transferred to Homicide Investigations in 1978, and was assigned sexual abuse cases. There was no Sexual Abuse Section then, but when Davis was promoted to sergeant in 1980, her top priority was to establish such a section.

"That requires a lot of persistence," she said, "and it takes a lot of cooperation from the Commission. We were having about 30 rapes a month..."

Davis advised that to accomplish a new program, one must "go to the top". Establish a program, show supervisors what is happening, and show them there is a solution. The important thing to remember, she said, is to give the credit to those who are willing to be innovative. It may be your idea, your organization, but without command officers (or commissioners) who are willing to take risks, it will remain just an idea.

Davis was named the first sergeant when the Sexual Abuse Section was established in 1981, with only two investigators. Now, there are at least seven investigators, one of which is a woman. She was transferred out of the division in 1983, and assigned as Field Commander, Patrol Division. She supervises 8 officers.

Sgt. Davis advocates the use of investigators in sectors. When this is done, she says, statistics show that the rate of burglaries decrease and there is an increase in apprehensions.

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REGIONAL REPORTS

REGION 1

Coordinator: Kathy Robinson

CANADA: New Brunswick; Newfoundland; Nova Scotia; Prince Edward Island
UNITED STATES: New Hampshire; Rhode Island; Maine; Massachusetts; Vermont; Connecticut

Nine women from Region 1 attended the 22nd IAWP Training Conference in Dearborn, MI. At the business meeting on Sept. 19, Mary Dumas, of Massachusetts, was elected 2nd Vice-President and the undersigned was re-elected as Region 1 Coordinator.

Lynda Glenn, Massachusetts, was first runner-up for IAWP Outstanding Woman Officer of 1984. Congratulations to all the women nominated for the award. We are all proud of each of you.

Audrey Aidinis, a detective with the Greenwich (CT) PD, has filed a lawsuit with the Civil Liberties against the town of Greenwich for sexual harassment.

Audrey has been with the department for 24 years and has reached the maximum age. A request was made for a year's extension, which was turned down by the retirement board. Audrey then contacted the 1st Selectman/Police Commissioner and was given a two-month extension, pending a physical examination. She subsequently passed the exam.

Audrey has always been a dedicated, hard-working individual. Chief Thomas G. Keegan, who is an active member of IAWP, has been very supportive of Audrey, and related that she is an asset/credit to the department.

Regional Coordinators Lee Haynes (6) and Kathy Nelson (10), myself and spouse, Bill, recently returned from a trip to Hawaii. Kathy Nelson was invited by Trish King, an officer of the Hawaiian Police Women's Association, to speak on the IAWP and help Hawaii affiliate as a state association with the IAWP. Lee and I discussed the aims, objectives and goals of the IAWP with the group.

SHOPO (State of Hawaii Organization of Police Officers) honored the four of us at their annual Luau "Pig Roast". The Hawaiian officers and their families made us feel most welcomed. Their warmth and friendliness was overwhelming. The roasted pig and the Hawaiian food was excellent! It was so good, in fact, that upon my return, I cooked an 80-lb. pig for a group of police officers and their spouses. Now, there will be an annual Connecticut Luau!

Maggie Hirakawa arranged special seating for us at the Kodak Hula Show. We all got "leid" (kissed and hugged and a flower wreath (lei) placed around our necks) and Bill and I learned to do the Hula!

Our special thanks to Trish King and Maggie Hirakawa of the HPD for all their special treatment, and making our stay on the Island most memorable.

Oct. 19, the three Fukowi sisters, (Robinson, Haynes and Nelson) venture off to Salt Lake City, UT to the IACP Conference, to promote the IAWP. Arrangements have been made at the conference site for a booth for IAWP.



Haynes, Robinson & Nelson "ham it up" on Waikiki Beach before the Pig Roast.

Judy Eckstein, 1984 Conference Director, Janet Crumley, 1st Vice-President, and Kim Adamson, newly elected historian, will be there to help distribute literature, talk with participants and promote IAWP.

Lt. Adamson, West Valley (UT) PD, worked many long, hard hours on the IACP Conference. Her department is one of the hosting organizations, and Kim was detailed to that assignment. She coordinated the IAWP booth as well, arranging accommodations and posters. There will be brochures and membership applications available, as well as brochures and information on Alaska, site of the 1985 Training Conference, provided by Sgt. Shirley Warner, Anchorage, (AK) PD.

The IAWP Board members will be readily available at the exhibit booth to answer questions, and to obtain names of women police officers. Each is attending the IACP Conference at their own expense; we all believe in and support the aims and objectives of the IAWP wholeheartedly.

We feel this is an excellent opportunity to increase awareness among chiefs and police administrators of our professional organization and enlist their support of those officers, male and female, who make requests to attend IAWP Training Conferences. There is approximately a 7% male membership within this organization. The IAWP is devoted to furthering the training of all law enforcement/peace officers and to develop the utilization of women police officers.

Each member of the IAWP has an obligation to promote and recruit new members. This can be done by contacting your regional coordinator and giving them a new candidate's pedigree. Through everyone's help, the IAWP can have a terrific impact on the evolution of police work.

We have the potential of becoming one of the best professional police associations and to be recognized as such. But it requires the dedication of each member.

Please take a few minutes out of each week to contact an officer eligible for membership. Emphasize the goals and aims of IAWP, and create an interest in obtaining membership in our association. The IAWP is an important organization to women; with such a structure behind us, our own personal goals will be more quickly met.

The Connecticut Association of Women Police will conduct a fall meeting Nov. 1 at the Yankey Silver-smith Inn at Wallingford, CT.

A one-day seminar on pornography will be held in Feb. 1985. Watch your newsletter for more information. A brochure/flyer will also be mailed. Until then... Kathy

REGION 2

Coordinator: Jeanette Taylor

New York; New Jersey; Pennsylvania

As the new coordinator for Region 2, I am in the process of getting together a "new member" letter, and very shortly, will have a list of chiefs in my region to contact.

Kathy Taiota, a new member, is my contact in South Jersey; Claudia Salerno, also new, will help in the Western Pennsylvania area. Dorothy Schulz is doing well in the NYC area. We are trying very hard to encourage NEAWP members to expand their membership to IAWP.

At the September meeting of the NEAWP, we honored NYPD officer Sharon Fields with a "service award". Sharon shot the robber who killed her partner in August.

Sharon's precinct chief and an assistant inspector, accompanied by several NYC news reporters attended the ceremony. During the presentation, Sharon was awarded a plaque.

... Until next time, Jan Taylor

REGION 3

Coordinator: Sylvia Bailey

Delaware; Virginia; Maryland; Washington, D.C.

Hello from Region 3. Thanks for re-electing me as your Regional Coordinator.

I just returned from the Annual Training Conference in Dearborn, MI. It was a very productive and successful conference. I'm happy to report that 24 out of 70 Region 3 members attended the conference. Thanks for your support!

We now have 44 members from Virginia, 7 from Washington, D.C., 18 from Maryland and 1 from Delaware. IAWP membership from Region 3 has doubled in the past two years and my goal is to more than double this again during my second term and to begin a Virginia State Association. With your help... WE CAN DO IT!

Please assist me in identifying all female officers in our Region. If you know any other female officers, please forward their name(s) to me as soon as possible, as organization for a training seminar has begun for

late January or February of 1985 in Charlottesville, VA, with a trip to Wintergreen for skiing (details to follow).

On Sept. 10-13 I participated in a statewide training film provided by Virginia Alcohol Safety Action Program. Copies will be available either through "VASAP" or DMV for police training in DWI Detection. These are two 20-minute films on detecting drunk drivers and courtroom testimony. I played the sober, "Drunk Driver"! It was fun, but an actress I'm not!

Money was made available by Governor Robb for this film as drinking has become a serious problem in our society. This film will, hopefully, help officers take measures to educate the public and detect drivers who are DWI.

I enjoyed meeting everyone in Dearborn. I look forward to seeing you again soon.

... Sylvia

REGION 4

Coordinator: Brenda Bishop

Georgia; North Carolina; South Carolina; Tennessee; Arkansas

... NO REPORT

REGION 5

Coordinator: Louise Vasquez

Florida; Mississippi; Louisiana; Alabama; Puerto Rico; Virgin Islands

... NO REPORT

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois; Michigan; Ohio; West Virginia

At long last! The Ohio Association of Women Police is a reality. On September 26, I attended a meeting hosted by Shellie Decker of the Columbus PD.

Attorney Carol King, who filed the incorporation papers for the organization, was guest speaker at the dinner meeting held at the Florentine Restaurant with twenty prospective members present.

Trustees for the new association are Shellie Decker, Reeta Reed and Sandi Dearth, all from the Columbus area. The meeting was attended by officers from most areas of the state of Ohio. Shellie is currently attempting to identify and locate all the women officers in Ohio. Anyone interested in obtaining more information or a membership, should contact: Shellie Decker, 1801 Century City East, Apt. #10, Reynoldsburg, OH 43068 or call (614) 863-3015. Shellie is also the IAWP state representative for Ohio.

Judy North will be the state representative for West Virginia. Judy will be helping me to identify women officers in West Virginia; our aim is to form a state

association there. She can be contacted by writing or calling: Judy North, P.O. Box 1031, Parkersburg, WV 26101, or call (304) 422-2017.

In the near future, we will be trying to organize Indiana and Illinois. Both states have a wealth of women officers and any help in identifying them will be greatly appreciated. By the next issue of the BULLETIN I hope to have representatives for these states.

After winding down for a couple of weeks after the Dearborn, MI Conference, I will be heading out west to Salt Lake City, Utah, for the 1984 IACP conference. I will be attending with Janet Crumley, Chattanooga, TN; Kathy Nelson, Mesa, AZ; and Kathy Robinson, Greenwich, CT, on behalf of the IAWP. We anticipate making a lot of excellent contacts for the IAWP and should come away with names of women officers for all the regional coordinators

... Lee and "Igor"

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming; Nebraska; Wisconsin; North Dakota; South Dakota

I am delighted that I have been elected for a third term as Coordinator for Region 7. I pledge to continue my efforts to increase the membership in this region and in the IAWP. With the cooperation of members in the states within this region, we can continue to grow.

Mary Rita Ostrander and Burdena Pasenelli are working hard to contact women officers in Wisconsin, and Linda Cherry in Iowa is doing a superb job. Other state representatives are Peggy Parker in Wyoming and Beverly Hall in Minnesota.

In May, I mailed out 600 packets to female officers in Minnesota, Iowa, Nebraska and Wyoming state police agencies. The packets contained information on the IAWP, brochures developed by the IAWP on particular concerns of policewomen and applications and updated information on the 22nd IAWP Annual Training Conference in Dearborn, MI. To date the response has been minimal, but we will continue our efforts!

I've also contacted numerous state agencies in North Dakota, South Dakota, Wisconsin and Montana, dispensing information about the IAWP.

In May, I conducted a Regional Conference, co-sponsored by the MAWP, in Minneapolis. The theme was Women in Policing: On duty/Off duty.

I have had numerous speaking engagements in the state of Minnesota at the State Law Enforcement Training Center, documenting 15 public appearances. The most recent engagement was at the first MN Black Public Safety Employees Workshop, where speakers and attendees attempted to address the concerns of black female officers.

May 15-17, 1985 a regional conference, again in conjunction with the MAWP, will be conducted in Minneapolis. Details will be in the next issue of the

BULLETIN. The IAWP spring Board meeting will also be held during the conference.

The IaAWP will conduct a training conference May 16-17 also. For information/registration, contact Linda Cherry, 506 NE 5th, Ankeny, IA 50021.

Accolades to Mary Wamsley and a special thanks, for her dedication and hard work over the past two years as our president. And congratulations to Carol-Ann Halliday on her election to the Presidency. I know that we will all continue to work for the cause

... Debbie

REGION 8

Coordinator: Ruth Potter

Colorado; New Mexico; Texas; Kansas; Missouri; Oklahoma

I was just elected at the 22nd Annual Training Conference in Dearborn, MI as your regional coordinator. I thank each of the members for their support and pledge to you that I will work hard for our region and the IAWP.

Congratulations to the Colorado Association of Women Police who won the bid to host the International Conference in Denver, CO in 1986. It will take a lot of work, support and VOLUNTEERS from our region to make it a success.

I am desperately looking for anyone who would like to be a state representative to assist in locating and identifying female officers in their respective states. If you are interested (no pay, of course!) please write me. We currently have 109 members in our region. I have great hopes that we can double or triple membership by 1986! That is the goal I have set for us.

Please send me articles of interest from your local publications concerning our region, members, or women in law enforcement. If you know of a promotion or an award given to any woman in law enforcement, and give me that information, I will see that she receives recognition in our IAWP BULLETIN and a personal contact from our region.

If you are interested in forming a state association, I will assist. If you are sponsoring training seminars, and need to spread the word, I will help. If you need someone just to talk with, I will be available. If you are passing through Denver and need help, a friend, or just want to share a cup of coffee, call me!

Working together, we can meet the goals set. Meeting those goals increases our knowledge and forms a network throughout the region.

... Ruth Potter

REGION 9

Coordinator: Susan Bell

CANADA: Alberta; British Columbia
UNITED STATES: Idaho; Alaska; Oregon; Washington.

... NO REPORT

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah; California; Hawaii

Another rewarding conference has ended. Those who didn't attend missed some excellent training, and making many new friends. Elections are now over; I will continue to serve as your Region 10 Coordinator for the next two years.

Region 10 had five nominees who made the top 25 for IAWP Woman Officer of the Year. They are Capt. Alexandria Magness, Sacramento Sheriff's Office, Sacramento, CA; Valarie Goo, Customs Inspector, Honolulu, HI; Helen Kidder, Detective II, Los Angeles PD, Los Angeles, CA; Jo Ann Kochner, Agent in Charge, ATF, Honolulu, HI; and Margaret Sarnavo, Deputy Sheriff, Pima Co. Sheriff's Office, Tucson, AZ. Congratulations to all of them.

On Aug. 15, I arrived in Honolulu, along with Regions 1 and 6 coordinators, Kathy Robinson and Lee Haynes. We were greeted with leis at the airport by Off. Maggie Hirokawa of Honolulu PD. Maggie escorted us to our hotel and spent much of her time showing us around the island.

I met Trish King of HPD, whom I had communicated with for several months. Trish was the organizer of the business meeting for Hawaii policewomen, which we had come to attend on Aug. 16. The meeting went well with women from HPD, the neighboring islands and some federal women attending.

I spoke to the group about the IAWP and the training conference. Much interest was generated, and there was discussion of a future conference site in Honolulu, once a state policewomens organization is off the ground.

We were profusely thanked for attending and offering women from the area an opportunity to gain insight on what is happening with women outside Hawaii.

That evening, we were introduced as special guests when we attended the "SHOPA" (Hawaii's police union) at the annual luau. The food was different in taste and texture from anything I've ever tried. Authentic Hawaiian food is very delicious!

During the week spent in Hawaii, I continued to make contacts with policewomen and hope to see more participation from Hawaii in the future.

Aug. 22-26, the International Police Olympics were held in the Phoenix/Tempe/Scottsdale/Mesa, AZ area. Participants came from all over the world. I got around to as many events as possible to make contact with policewomen. I concentrated my efforts on foreign officers, and met several from Australia, and the only female participant from New Zealand, Off. Rose Gibson.

If you have the opportunity to attend these olympics in the future, I highly recommend it. The experience is well worth the time and effort expended.

I'm off to Salt Lake City, UT Oct. 19, for the IACP conference. I expect to make valuable contacts for

IAWP. Lt. Kim Adamson, our historian, from West Valley City PD, UT has arranged for IAWP Board members attending the conference to be guests of the IACP at their Executive Board dinner at the Salt Lake Country Club.

AZ Women in Law Enforcement met at Pima Jr. College, Tucson, on Oct. 13. The meeting was hosted by the Tucson PD, and Sgt. Toni Newman.

Arizona has recently promoted three women to lieutenant's rank. They are Linda Burkett (director of the IAWP Training Conference held in Tuscon in 1977) Tuscon PD; Jadel Rowe, Maricopa Co. Sheriff's Office; and Linn Adams, Mesa PD. Jadel and Linn are the first female lieutenants on their respective departments.

I have been advised of a lawsuit filed for \$11 million against Sonoma Co. (CA) Sheriff's Office by a former deputy alleging sexual harassment and discrimination which resulted in her termination.

The WPOA (Women Peace Officers Assoc. of California) and LA WPOA (Los Angeles Women Peace Officers Assoc.) applied for affiliation with the IAWP. The application was approved by the membership in the general business meeting on Sept. 19. Welcome aboard to both associations.

REGION 11

Coordinator: Joanne Tawton

Saskatchewan; Manitoba; Ontario; Quebec

I would like to take this opportunity to introduce myself as your new Region 11 Coordinator.

I am a Police Constable with the Metropolitan Toronto Police Force, having been so employed for four years.

I have been an active member of the IAWP for one and a half years. During this time, I have served as the provincial representative for Ontario.

Upon attending the 22nd Annual IAWP Training Conference in Dearborn, MI, I was elected Region 11 Coordinator to represent the above named provinces.

As coordinator, my aims and objectives are to arouse interest, acquire support and promote unity among female officers, regionwide, and endeavor to expand the membership of the IAWP. I further propose the designation of provincial representatives and encourage any assistance that you wish to offer.

I anticipate that your enthusiasm will match my own!

... Fraternally, Joanne Tawton

REGION 12

Coordinator: Merle Bertrand

All other areas outside the United States and Canada.

... NO REPORT

LICKLITER: A REAL TROOPER

Denise Lickliter, former Maryland State Trooper, made a heartbreaking decision in May of this year. She took medical disability from the job that had become her very life.

A trooper since 1977, Lickliter was on patrol in the early hours of Aug. 5, 1982 when her cruiser was struck head on by drunken driver. All three occupants of the other car were killed; Lickliter was knocked unconscious and pinned in her patrol car for more than two hours.

"I never saw him coming," she remembers. "It was a rainy night . . . he was sliding sideways on wet pavement . . . I never saw the headlights."

A member of MADD, Lickliter led her barracks for several years in the number of drunken driving arrests and in 1981 was awarded a plaque for top DWI arrests in all three western Maryland counties. In spite of being incapacitated by the accident for the last five months of 1982, she was again named top trooper in DWI arrests.

"I'm out there looking for drunk drivers," she says, "I'd like to take them all off the roads. And I get hit by one! That really does it! I was determined to go back. . ."

For the first two weeks after the accident, Denise fought for her life. There is little of that period which she remembers. She suffered broken ribs, a broken sternum, a crushed knee and a broken foot.

"Every bone in my face was broken," she said.

But she worked hard, and suffered through numerous surgeries, determined to regain the use of her leg. Now, more than two years later, Denise is still under treatment, does physical therapy regularly, and dental work is continuing.

In June, 1983, she returned to the job she loved. She spent three months on patrol, getting into and out of the patrol car dozens of times each day, continuing her campaign to rid Maryland highways of drunk drivers. But finally, though her recovery was little short of miraculous, she realized she was physically unable to continue. She did every thing she could, but the constant pain was too great. She was assigned light duty.

Then in May of this year, she took medical disability, turned in her gear and ended her career as a state trooper.

But Lickliter, who says she's glad to be alive, anticipates a bright future. In July, she obtained a private investigator's license, and opened the Western Maryland Investigator & Surveillance Agency. Currently the only investigator of the agency, she can pick and choose those tasks which she can perform and has no intention of overdoing.

She is engaged to marry a state trooper soon. He will be eligible for retirement "in about a year" and plans to join the agency then.

Lickliter remains in constant contact with police officers through various boards and membership in the FOP. She has remained active in MADD as well.

On October 5, she journeyed to State Police Headquarters in Pikesville, with the vest she was wearing when she had the accident (doctors say this probably saved her life), the broken steering wheel of her patrol

car, and other equipment from the wrecked auto, where she will work with the National Traffic Safety Council in a film to promote safety on the nation's highways.

Though no longer wearing the badge or the uniform, Denise Lickliter is a real trooper.

NOTE FROM PAST EXECUTIVE DIRECTOR

Imagination!!! What a beautiful tool.

While attending the 22nd Training Conference of the IAWP in Dearborn, MI in September, my imagination handed me a huge basket which I filled with love and congratulations. When the basket was full to overflowing, I suddenly realized that I could not lift it, or carry it alone. So I'd like very much for each of you to assist me in carrying the contents to their rightful places.

As you read your names, please lift out, and accept, your portion of my love and congratulations for jobs well done, for your newly elected offices, and just for being you.

Judy Ann Eckstein and all of your wonderful committee — What can we say? Thanks for a simply magnificent job; all stones were turned for us. Our hats are lifted high to you. Please accept a large portion of the contents from my basket.

Officer Shirley Davis, Police Woman of the Year — please share from my basket love and many congratulations, as you have shared your time and talent with so many. It is an honor for us to honor you!

Mary Wamsley — take a very large portion from my basket. Your Presidency will be felt for years to come. We thank you for a job well done. You're a great leader.

Carol-Ann Halliday — as you begin the role of President, walking gracefully in your own shoes, please take from my basket your portion of my love and congratulations. Please know that I stand ready to assist whenever and wherever I can.

For each of you on the Executive Board, newly elected and returning members whom I have not named, please reach into my basket and take out an armful of my love and congratulations. I know that each of you will carry the banner of achievement and help IAWP grow.

Now, with the help you've given me in lightening the load from my basket, it's still very heavy. So I need for every member who attended the 22nd training session in Dearborn, as well as you who were not present, to help me. Lift high my basket of love. Let's carry it through the years ahead, for it is filled with love for each of you. I thank you for your tolerance and support.

Much Love . . . Rosie

(from page 7, column 2)

"We must work together, investigators and patrol, men and women. We have a common goal."

Davis' enthusiasm and cooperation has been an asset to her department, which consists of approximately 900 sworn officers, 55 of which are women.

She will be an asset to the IAWP. We are proud to add her to the growing list of "IAWP Outstanding Women Officers"

A CORNER ON THE LAW

Recent U.S. Supreme Court decisions have cleared up many issues that arise in drunk driving cases — the necessity for Miranda warnings or the preservation of breath test samples, for example. But many other questions still remain, and state courts have given conflicting answers.

One question is whether a person arrested for driving under the influence (DUI) has a right to consult with counsel before deciding whether to submit to a sobriety test.

The Maryland Court of Appeals (*Sites v. State*, 9/12/84) says that a DUI arrestee must be allowed to telephone an attorney for advice, so long as the phone call will not substantially interfere with the timeliness of the test. This decision is based on both the Fourteenth Amendment's Due Process Clause, and the Maryland Declaration of Rights.

The court explains that the state's "implied consent statute" gives DUI arrestees the choice of two unfavorable alternatives: refuse to take a sobriety test and thus forfeit his driver's license; or take the test and run the risk of a DUI conviction.

"We think to unreasonably deny a requested right of access to counsel to a drunk driving suspect offends a sense of justice which impairs the fundamental fairness of the proceeding," the court continued.

However, this does not mean that the arrestee can use the right as a pretext for delaying the test and undermining the accuracy of test results. If counsel cannot be contacted within a reasonable time, the arrestee may be required to make a decision regarding testing without the advice of counsel. And the courts must "afford great deference" to officers' determinations that denial of access to counsel was reasonably necessary so the test could be administered quickly enough.

NOTE: DUI statutes in your jurisdiction may explicitly provide for the right of consultation, recognized by the court in this case. Thus, there would be no room for argument that due process principles do not require a DUI arrestee be given the opportunity to call a lawyer.

The Hawaii Supreme Court has ruled that a police officer who stopped an automobile for a minor traffic infraction and then detected the odor of alcohol emanating from inside the vehicle did not have to read the driver the Miranda warnings before asking if she had been drinking (*State v. Wyatt*, 8/16/84). Further, the driver's affirmative response justified the officer in ordering her to exit the car and perform a field sobriety test.

About midnight, Honolulu officers Main and Todt observed a convertible being driven without headlamps on. Off. Main directed the driver to the curb, where he asked for driver's license, vehicle registration and insurance card.

While the defendant, Jacqueline Wyatt, was rummaging through her purse, the officer became aware of a smell of liquor emanating from the passenger compartment of the car. He asked Wyatt if she had

been drinking, and she readily admitted that she had a drink earlier that night, and volunteered that she had been cited for three traffic violations earlier.

At this point, Off. Main ordered her out of the car and administered a field sobriety test, which indicated that Wyatt might have been driving while under the influence of intoxicants. Wyatt was arrested.

" . . . what transpired here may be aptly described as on-the-scene questioning of brief duration conducted prior to arrest in public view," the court finds, noting that nothing in the record suggested that the setting was custodial. In such a situation, the rights protected by Miranda are not triggered.

Nor was there any reason to suppress the results of the sobriety test, the court continues. Such tests do not produce "communications" or "testimony" from a suspected drunk driver, so the privilege against compulsory self-incrimination is inapplicable. Moreover, "specific and articulable sufficient facts" existed to warrant the officer's belief that the defendant might have been driving while intoxicated. This level of Fourth Amendment "cause" is enough to support the officer's order that the driver get out of the car and submit to the test.

★ ★ ★ ★ ★

The Massachusetts Supreme Court, (*Irwin v. Towne of Ware*, 8/15/84) decided that police officers who stopped an intoxicated driver, then allowed him to drive on, may have subjected their municipal employer to liability for injuries the driver subsequently inflicted on others.

About 2 AM, officers saw a car "peel out" from the parking lot of a bar. They followed the car, observed the driver was going too fast, then pulled the car over.

The driver admitted to "a couple of beers". The officers smelled alcohol on his breath; they did not use flashlights to look into the driver's face or eyes nor did they conduct a field sobriety test. Eyewitnesses said the driver appeared to be unsteady on his feet.

After a minute or so, the driver was allowed to go on his way. Ten minutes later, he crashed into another car head-on, killing himself and two persons in the other vehicle.

A majority of the court says that police officers owe a duty to use reasonable care in enforcing the statutes with respect to intoxicated operators of motor vehicles.

The question is: to whom is the duty owed?

The town argued that the duty is only owed to the "general public" and not to individuals, but the court does not agree. Towns have a "special relationship" with persons injured by drunken motorists whom police have negligently failed to remove from the road.

The majority was not swayed by the argument that towns will face economic hardship by having to pay large judgments in this sort of case. The majority goes on to say that the police officers here could be found negligent.

Three dissenting members of the court argued that no "special duty" should be found in this situation.

State courts are still divided over the use of controversial roadblocks as a method of controlling drunk driving.

The Florida Court of Appeal, Second District, is the latest to suppress evidence obtained at a road block, established to apprehend drunk drivers by stopping cars without any prior suspicion of illegal activity. But the court's opinion is not so much a condemnation of the roadblock technique as a blueprint on how to use it constitutionally. (Jones v. State, 9/5/84).

In this case, a temporary roadblock is set up for the July 4 holiday. The court concluded that the roadblock was not conducted with sufficient procedural safeguards to protect the privacy rights of innocent motorists.

To explain why it deemed the roadblock in this case unconstitutional, and to provide specific future guidance, the court outlined the most important criteria for determining the lawfulness of a temporary DUI roadblock.

First, the roadblock should be conducted pursuant to a plan set up by supervisory personnel and leave very little discretion to the officers conducting it.

Second, the safety of motorists must be provided for through adequate lighting, warning signals, clear identification of officers and other measures.

Third, the degree of intrusion upon motorists and the length of the intrusion should be minimized.

Fourth, it should be shown that the particular roadblock procedure is more effective in combatting drunk driving than less intrusive means.

Finally, the court advises, it is desirable for police to give advance notice of the roadblock in order to reduce public surprise, fear and inconvenience.

ACCIDENTS: DRIVERS SUMMARIES

Accidents aren't funny, but statements made by drivers on insurance forms often are. Note the following.

To avoid hitting the bumper of the car in front of me, I struck the pedestrian.

The pedestrian had no idea which direction to run, so I ran him over.

I saw a slow-moving, sad-faced old gentleman as he bounced off the roof of my car.

A pedestrian hit me and went under my car.

(from page 6, column 2)

Stock suggested that investigators use eye-scan accessing, which will give further clues to the subject's state of mind. Using a chart, he illustrated that a subject's eye movements will indicate whether he is constructing (making up) or remembering events. The chart, designed for right-handed people, has proven 90% accurate; reversed for left-handed people, the accuracy is reduced to 70%. To practice eye-scan accessing techniques, Stock advised watching interviews on TV. Dr. Stock responded to numerous questions and in closing, recommended books by Richard Bandler and John Grinder, "The Structure of Magic" (in two volumes), for improving skills to use language to change behavior.

(from page 6, column 1)

hands-on maneuvers which followed the introductory remarks, many of us learned we had been doing many things right (almost instinctively) after years spent on patrol. But we all saw room for improvement, for learning and practicing new, or more effective, techniques.

★ ★ ★ ★ ★

Sheriff Don Moreland, Marion Co. FL, admits he's had a change of heart about women in law enforcement.

Women with badges, and also those working for the Sheriff's Department without arrest powers, do excellent jobs, he said.

"They are understanding, very thorough in their investigations and write good reports. They are as good as male officers."

In a recent interview, Sheriff Moreland said, "Years ago, when women first started in law enforcement, I had some doubts . . . I'm pleased to say those doubts are over."

The Sheriff added that women officers were generally less aggressive but that's not all bad. In his department, he said, women are shown no favoritism. They go on every type call and are expected to do all that's necessary to accomplish the assigned task, including the use of force when that is called for

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AVAILABLE JOBS

Wilmette, IL is actively seeking a qualified woman for police duties in this city of approximately 30,000 population. The department has 47 sworn officers, but no women!

Wilmette is a northern suburb of Chicago, and the pay scale is slightly above the average of surrounding communities. This could be a very attractive position.

For information and applications contact: H. Scott Kingwill, C/O Law and Order, 1000 Skokie Blvd., Wilmette, IL 60091, or call him at (312) 256-8555.

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Canada Post Corporation is seeking qualified women for Resource Protection Officers. Qualifications include: Canadian citizenship; investigative background; skills in presentation, communications, supervision and consulting. Bilingual abilities helpful. Salary is \$35,000 per year, negotiable. Send resumes to: Keith Taylor, Director of Preventive Security, Canadian Post Corporation, Security and Investigations, Ottawa, Ontario, Canada K1A 0B1.

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University of Massachusetts at Amherst is seeking an Associate Director of Transfer Affairs. Duties include admission activities such as recruitment/outreach; interviewing/decision-making; transcript evaluations; program design and implementation for outreach and articulation; pre-and-post follow-up

reports; coordination of daily office operations and publication copy.

Requirements: Master's degree and 2-3 years related experience, or Bachelor's degree and more than 3 years experience; knowledge of college admissions, transfer students, college transcripts and course evaluations; organizational and managerial skills, strong interpersonal skills and working knowledge of publications; knowledge of minority populations and ability to establish a network of contacts; ability to work with diverse constituencies. Salary range is \$22,000-\$27,000 per year commensurate with qualifications and experience.

Submit letter of application and resume to: Associate Director Search Committee, Transfer Affairs, Rm. 255, Whitmore Administration Bldg. U. of Massachusetts, Amherst, MA 01003.

★ ★ ★ ★ ★

The Lane Co. Department of Public Safety, Eugene, OR, continuously accepts applications for the position of Deputy Sheriff. Posting \$84,028; salary range is \$1,314 - \$1,759/month; excellent benefits. Must be 21 years of age, U.S. citizen, high school graduate and possess a valid driver's license upon appointment.

May be assigned to work within the corrections division, patrol, criminal investigation, or civil sections at any time during the course of employment. An Equal Opportunity Employer.

Submit application/resume to: Lane County Personnel, 125 East 8th, Eugene, OR 97401.

APPLICATION FOR MEMBERSHIP

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

I am a Law Enforcement Officer authorized to make arrests under the authority of the Penal Code of the County, State, Province or Country in which I reside. Yes _____ No _____

It is understood that the provisions of the Constitution and By-Laws requisite to membership apply to me, and that the provisions of the By-Laws of the Association, modified, amended, or enacted, shall be binding on me.

Annual Dues-\$25.00 (U.S. funds) payable to: Bruce R. Stickley
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RANK _____ Active _____ Retired _____

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COLLECTOR'S CORNER

Do you collect patches? matches? hats? caps? T-shirts? Magazines? Old Books? Old shoes!? Would you like to enlarge your collection by exchanging excess items with others who are also collectors?

Would you like to use this publication as a forum for exchange? If so, for a small fee (\$1 per issue, just \$4 per year) we will run the COLLECTOR'S CORNER as a regular column. Contact the editor (address p. 2)

★ ★ ★ ★ ★

NEAWP offers you a "bite" of the Big Apple. Our bright read muscle Ts are available for \$7 (US Funds), Postage included.

Available in S,M,L and XL. these make great gifts. Remember, size S are perfect nightshirts for kids. Make checks payable to NEAWP and mail to PO Box 278, Tabor, New Jersey.

Please remember to state the sizes you are ordering and include your ZIP code.

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January 15, 1985

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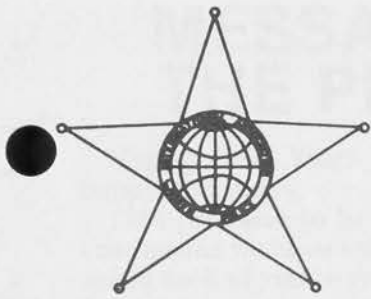
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

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FEMALE CHIEF UNDAUNTED BY NEW RESPONSIBILITIES

Penny E. Harrington, 42, has been named Police Chief in Portland, OR, a city of 350,000. She is the first female to head a police department in a major city in the United States.

Chief Harrington has spent 21 years in this department of 710 officers, and is one of 86 females. Mayor J.E. Clark said he chose Harrington because of "the long-term period she's spent in the trenches."

Harrington, (formerly Orazetti) who has filed several sexual discrimination complaints against Portland PD, was promoted to Captain in 1980, and has been commander of the East Precinct since 1982. Her work experience includes patrols, communication, computer records, planning, research and personnel. She has earned the respect and co-operation of fellow officers and has the support of patrol level officers as she moves into her new position.

Her goals for improving the department and following the mayor's instructions to "lead this bureau and make it the best in the United States" include putting more uniformed officers on the street. She stressed the need for "street" police to spend more time with people and to become more involved in community activities. In order to accomplish this, Harrington says she will take personnel from specialty units if necessary.

A second goal is to curb residential burglaries by using



L.I.N.K. analysis, which she instituted in the East Precinct during her tenure there. This program has already met with a degree of success.

She also has the formidable task of "raising morale" in the police bureau, which she plans to do by maintaining an open door policy. Straightforward and easy to talk to, Harrington is undaunted by this latest assign-

ment in her long and often controversial career.

Harrington, who has been an active member of the IAWP for the past 10 years, earned a B.S. degree in police administration from Michigan State University prior to joining Portland Police Bureau in 1964. She is married and has a 17-year-old son.

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★ ★ NOTICE ★ ★

PUBLICATION DEADLINE FOR NEXT ISSUE

APRIL 15, 1985

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EXECUTIVE BOARD MEETING

May 18, 1985 1 PM

St. Paul Minnesota

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CORRECTION:

Carol-Ann Halliday is with the Vancouver, British Columbia PD. Vancouver IS in British Columbia, not Ontario Province, as I mistakenly identified it in the previous issue! My apologies!

MESSAGE FROM THE PRESIDENT

Happy New Year! Hope all your holidays were happy and merry.

1985 promises to be a busy year for the IAWP and that means we have work to do. In my first message, I asked each of you to recruit two new IAWP members. I did not put a time limit on it, but how does the next general membership meeting in Anchorage sound? In addition to that request, I need your help in compiling names and addresses for our mailing lists.

Our primary goal is to identify every woman officer in the world. Without this identification we will be unable to fulfill the IAWP's purpose and objectives which are as follows:

1. Purpose. The purpose of this corporation shall be to develop and recommend standards for the service of women police, to secure proper training, to inspire the appointment of qualified women police, to encourage the increased use of women officers in law enforcement, to work for the general improvement of police service and to promote such services internationally.

2. Other Aims and Objectives.

A. To maintain law enforcement work as an honorable profession.

B. To uphold the principles of good government.

C. To be cognizant of the responsibility of women police, which is the protection and defense of individual rights.

D. To strive toward true professionalism by preparing women police through education and training to keep abreast of current theories and techniques in the interests of better serving the public in the police profession.

E. To encourage the application of the highest ethical standards of the police profession and endeavor by the exchange of methods and ideas to increase efficiency within police organizations.

F. To secure a closer official and personal relationship among women in law enforcement.

G. To secure public recognition of women and law enforcement officers and their work.

Mailing lists differ from membership lists. Mailing lists include non-members, IAWP affiliate members and IAWP members. Our computer is programmed to separate each category into Regions if necessary, or to compile a comprehensive list for the use of the Conference Director.

Your job is very simple but we need your involvement immediately. Before the end of February would you send a list of every woman officer in your own department plus the Chief's name and address to your Regional Coordinator? Sgt. Shirley Warner, our 1985 Conference Director in Anchorage is anxiously awaiting our mailing list to complete her mailout. Let's not disappoint her.

We should easily be able to add ten thousand names by the end of February and double that before the final mailing in the spring. If you have access to any other mailing lists, send them also. Your Regional Coordi-

To Column 2

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Again, this column begins on a sorrowful note: Hattisburg, MS Det. Sgt. Jackie Dole Sherrill was shot and killed during service of an arrest warrant on Dec. 31, 1984.

Sgt. Sherrill, age 33, the first female officer to serve with the Hattisburg Police Dept., was the first Hattisburg Police Officer killed in the line of duty in ten years.

On Dec. 13, 1984, Florida Wildlife Officer, Margaret E. Park was shot and killed by an unknown assailant while patrolling in a desolate area of Pinellas County. Off. Park joined the Florida Game and Fresh Water Fish Commission in 1981.

Written condolences have been extended to both families and departments.

Much was accomplished during 1984, both by our organization and by individual members. Modest membership increases were enjoyed, our first-ever computer came on line, individual members were recognized for achievement and/or promotion, and there have been many indicators that IAWP is "ever slowly" receiving some semblance of the professional recognition we not only need, but deserve.

Nice. But not enough. We still have a long way to go to become the viable professional organization we can be, capable of offering a fuller spectrum of services to our members.

Let 1985 be the year we "get it together" through both an individual and a team effort, to strengthen and expand.

... Beryl

RECIPES! RECIPES! RECIPES!

Send your favorite recipes to Lee Haynes or Cheryl Rabin. We need them NOW for the IAWP International Recipe Book!

From Column 1

nator or our treasurer, Bruce Stickley, will sort out the duplications.

Your Regional Coordinator, with the assistance of your State or Provincial Representatives, will be doing a mailout in the new year which will include application forms and newsletters. A big increase in your mailing lists will mean an increase in your Regional IAWP membership representation.

How about some friendly Regional rivalry to see which area achieves the largest increase in membership? What about a prize, you say? Well, all of us will benefit with a much larger, more influential and truly international organization of women police.

The results of our "mailing list drive" will hopefully be posted in the next BULLETIN. 'til then, take care...

Carol-Ann

SECOND VP REQUESTS ASSISTANCE

Outstanding Woman Officer of the Year for 1985 nomination forms and letters to departments, organizations and Law Enforcement publications concerning this award are at the printers. I have asked our editor to include a copy in the BULLETIN. Now I am asking each of you to assist us in distribution. Please give these applications and letters to your department's administrator; have copies made and distribute them to any other department's administrator you have the opportunity to meet. This will duplicate the effort in many cases, but will add a personal touch and hopefully, fill the spaces missed.

I am very excited about being asked to make a presentation at the training conference to be presented Feb. 18-20 by the New Hampshire Police Standards and Training Council. This is a giant opportunity to share IAWP.

New Hampshire has a total of 3,800 officers, full and part-time, serving 237 agencies. Of that number, 29 full-time and 239 part-time officers are women. The conference will focus on "Issues for Women in Law Enforcement."

There are still a few cup plates available. These are a copper blue (color of Windex) pressed glass, approximately 3-1/2 inches across, depicting three women officers, Black, Asian and Caucasian, the IAWP emblem, and IAWP spelled out on the border.

Pair Point Glass on Cape Cod manufactured a limited edition (400) of these attractive cup plates which promotes IAWP and Women Police in an attractive art form. The artwork was done by our past president, Mary Wamsley. Because of the limited quantity, these are a good investment, especially if you or your friends are glass collectors.

IAWP members may order them for \$8.00 plus \$2.00 postage for each plate. Send orders to: Mary Dumas, Box 224, Montague, MA 01351

... Mary Dumas

IAWP ATTENDS IACP CONFERENCE

The IAWP sponsored an information booth to answer questions and distribute membership applications to chiefs and their representatives at the Annual IACP Conference, Oct. 20-25, 1984 in Salt Lake City, Utah.

The IACP Conference includes a large trade fair, as well as training seminars and two foot races of 1-mile and 5-mile runs and is attended by Police Chiefs and their representatives from all over the world.

We made personal contacts with police administrators from Liberia, Chad, Venequela, Ecuador, Tanzania, Japan and many from Canada. It was interesting and educational to converse about law enforcement in these countries, and their women in law enforcement. We received many invitations to visit in the future, and hope that we will have an increase in membership from foreign countries as a result of our contacts at this conference.

To Column 2

FOREIGN OFFICER AWARD OFFERED

The International Association of Women Police is offering a scholarship for a woman law enforcement officer, employed outside North America, which will pay expenses to attend the IAWP Annual Training Seminar to be held from September 16-20, 1985 in Anchorage, Alaska.

The award is intended to encourage participation by those from countries outside of the United States and Canada and to increase understanding of the roles of women officers in various countries. The officer selected to attend will be asked to give a short presentation related to her job and her country.

The IAWP training seminar offers excellent training on a wide variety of law enforcement subjects.

Two of the major goals of the IAWP are to promote professionalism in law enforcement through training, and to secure merited recognition of women law enforcement officers.

Letters of application for the scholarship should include background and qualifications of the candidate, any specific motivation for attending, and any other relevant information.

Send letters and/or questions to: Sgt. Carolen Bailey, St. Paul Police Dept., 101 E. Tenth St., St. Paul, MN U.S.A. 55101

★ ★ ★ ★ ★

From Column 1

Members of our group were special guests of the IACP Executive Board of Directors at the Banquet held at the Salt Lake City Country Club. Invitations were through the courtesy of Kim Adamson, IAWP Historian, and active participant in organizing the IACP 1984 conference. We met many of the Executive Board Members attending; it was an excellent opportunity to promote IAWP.

There were many training sessions and activities, as well as numerous hospitality rooms sponsored by various groups; it was impossible to attend everything. Entertainment included shows by the Kingston Trio, The Osmond Brothers and the Mormon Tabernacle Choir.

The Chiefs of the U.S. Marine Corps Military Police held their conference program in conjunction with the IACP conference. Lee Haynes, K-9 handler and IAWP Board member, was honored with a request to address the Marines on the uses of police K-9's, during a seminar on the Military Working Dog Program.

IAWP Historian Kim Adamson won the gold medal in the Womens Division of both the 1-mile and 5-mile runs, which, incidentally, she ran back-to-back in freezing temperatures!

The committee, chaired by 1st Vice-President Janet Crumley, included Regional Coordinators Kathy Robinson (1), Lee Haynes (6), Kathy Nelson (10), Historian Kim Adamson, 1984 IAWP Conference Director Judy Eckstein and Judy North.

We thank each of them for their participation in this successful project.

DIRECTOR 1985 IAWP CONFERENCE IS MODEST, DYNAMIC

Sgt. Shirley Warner, Anchorage (AK) PD is a dynamic officer we will all hear a lot about in the years ahead. She has spent the past eight years as an Anchorage police officer, having been "lured there by my husband's family", who have been in Alaska since 1970.

Warner grew up in Eaton Rapids, MI as the middle child in a family of seven. She graduated from Michigan State Univ. in 1974, with a degree in Criminal Justice, and joined the Meridian Twp. Police in Ingram County, MI.

One of two women in a class of 50 at the Mid-Michigan Law Enforcement Training Academy, Warner was elected class president. "That really felt good", she says.

But one of her instructors, a Michigan State Trooper, continually referred to her as "meter maid" and was, in his own words "really on her case." By the time classes ended, though, he complimented her, saying, "You're going to make it."

And make it she did! She was the first woman to graduate at the top of an academy class!

After joining Anchorage PD, Warner spent 18 months in uniformed patrol and another 18 months in Traffic Enforcement. She worked Hit & Run Investigations for a year before being transferred to the Burglary Detail where she has served for the past four years. She was promoted in July, 1984, to become the first female sergeant in the Anchorage PD.

She is also an instructor for the Anchorage Police Training Academy, where she teaches report writing. "This is the basis for all police work," she says. "An officers' performance is judged by the reports turned in."

Asked what was one of the most rewarding experiences she's had in police work, Warner thought for a moment, and then recounted the investigation of a



juvenile burglary ring which resulted in the arrest of two adults, five juveniles, the recovery of \$18,000 in stolen property and solved 11 different burglaries.

Warner's husband, Steve, is an investigator in the Child Sexual Assault Unit. They have an 18-month-old daughter.

While many will recognize Sgt. Warner at the conference, she is anxious that her committee members are recognized as well.

"I'm really proud of all of them," she said. "We have ten women who have volunteered their time, have a tremendous input in ideas and work. . .they're really involved. They're enthusiasm will carry us through the next few months."

FRONTIER SPIRIT: IAWP IN ALASKA

Plans are moving along; our two-page registration, hotel and flight information form will be in the next issue of the IAWP BULLETIN.

The raffle ticket (back page) of this BULLETIN is for use only to and from the 23rd IAWP Conference in Anchorage, AK via United Airlines.

We are sure that lots of IAWP members will take a chance to pay only \$5 (per chance) for a round trip ticket to attend this exciting, stimulating conference in Anchorage!

Frontier Spirit: Law Enforcement in the Last Frontier, will include topics on Interviewing and Interrogation; Mothers Against Drunk Driving; Drug Laws; Hostage Negotiation; Disaster Management; Child Sexual Abuse; How to Beat the Defense; Computer Crime; Taking Risks; Automated Fingerprint Identification Network; Air-Sea Rescue; Surveil-

lance; New Age Thinking; Chemical Dependency; Sign Language; Electronic Wiretapping; Psychological Evaluation; Frostbite/Hypothermia; Crimestoppers; and Study of Rural Alaskan Law Enforcement.

We have brilliant instructors lined up from the Lower 48 and many from our own great State. We have received many letters and telephone calls, and hope this is a good sign of a fantastic turnout.

Besides excellent training, we have superior entertainment planned. The Native Dress Review, the Chilkat (Alaska Native) Dancers and an Alaskan Bar-b-que are waiting in the wings. A choice of five different tours,(details in the next issue) are also planned.

We are all looking forward to seeing you September 16-20.

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IAWP HISTORY

I met Arlene Baiser at the IAWP Conference in Vancouver, B.C., Canada in 1983, where she had renewed her membership after a lapse of several years. Arlene promised me a brochure from the Second Biennial Conference of the IAWP, held at Springfield College, Springfield, MA Sept. 12-14, 1960.

True to her word, Arlene sent me the entire folder, which included the constitution, conference program, and minutes of the general membership meeting, First Biennial Conference, held at Purdue University in Lafayette, IN, Sept. 30-Oct 1, 1958!

What a windfall!

Those minutes included a report from Historian Annette Fosdick, an officer with the Milford, CT PD, and noted the formation of the IAWP in San Diego, CA on May 22, 1956.

More than 60 women registered for the 1958 seminar and business meeting, and membership committee chairman, Janet Hickey, San Jose, CA, reported that total membership included 295 members in the U.S., 3 from Canada, and 22 from foreign countries.

The constitution and by-laws were presented for revision and approval. The constitution was quickly adopted; the by-laws generated considerable discussion, however, primarily over dues. The final vote set annual dues at \$3.00 per year, up from the original \$1.00!

In the president's report, Dr. Lois Higgins noted that the International Association of Chiefs of Police had given encouragement and approval for the formation of the IAWP, as well as for this (1958) seminar.

I have no information concerning the number of officers attending the Second Biennial Conference in Springfield, MA Sept 12-14, 1960, but the committee published an impressive 46-page bound program, which included 16 pages of letters of congratulations from governors, city officials and police administrators from around the country as well as a telegram from U.S. President, Dwight D. Eisenhower, which read, in part:

"The role of policewomen in law enforcement work is becoming increasingly important to the American community. With diligence and sensitivity, the members of your association are contributing much to the effective strength of our forces of law and order."

The program cover, used by permission of Law and Order Magazine, is notable also. This was the cover of the August, 1960 issue of that publication, honoring the golden anniversary of policewomen. The contents of that issue featured an article by Dr. Higgins depicting the work of policewomen for the past fifty years; each IAWP member received a complimentary copy!

The booklet/program was dedicated to Alice Stebbins Wells, the world's first "regularly rated policewoman", (LAPD-1910) and founder of the International Policewomen's Association, forerunner of the IAWP. Wells served as president of that organization from 1915 until 1922.

Wells, known throughout the Western Hemisphere, lectured in the United States and Canada on the need

OFFICER DIES IN "ROUTINE" TRAFFIC STOP

Off. Deanna Rose, of Overland Park (KS) PD, died early Saturday afternoon, Jan. 26, after being run over by a fleeing suspect.

On Jan. 24, at about 1 A.M., Off. Rose made a "routine" traffic stop on Interstate 35, notifying communications routinely for a back-up unit.

In his rearview mirror, a passing motorist saw Off. Rose struggling with the driver of the stopped auto, but was unable to turn around to assist.

The back-up unit arrived within seven minutes of the time of the original stop, and found Off. Rose lying on the pavement, tire tracks over the entire length of the left side of her body. Investigators surmised that she was knocked down in the struggle, and the suspect backed his vehicle over her prone body before fleeing the scene. The suspect's driver's license was still in her jacket pocket.

A 19-year-old was arrested for assault three hours later, but released on \$35,000 bond. Officer Rose, who had been with the Overland Park PD for two years, was a former deputy with the San Diego (CA) County Sheriff's Office. She graduated from Wichita State University in 1980. She was 26 years old.

Rose donated body organs to the University of Kansas Medical Center. On Saturday afternoon, her heart was used in a transplant operation at the Medical Center. Reports on Jan. 29, Tuesday, indicated the recipient is in fair condition.

The suspect was arrested on Monday, immediately after Rose's funeral. Charged with homicide, he is held in lieu of \$100,000 bond.

* * * * *

for policewomen. As a result, women were appointed as officers, both here and in a number of foreign countries. She retired from LAPD in 1940 after 30 years in policework, but she remained active on the lecture circuit, and in close touch with policewomen, until her death on Aug. 17, 1957. (Previous information indicated that Mrs. Wells died in 1932.)

Mrs. Wells was present in San Diego in 1956, when the IPA was re-activated as the IAWP. In a letter to Dr. Lois Higgins, newly elected president, Wells wrote:

"May you all have the grace, the courage, the wisdom to lead the wavering feet or stubborn wills into paths of rectitude and honor, for upon the youth of today must rest the well being of tomorrow's world.

"With my very good wishes for health, satisfaction in your work and all of those things which make for the good life,

Believe me sincerely, Your sister Officer,"

Alice Stebbins Wells

New Year's greetings to all our readers echo Mrs. Wells words: "May you all have the grace, the courage (and) the wisdom to lead. . . good wishes for health, satisfaction in your work, and all of those things which make for the good life."

Your sister officer, A. Vance Stickley

IAWP TRAVEL OPPORTUNITIES

By Mary Dumas

At the request of the Board for the development of Travel Programs with a Law Enforcement focus, I contacted my adopted daughter about her tour program. I presented a copy of her '84 program at the April Board meeting, advising that with the go-ahead, she was willing to organize a special package for IAWP.

Olga Enciso-Smith is the tour guide and organizer. She was born in Lima, Peru, and came to Detroit in her teens where she became a member of our family. She is married and lives in Los Gatos, CA, where she owns Machu Picchu Andean Collections Gallery. She has maintained contact with her natural father, a retired Lima police officer.

Olga has organized month-long tours annually for the past 5 years. These tours originated following a request from the Masters Program at San Francisco State College. Each provides a cultural experience with emphasis in a particular field.

We provided Olga with Law Enforcement contacts, and she presented the proposal of this tour for the IAWP while she toured in July of '84. She was overwhelmed with the enthusiasm of the Law Enforcement Officials to receive and assist in this project. Together, they have put together the following tour.

FOLK ART TOUR OF PERU/ CRIMINAL JUSTICE EMPHASIS

July 12 Leave Miami 7:45pm AREOPERU AIRLINES 28

July 13 Arrive Lima, Peru 5:30am to be received by the Director General at the Headquarters for the Police of Peru. There are three major divisions of Police: tourism, general and republican. We will also visit the Museum of Indian Arts Fair.

July 14-15 Fly to the interior jungle, making contacts with police stations and jails, observing Indian communities and native craftsmen at work.

July 16 Return to Lima to visit the Women's Police Academy and the Gold Museum.

July 17 Visit a specialized program for the handicapped and a private pre-Inca Peru Museum.

July 18 Fly to Cusco, ancient capitol of the Incas. The police here plan for us to work with them for a half-day.

July 19 Train trip to Machu Picchu, the Lost City of the Incas.

July 20 Leisurely morning at the ruins; return to Cusco for an evening of native folk dance and music.

July 21 Indian Pisac Market, escorted by Cusco Policewomen; lunch with police and host.

July 22 Village - Chin Chaios and the jail of Cusco

July 23 Return to Lima for Contemporary Folk Art Museum

July 24 Full day to get acquainted with Peruvian counterparts - visit Police School in La Campina; the "Centros Academicos de la Guardia Civil" where the different corps are trained; and Poltur (Policia de Turismo) Headquarters (tourism police specially trained to assist foreign travelers in Peru).



July 25 Fly to Nazca, with overflight of the Nazca Lines and Figures, mysterious lines made by the Nazca Indians which are pre-Columbian, pre-Incan. Return to Lima.

July 26 Visit two pre-Incan ruins; lunch on an area specialty, "Rotisorary Chicken". Evening reserved for Police Club.

July 27 Repeat the day before, or shop and tour on your own.

July 28 Morning free; lunch in private home; dinner at Hotel Crillon, downtown Lima.

July 29 Leave Lima 12:01am AREOPERU 600; arrive Miami 9:00am.

RESPONSIBILITY: Olga F. Smith and Machu Picchu Andean Collections act only as agents for the suppliers/contractors providing transportation and/or all other related travel services and assumes no responsibility whatsoever caused for personal injury, personal or property loss or damage in connection with any service. The Airlines/Transportation Companies concerned are not to be held responsible for any act, omission or event during the time passengers are not aboard their aircraft or conveyances. The passage contract in use by the airline/transportation company when issued will constitute the sole contract between the airline/transportation company and the purchaser of these tickets and/or passenger.

Deposits will be refunded, less \$150.00 per person cancellation fee, if written request is received prior to May 30, 1985. After that date, refunds cannot be made.

By advancement of deposit, the depositor therefore agrees to be bound by the terms and conditions herein mentioned. The right is reserved to make changes in the itinerary and airline if necessary. The price of airfare is based on tariffs and rates in effect December, 1984 and is subject to change.

Police agencies in all locations on the itinerary are eager to exchange patches, etc. They want to escort the group to all events and places. We will be able to view their entire system; language will not be a problem. Everywhere we go, they are bi-lingual or have immediate access to translators. A rare opportunity to be sure!

The price includes most meals and all accommodations.

Pre-requisites of this trip are a Valid U.S. Passport and immunization (contact medical doctor AND Health Department).

Air-fare via AEROPERU airlines basis Excursion Fare is \$537.00 per adult from/to Miami. Fare from San Francisco, Los Angeles, New York and other gateway cities available upon request. Passengers arriving from cities other than Miami are responsible for transportation to/from Lima's El Plaza Hotel.

Land Costs are \$2303.00 per person basis sharing twin (based on minimum 15 passengers); \$2443.00 per person sharing twin (based on minimum ten passengers). Single rooms (where available) will cost \$298.00.

Registration must be made before April 29, 1985, and requires a \$300.00 deposit; the balance of tour and airfare costs due on May 30, 1985.

For complete details return the registration form found elsewhere in this issue, or call Olga F. Smith, (408) 354-0888 or Mary Dumas, (413) 367-2139.

DISCRIMINATION SUITS FILED AND PENDING

Judy Eckstein and Donna Hohner, Warren, MI police officers were assigned to jail duties when the city jail opened in 1979. Neither volunteered for the position; neither was in line for the assignment.

Attorney Susan Winshall, who has handled a number of similar suits throughout the state, said that "in essence, they were treated as if they were on a separate seniority list (of four women at the time) and assigned to their duties based solely on their sex."

In 1982, Eckstein and Hohner filed a Sexual Discrimination suit against the city, asking for \$200,000 in lost wages, attorney's fees, and for emotional stress.

Eckstein, a nine-year veteran, says she almost quit a few times.

"The frustration of being stuck in a job because of my gender, not my skills, got to be too much . . . no challenges, no opportunity for mobility. . . I spent a third of my career - three and a half years - in the jail. That's a lot of experience to lose, especially early in a police career."

Hohner adds that the jail assignment created stress which led to her divorce.

"I'd come home angry all the time. . . I was so disappointed with my job. I was a real bitch to live with. . ."

Last year she was denied promotion because she had no road experience. She has been with Warren PD for seven years.

Both officers have been reassigned to the road since the suit was filed. Eckstein, whose current assignment is collecting evidence at crime scenes, says she is just fine now that she is back on the road.

If a settlement is not negotiated, the case will go to trial May 7, 1985.

★ ★ ★ ★ ★

Deputy Linda Wheeler, Placerville, CA, has filed a \$7 million sexual harassment suit against Eldorado County. She is currently on disability leave. In filing this lawsuit, Dep. Wheeler listed seven incidents which she said were 'illustrative of a pattern and practice of conduct' by departmental employees, indicative of sexual harassment. Among those listed were an incident in which Dep. Wheeler was held by two deputies and tied to a chair with duct tape; during the scuffle her uniform blouse became unbuttoned. On another occasion, a deputy taking her photograph for an I.D. card photographed her lower anatomy instead of her face.

Wheeler's complaint says that she complained to a supervising lieutenant, but added that lieutenants were responsible for some of the harassment. One lieutenant asked her what type of underwear she wore, and then said that the uniform of the day for females would be a "light coat of oil and tennis shoes".

Dep. Wheeler is only one of several female deputies to file complaints of sexual harassment against this department. Sheriff Richard Pauleo refused comment on the matter until it could be investigated.

★ ★ ★ ★ ★

Sharon K. Frost, the first female police officer in Wilmington, OH, has filed a \$1 million sex discrimination suit against the city.

Frost was suspended in July for 15 days without pay after a disciplinary hearing when she was charged with departmental violations. She had given media interviews about sexual discrimination charges she had filed with the Ohio Civil Rights Commission!

The suspension ended in August, but she was placed on leave, with pay, pending the results of a medical exam. As late as December 1, 1984, Frost was still on leave.

Frost became a police officer in September 1982, after twice filing discrimination charges against the department in 1980. The department was enjoined, as a part of the hiring agreement, not to engage in any conduct against Frost that might be construed as retaliatory.

RECIPES! RECIPES! RECIPES!

Send your favorite recipes to Lee Haynes or Cheryl Rabin. We need them NOW for the IAWP International Recipe Book!

Lauren Misorek, Secret Service uniformed division, has been named firearms instructor at the training center in Beltsville, MD. Misorek is one of three female instructors in Federal Agencies. The other two are Corkey Hamilton, Federal Law Enforcement Training Center, Glencoe, GA and Sharon Kelly, FBI, Quantico, VA.

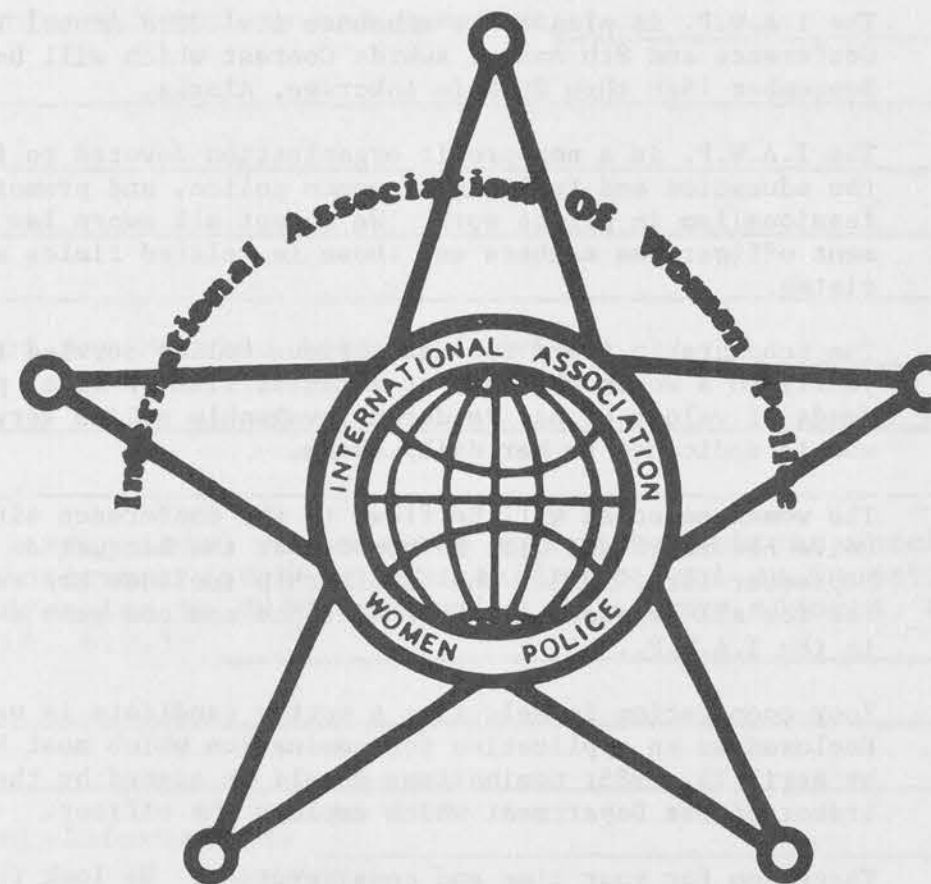
OFFICER'S NAME _____

Department Name _____

Department Address _____

City _____ State _____ Zip _____

Department Telephone(____) _____



Submitted By: _____



International Association of Women Police

P.O. BOX 15207
WEDGWOOD STATION
SEATTLE, WASHINGTON 98115



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Editor, Bulletin
ARLETTA VANCE STICKLEY
South Bend, Indiana

ATTENTION: LAW ENFORCEMENT ADMINISTRATOR

The I.A.W.P. is pleased to announce its' 23rd Annual Training Conference and 8th Annual Awards Contest which will be held September 16th thru 20th in Ankorage, Alaska.

The I.A.W.P. is a non-profit organization devoted to furthering the education and training of women police, and promoting professionalism in police work. We accept all sworn law enforcement officers as members and those in related fields as associates.

The Scholarship Award for Meritorious Police Service is given yearly to a woman who has, at imminent risk of life, performed deeds of valour or has rendered invaluable police service and who is dedicated to her daily tasks.

The woman selected will be flown to the conference site to receive her award and will be honored at the banquet on Thursday, September 19th, 1985. The scholarship includes her registration fee for all sessions of the conference and one year's membership in the I.A.W.P..

Your cooperation in selecting a worthy candidate is necessary. Enclosed is an application for nomination which must be received by April 15, 1985; nominations should be signed by the Administrator of the Department which employs the officer.

Thank you for your time and consideration. We look forward to hearing from you.

Sincerely,

Mary E. Dumas
Community Relations/Staff Development Officer
Department of Public Safety
University of Massachusetts/Amherst
01003

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

NOMINATION FOR WOMAN POLICE OFFICER OF THE YEAR AWARD 1985

Name of Nominated Officer: _____

Employing Department: _____ Powers of Arrest: yes no

Date of Appointment: _____ Rank/Title: _____

Present Assignment: _____

Previous Assignments: _____

List Commendations/Citations and Specify: _____

List Details of any Notable Acts or Service: _____

List areas of exceptional performance and contributions which are a credit to Law Enforcement (such as outstanding patrol or investigative work, consistent dedication to duty, community relations efforts, unusual services to public, etc.): _____

Other Pertinent Information: _____

NOTE: Please attach any available documentation and supplementary pages as desired.

PLEASE SEND YOUR NOMINATION ON OR BEFORE APRIL 15, 1985 to:

Mary E. Dumas
Community Relations/Staff Development Officer
Department of Public Safety
University of Massachusetts/Amherst
01003

Signature: _____

DEPARTMENT ADMINISTRATOR

Please enclose any additional and pertinent information, letters of commendation, news items and awards relevant to this nomination, and a black and white photo.

1984 OUTSTANDING WOMAN OFFICER OF THE YEAR

SHIRLEY DAVIS, Nashville, Tennessee

nominated by:
Chief Joe Casey
Nashville Metro Police
200 James Robertson Parkway
Nashville, TN 37201
Telephone: (615) 742-7744

PREVIOUS RECIPIENTS

- 1983 Louise Vasquez, Miami, Florida
- 1982 Diane Bosch, Amarillo, Texas
- 1981 Annelle Amaral, Honolulu, Hawaii
- 1980 Peggy Daniels, Columbus, Ohio
- 1979 Mary Grzesiow Wamsley, Lakewood, Colorado
- 1978 ... Dorothy Jorgenson Shurtleff, San Francisco, California

REGIONAL REPORTS

REGION 1

Coordinator: Kathy Robinson

CANADA: New Brunswick; Newfoundland;
Nova Scotia; Prince Edward Island
UNITED STATES: New Hampshire; Rhode Island;
Maine; Massachusetts; Vermont; Connecticut

..... NO REPORT

REGION 2

Coordinator: Jeanette Taylor

New York; New Jersey; Pennsylvania

To all members and friends, from far and wide, Happy New Year from the Middle-Atlantic East Coast!

So far, Region 2 has brought into the IAWP 15 new members and more are joining. Pittsburg, PA is starting an off-shoot of the IAWP and has had two meetings with lots of activity, thanks to Claudia Salerno and Gwen Elliott.

In December, the Northeast Assoc. of Women Police had a Christmas party; about 35 people attended -some old friends, some new. Everyone had a grand time, including spouses!

The NEAWP is having a one-day seminar April 27 in New Jersey. All those in Region 2, please try to attend. More details will be available at a later date.....

Now, to my favorite part of this column: Congratulations!

Kathy Burke, NYPD, upon her graduation from the FBI Academy

Diane Kupler, NYPD, promoted to the rank of sergeant;

Sgt. Joseph Walsh of the Morris County (NJ) Sheriff's Dept. His name was placed in the Fall edition of the Guinness World Book of Records.

In 1932, Ed McGivern of Montana, fired two revolvers, 5 shots each, simultaneously, for a total of 10 shots, at 1.2 seconds at a 5-yard target. The two groups were covered by two playing cards. Now, in 1984, Sgt. Joe shot two revolvers, 5 shots each, at 5 yards in a total time of .9 of 1 second. This group was covered by one hand and two playing cards!

Past IAWP President Felicia Shpritzer was honored for Professionalism by the Policewomen's Endowment Assoc. at a dinner-dance in October. She is retired from NYPD.

Until next time. . . .Jan

REGION 3

Coordinator: Sylvia Bailey

Delaware; Virginia; Maryland; Washington, D.C.

..... NO REPORT

REGION 4

Coordinator: Brenda J. Bishop

Georgia; North Carolina; South Carolina;
Tennessee; Arkansas

I'd like to thank you all for electing me Region 4 Coordinator, and I'm sure everyone wants to join me in thanking Donna Pence for the work she did during her term in office.

Speaking of Donna, she now has a baby girl named Alex. Donna says that Alex just finished enjoying her first Christmas.

Corkey Hamilton, Federal Law Enforcement Training Center in Georgia, did a great article for the FLETC Newsletter, the Glynco Observer. The article gave a detailed report of the IAWP conference in Dearborn and also explained IAWP purposes and objectives. Hopefully, the article will aid us in picking up new members since the Observer is read and subscribed to by women officers across the country.

Congratulations are in order for Jane McCool, Bellavista, AR, Sheriff's Dept. Besides being promoted to sergeant in January, 1984, she was recently awarded the highest honor given by the National Society of the Sons of the American Revolution Law Enforcement Committee in Arkansas. The award is presented for continuous, dedicated and outstanding work in the field of law enforcement.

Vikki Lee is enjoying her selection as Chief of Police at the Jefferson (SC) PD. Vikki is the only female chief in South Carolina and being only in her early 20's, she is probably the youngest as well!

In an attempt to locate the women in Region 4, I thought it best to start with a list of all law enforcement agencies in the region. Grief! Was I in for a shock! My list now numbers 1,098, and I may not be finished! That's just in Region 4 - can you imagine how many women officers there must be out there whom we have never been in contact with?

Anne Garcia has a book coming out soon about her experiences as a police officer. She says the book gives a humorous outlook to her experiences. We hope you sell a million copies, Anne.

On January 5, 1985 I started working in Community Services. This is a new experience for me; if any of you have any good ideas for community relations, Community Watch, crime prevention, etc., which you'd be willing to share, I'd be more than happy to receive them. My department has some great programs we are willing to share, such as Ten Little Indians (child identification) and Safety Town. Write me at the Greensboro PD, 300 W. Washington, Greensboro, NC 27402.

B. J. Bishop

★ ★ ★ ★ ★

REGION 5

Coordinator: Louise Vasquez

Florida; Mississippi; Louisiana; Alabama;
Puerto Rico; Virgin Islands

I would like to thank the members for electing me as your Region 5 coordinator. I enjoyed the conference in Dearborn. I am looking forward to the training conference and board meeting in Minnesota in May.

While in Michigan, I had a busman's holiday. Det. Linda Ares and I rode with the Detroit Homicide Unit. We had a murder as soon as we were "on duty". We worked overtime and assisted in solving the case and interviewing six offenders. Seems silly, but I loved it. It was very interesting to see another department at work. It made me appreciate our very modern Miami Police building and equipment.

You probably read in the national papers that the murder and rape cases are increasing in Miami. I have been very busy in Homicide. On Jan. 1, 1985, I was assigned to supervise the Sexual Battery Squad. We have had no promotions in recent months; however, I hope to be promoted to sergeant in the near future. This job is a real challenge with an enormous amount of work.

During all this, I have written a letter of introduction and mailed out over 200 applications and letters. I have had a good response and a few memberships. I am very pleased to be the Region 5 coordinator and plan to continue my efforts to promote the IAWP.

I must tell you of a Miami policewoman who always seems to be where the action is. Officer Daniella Cooper is a young patrol officer. In only a few months, she has made several outstanding arrests.

She spotted a stolen vehicle that fit the description of a vehicle used in a robbery and the attempted murder of three police officers. This led to an arrest of, and confession by, the offender.

Then, while on patrol, she witnessed a fatal shooting. She ordered the offender to freeze and drop the gun. Cooper arrested the offender; she acted in a brave and professional manner.

During this three-month period, she also arrested three subjects for breaking into a van and charged them with auto theft and CCF.

Officer Cooper is a real asset to the department. If this keeps up, she could be nominated for the IAWP Woman Officer of the Year!

Until next issue . . . Louise

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois; Michigan;
Ohio; West Virginia

There has been a flurry of activity in Region 6. There is a lot of interest in forming state associations, which has been a primary goal. The trick here is to keep generating that interest and to contact and maintain lines of communication and motivation.

June McDowall, of the West Chicago (IL) PD, is spear-heading the effort to form an Illinois State association. She would like to hear from anyone in Illinois willing to assist in compiling a mailing list and help to lay the groundwork necessary in these early stages. She may be contacted at: 116 So. 13th St., St. Charles, IL 60174 or (312) 377-0668.

The newly formed Ohio Association of Women Police (OAWP) is moving along well, but needs more involvement from major cosmopolitan areas such as Toledo and Cleveland. Anyone from these areas (or anyone wishing more information on the OAWP) should contact Shellie Decker, 1801 Century City East, #10, Reynoldsburg, OH 43068 or (614) 863-3015. Incidentally, Shellie will attend the IAWP spring Board meeting in St. Paul to submit the OAWP's Affiliate application.

Laurel Powell, Middletown (OH) PD, is now editing the Bulletin for the OAWP and would appreciate any information, news articles or job information pertaining to policewomen, particularly in Ohio. Send to Laurel Powell, 95 Brittany DR, Fairfield, OH 45014.

We recently lost our West Virginia state representative, Judy North, to Region 10. Judy, originally an officer in West Virginia, pulled a two-year security stint in (of all places) Saudi Arabia, and has now accepted a position in Phoenix, AZ. While attending the 21st Annual IAWP Training School in Dearborn, MI, Judy won a trophy in the pistol match; in October, she helped staff the IAWP booth at the IACP conference in Salt Lake City, U. We truly hate to lose such an active participant from our region, though we know Judy will continue to support the IAWP in Region 10.

Heartfelt wishes for a speedy recovery go out to Louisville (KY) police officer Connie Heeke, who was shot in the face and left arm when she answered a burglary call on Nov. 10. Off. Heeke, after being wounded, managed to return fire and killed her assailant. She has since been released from the hospital and is recuperating at home.

Recently, I have been in contact with Keith Haley, Associate Professor of Criminal Justice at the University of Cincinnati. The Criminal Justice Program and the Division of Continuing Education are interested in hosting, along with the IAWP, a training conference. Proposed subject: "Women in Policing: Lingerin' Issues and Future Considerations". It is still in the planning stages, but the target date is November, 1985. Information as it becomes available will be in future issues of The BULLETIN. Be sure to watch for it.

. . . Lee

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming; Nebraska;
Wisconsin; North Dakota; South Dakota

New Year's Greetings to Region 7 and to all IAWP members everywhere. We in the land of the "Frozen Chosen" are looking forward to greeting you personally at the Training Conference May 15-17, followed by

the IAWP Board meeting on May 18, 1985.

I have finally returned to active duty after surgery in November and a lengthy recuperation, and am looking forward to a transfer to days, effective in May.

For those who won't be visiting Minnesota in May, consider another excellent training opportunity in Des Moines, Iowa on May 16-17 (details in training).

Linda Cherry, Ankeny, Iowa, has returned to duty following an on-duty auto accident when her vehicle was struck in the rear by a drunk driver. She reports that recuperation has been slow, and is continuing

. . . until May, Deborah

REGION 8

Coordinator: Ruth Potter

Colorado; New Mexico; Texas; Kansas;
Missouri; Oklahoma

I hope 1985 is a healthy, happy and prosperous year for all IAWP members and women officers throughout the world.

Congratulations to Off. Patricia Lane, St. Louis (MO) PD, who received a commendation from the Denver PD for her initiative and alertness in the apprehension of a "Ten Most Wanted" fugitive, wanted for homicide, from Denver, CO. Off. Lane is now a member of "Top 10, Inc" and we in Denver are looking forward to meeting her.

I am still waiting for volunteers for the state representative position. Thanks to Mary Wamsley, we already have lists of female officers in the region, but I desperately need someone to help coordinate and make personal contact to encourage membership. This is the best way to keep current with the activities within Region 8.

The Colorado Association of Women Police have let no grass grow under their feet in planning for the IAWP 24th Annual Training Conference in 1986. A contract with the Marriot Hotel should be signed by the time this article is printed. I'm sure you all will be pleased with room rates and the exceptional conference facilities right in the middle of downtown Denver. Co-Directors for the conference are Mary Wamsley, Lakewood PD and Carol Yates, Denver PD.

Police Chief Thomas Coogan, DPD, has arranged for an office for Carol and granted one work day per week to devote to planning and coordinating this conference. A yearly schedule for meetings has been posted and committees are being framed. If anyone is interested in working on the conference, which will be an excellent training opportunity in itself, contact Mary, Carol or myself (303) 575-5791. (addresses: p. 2)

. . Ruth Potter

REGION 9

Coordinator: Susan Bell

CANADA: Alberta; British Columbia
UNITED STATES: Idaho; Alaska; Oregon;
Washington

Anchorage officers are surging ahead with plans for the 1985 conference. We can all anticipate an excellent training program and an exciting trip to the beautiful Northwest.

Two officers are taking extended time after the conference closes, and will conduct sight-seeing tours for interested participants who attend the conference. Why not plan your vacations around the conference and visit this last frontier! If interested, contact me; limited space is available on a first come, first serve basis.

Robbie Critchett, who attended the IAWP conference with me in Dearborn, has resigned her position with the Alaska State Patrol, after five years with the force. She is now residing in Anchorage.

Lynn Twardosky, provincial rep in B.C., has made arrangements for a 3-day cruise from Vancouver, B.C. to Juno, AK, departing Vancouver on Sept. 10. (described elsewhere in this issue: ED)

For those who plan to drive, consider the ferry from Seattle, WA to Haines, AK, as an alternative to the ALCAN Highway. The scenery is beautiful and driving from Haines to Anchorage is approximately 6 hours.

We need state representatives for Washington, Oregon, Idaho and a provincial rep for Alberta, Canada, in order to contact officers from those states and provide a link for communications. Since the work force in my area is down by 50%, I am finding it extremely difficult to make the necessary contacts. Please write me if you can provide this assistance.

Susan Bell

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah; California; Hawaii

Another New Year has ended; 1984 passed by so quickly!

I hope that everyone had a joyous holiday season and will enjoy a very happy 1985.

October 20-25, 1984, I attended the International Chiefs of Police Conference with six other IAWP members. This was the first year IAWP has been represented at the IACP with an information booth to help acquaint administrators in law enforcement with our organization. Our booth was #520 in the exhibit hall, which will give you an idea of the number of exhibitors there. Our booth was open from Oct 21 through 23, and we met and talked with many people from throughout the U.S. and several foreign countries.

Dec. 10, I flew to Las Vegas, NV to meet Off. Maggie Hirakawa and her husband, Mark, both of Honolulu PD, who were vacationing there. Maggie and I discussed plans for a Hawaii Policewomen's Association and boosting attendance from Hawaii at future IAWP conferences. I had planned to attend a Street Survival Seminar being presented at Caesar's Palace, but had to return to work earlier than planned.

The California WPOA has a resource of female officers qualified to evaluate promotional candidates for statewide oral boards. Anyone interested may contact Mary Ann Boese, Santa Clara County D.A. (408) 299-7408.

Pat Baird, age 51, was promoted to Police Chief of Marin Community College in California. She began her work with the college 14 years ago, set her goals and worked diligently toward them. With this promotion, those goals have been realized.

Two years ago, Chief Baird was the first grandmother in the state to complete a 12-week, police-certified training course, in which she ran a mile in 7 minutes, 35 seconds (time limit: 8 min.); climbed a six-foot high wall and dragged a 135-lb sack. Congratulations to Pat Baird for her outstanding achievement.

The Arizona Department of Public Safety promoted its first females to sergeant's rank: Penny Gillett and Cindy Patterson.

Tempe (AZ) PD will promote Lt. Marty Burkett to captain, a first in Arizona. With the exception of two female Chiefs of Police in the state, Marty is the highest ranking female in Arizona.

Fran Schonberg, Phoenix (AZ) PD, was elected as Executive Director of the Arizona Crime Prevention Association. Off. Schonberg and I are actively working on the AZ Women In Law Enforcement Assoc.

In November, I was interviewed by Paula Dranoff, Cosmopolitan Magazine, concerning my career over the past eleven years. Mary Wamsley, Lakewood (CO) PD, and immediate past president of the IAWP, was also interviewed, as well as female officers from New York and Washington, D.C.. Ms. Dranoff is doing an article on "Women in Policing" which should appear in Cosmopolitan in the near future.

... Kathy Nelson

REGION 11

Coordinator: Joanne Tawton

Saskatchewan; Manitoba; Ontario; Quebec

Now with Christmas behind us, we're able to get back down to IAWP business.

Things are looking good in Region 11. Introduction letters and membership apps have been distributed, resulting in a lot of positive feedback throughout the region.

After conversing with the Ontario rep, Brenda Glass, and other IAWP members within the province, a social night has been planned for sometime in early April. This will be open to all Police Women within Ontario, anticipating a greater turnout from the women in Toronto and surrounding police departments.

The purpose of this is to make non-members aware of the IAWP and its function, and to promote membership. Present members are asked to encourage fellow women officers to come out and enjoy this informative social evening. As plans develop, further information will be distributed. Should you have any ideas or suggestions you wish to convey, please feel free to contact your Provincial Rep or myself.

... Fraternally ... Joanne Tawton

REGION 12

Coordinator: Merle Bertrand

All other areas outside the United States and Canada.

... NO REPORT

CRUISE TO ALASKA

The M.S. Noordam, Holland American Cruise Line, will depart Vancouver B.C. Canada at approximately 7 PM on Sept. 10, 1985.

We have been offered a group rate for 3 full days and nights for as low as:

\$513 (U.S. funds) per person (triple occupancy)
\$440 " " " (quad occupancy)
\$625 " " " (double occupancy)

The Cruise will end in Juneau Sept. 13, approximately 8PM, and the flight from Juneau will cost \$100 per person (group rate).

Please remember, when making reservations, that you are never in your room! ALL food and entertainment is included in the Cruise price, and drinks are very reasonably priced. There is no tipping.

In order to reserve cabins, we will require numbers of interested persons. This helps to reserve the best possible rates and accommodations, which will be on a first come - first served basis.

MAKE YOUR RESERVATIONS NOW!

Return airfares (group rates) are \$240 Anchorage to Seattle, and \$200 Anchorage to Vancouver. All fares are quoted in U.S. funds.

Contact Cst. Lynn Twardosky, RCMP, 401, 7151 Edmonds St., Burnaby, B.C. V3N 4M5 Canada; (604) 522-3096, for further information, or send a check for \$50 (U.S. funds) for immediate reservations; or contact: Sandy Schick, Gen. Mgr., Renshaw Travel Service, Box 10275 Suite 1860, Pacific Centre Tower, 700 W. Georgia St. Vancouver, B.C. V7Y 1E8, 669-1010.

EDUCATIONAL ASSISTANCE FOR WOMEN

Jayne T. Rich, Chief of Police, Montclair College in New Jersey notes several sources of financial aid for women who need further training or education to begin a career or improve career opportunities.

The Business and Professional Womens Foundation have scholarships which average \$750 in a 12-month period. Scholar ships do not cover doctoral study, study in a foreign country or correspondence.

Claire Loving Care offers scholar ships up to \$1,000 for full-or part-time study in vocational schools college degree programs or graduate work at masters or professional level. Applications are available only between Feb 1 and Mar 31 for the fall semester, and July 1-Aug 31 for the spring semester.

BPW/Sears-Roebuck Foundation also has a Loan Fund for Women in Graduate Business Studies. Individual loans up to \$2,500 per academic year are available, with repayment spread over five years at 7% interest, beginning one year after graduation.

For applications/information on all the above, contact: Scholarships, BPW Foundation, 2012 Massachusetts Ave., N.W., Washington, D.C. 20036.

AVAILABLE TRAINING

The Iowa Association of Women Police will hold a regional training seminar May 16-17, 1985 at Adventureland Inn, Des Moines, IA. Topics presented by Richard Seely and Paul Gerber will include "Pedophiles" and "Child Exploitation Through Pornography and Prostitution".

Richard Seely is Director of the Intensive Treatment Program for Sexual Aggressors at Minnesota Security Hospital in St. Peters, MN. He has served as consultant for several states in similiar treatment programs; has won the Significant Achievement Award from the American Psychiatric Assoc.; and been quoted in both Time and Life magazines.

Paul Gerber is a Special Agent with the Minnesota Bureau of Criminal Apprehension. He is a therapist in private practice as well as a consultant for Nexus, a non-profit correctional facility in the Minneapolis St. Paul area. Gerber has worked child abuse cases on a national level and traveled extensively and lectured on this topic.

Registration fee for the seminar is \$50. Special hotel rates for seminar participants are \$30 single or \$35 double. Make reservations directly with Adventureland Inn, I-80 & Hwy 65, Des Moines, IA.

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"Pornography - Issues for Law Enforcement" training conference will be held in Framingham, MA March 18-20. Region 1 (New England States and Maritime Provinces) will co-host with the Massachusetts Criminal Justice Training Council.

There will be no fee, but those attending will pay for their meals and motel. All Region 1 IAWP members will receive brochures; others targeted for invitations will be sex crimes unit members, crime prevention officers, and Training Directors.

Dr. Kathleen Barry, Brandeis Univ., professor and author of Female Sexual Slavery and Laurie Leain, M.A., former stripper in the Combat Zone, Boston and author of Naked is the Best Disguise will be among the speakers.

The Minnesota Criminal Investigation Bureau and the New York State Police will present training programs used in their departments; FBI Behavioral Science Unit and the U.S. Attorney General's Office are also lending assistance.

There will be ample opportunities to preview materials and curriculums for community awareness presentations.

Several researchers with updated materials and case studies will also be meeting with us.

Contact Mary Dumas or Kathy Robinson (addresses: p. 2) for more information.

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New York State Conference on "Child Abuse and Neglect: The Second Decade of Leadership", will be held April 21-24, 1985, at the Empire State Plaza in Albany, NY.

Presented by the Family Life Development Center, NY State College of Human Ecology, and Cornell U., in cooperation with NY State agencies and volunteer organizations, this conference will look back on accomplishments in prevention and treatment of child

abuse and neglect, and set an agenda for leadership as they look ahead.

For information, contact: Statewide Conference, Family Life Development Center, Dept. of Human Development and Family Studies, Cornell U., Ithaca, NY 14853.

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Police Marksman Association offers 2-day Officer Survival Training for only \$60 (\$70 non-members). Led by Massad Ayoob and Ray Chapman, these are offered throughout the country.

Feb 21-22 Clarkston, GA
Feb 25-26 Salt Lake City, UT
Feb 28-Mar 1 Salt Lake City, UT

The MAWP will host a training seminar May 16-17, 1985 at the Granada Royal in St. Paul, MN. Program includes I-Team: Investigative Reporters; a panel on Police and the Media; Psychic Discovery; Legal Updates and Hostage Negotiations: First Responders. Speakers will include Hubert Humphrey III, who is Minnesota's Attorney General, FBI agents, and members of Ramsey County Sheriff Department.

Registration fee is \$45; Room rates at the Granada Royal are approximately \$75; however, all rooms are suites with refrigerators and micro-wave ovens, and can easily house at least 4 persons comfortably. Brochures should be mailed by the end of February; for information contact: Grace Tester, 1897 St. Clair Ave., St. Paul, MN 55105, (612) 298-4893.

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Child Sexual Abuse Assessment & Treatment: Victims & Offenders

A two-day workshop to examine the sexual abuse of children in regard to the dynamics of the offender and the impact on the victim from a clinical perspective; address the tasks of identification, investigation, validation, intervention, disposition, treatment, and management of child sexual abuse.

Mar 14-15 Kansas City, MO
Apr 18-19 Phoenix, AZ
May 9-10 Chicago, IL
May 13-14 Detroit, MI

For further information contact: H. Jean Birnbaum, Forensic Mental Health Assoc., 3 Ireland Rd., Newton Center, MA 02159

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COLLECTOR'S CORNER

WILMA J. BROWN, PO Box 175, Tolleson, AZ, 85353 of the Maricopa County Sheriff's Dept. collects POLICE PATCHES; has some available for exchange.

★ ★ ★ ★ ★

Do YOU collect patches? matches? hats? caps? T-Shirts? Magazines? Old Books? Old shoes!? Would you like to enlarge your collection by exchanging excess items with other who are also collectors?

For a small fee (\$1 per issue, just \$4 per year) we will run your ad in the COLLECTOR'S CORNER. Contact the editor.

AVAILABLE JOBS

DIRECTOR: DEPARTMENT OF PUBLIC SAFETY
- The City of Pittsburgh is seeking experienced professional for challenging position. Responsibilities include overall management, administration and coordination of newly created Department of Public Safety, providing police, fire, ambulance, rescue services, emergency management and building inspection for the City of Pittsburgh. The successful candidate should have extensive experience in field of public safety; ability to manage a large department with multiple bureaus providing twenty-four hour public safety coverage including police fire and emergency medical services; demonstrated leadership abilities and excellent oral and written communication skills. The successful candidate must be, or become, a City of Pittsburgh resident prior to appointment. Position open until filled. Submit letter of application and resume to: Department of Personnel and Civil Service Commission, Fourth Floor, City-County Bldg., Pittsburgh, PA 15219.

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DIRECTOR/PROFESSOR/ ASSOCIATE PROFESSOR - Center for the Study of Crime, Delinquency & Corrections. Qualifications include a doctoral degree in Criminal Justice or related field; experience in academic administration including graduate programs; established record of scholarship; educational philosophy compatible with a multi-disciplinary faculty and academic program. Duties include administration and coordination of existing academic programs and leadership in development of a Ph.D. program; includes traditional duties such as budgeting, enhancing research capacity and coordination with other academic and administrative units. Salary is negotiable, according to rank and experience; application deadline: Feb. 15, 1985 or until suitable candidate is found. Appointment to begin Aug. 15, 1985. Applicants should submit credentials to: Dr. Elmer H. Johnson, Chair, Search Committee, Center for the Study of Crime, Delinquency & Corrections, Southern Illinois Univ. at Carbondale, Carbondale, IL 62901 TX-(618)453-5701

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U. of Mass/Amherst is seeking Staff Assistant for Research and Evaluation. Function as assistant to Director, and share responsibility for research and evaluation activities.

Qualifications: MA/MS or BA/BS plus 2 yrs. experience in education, social science, computer science, business or related field of study. Skills in evaluation research and survey methods; experience with questionnaire construction, data analysis, computer analysis and applied statistics. Ability to work independently and follow through on deadlines and communicate research results.

Salary: \$20-24,000 w/benefits. Full-time, 12-month position.

Application w/current resume, as soon as possible, but no later than Mar 1, 1985 to: William Weitzer, Director, Student Affairs Research and Evaluation

Office, 229 Whitmore Bldg., U. of Mass, Amherst, MA 01003 (413) 545-1390.

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POLICE OFFICER - Centralized Organization for Police Selection (COPS) is establishing an eligibility pool of entry-level police officer candidates for 15 cities in Colorado: Arvada, Brighton, Broomfield, Cherry Hills Village, Commerce City, Englewood, Glendale, Golden, Littleton, Louisville, Northglenn, Parker, Westminster and Wheat Ridge.

Applications now being accepted for next quarterly testing session, to be held Mar. 1-2, 1985. Application Deadline: Feb. 22, 1985.

Minimum qualifications: High school diploma or GED equivalent (4 cities require 60 semester or 90 quarter hours of accredited college education); age 21 by application deadline; U.S. citizen; valid Colorado driver's license by hire date; good physical condition; vision acceptable to departmental standards; willingness to work rotating shifts as scheduled; salaries vary by department.

The COPS Program conducts a two-day testing process four times a year. The first day of testing is a written exam. This is a general skills test; there is no study guide. The test takes all morning; tests are graded that same afternoon. Those who pass will be scheduled for second day testing which includes a 1.5 mile run and a pre-screening oral board. The run test is timed; allotted time is based on age and sex.

Eligibility for active consideration in the COPS is based on successful completion of all three components, after which the successful candidates will be placed in the Eligibility Pool for one year. Participating jurisdictions then review individual files to fill vacancies or new positions.

Applications obtained from: COPS - DRCOG, 2480 W. 26th AV., Suite 200B, Denver, CO 80211; (303)455-1000; or at one of the participating agencies, and must be received by 5 pm on Friday, Feb. 22, 1985. A \$15 non-refundable testing fee is required when application is submitted.

Testing dates for remainder of the year are June 7-8 (app. deadline - May 31); Aug. 23-24 (app. deadline - Aug.16) and Nov. 8-9 (app. deadline - Nov. 1).

★ ★ NOTICE NOTICE ★ ★

IF YOUR MAILING LABEL

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IN THE UPPER RIGHT CORNER

YOUR DUES AREN'T PAID FOR 1985

THIS IS YOUR LAST ISSUE

SORRY TO SEE YOU LEAVE

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REGISTRATION FORM

Name (LAST) _____ (FIRST) _____ (INIT) _____

Address _____ (CITY) _____ (ST/PROV) _____

Zip Code _____ Home Phone (_____) _____ Work Phone (_____) _____

Deposit of \$300.00 per person enclosed. I acknowledge responsibility clause.

Signature: _____ DATE _____

Departure: Miami _____ Other City (Specify Name) _____

I desire a single room at \$298.00 (Y/N) _____

Return to: MACHU PICCHU ANDEAN COLLECTIONS
SANTA CRUZ AVE.
LOS GATOS, CA 95030

I.A.W.P. CONFERENCE FUNDRAISER

Win a Round Trip Airfare Ticket, via UNITED AIRLINES to the 23 IAWP Conference
September 16 thru 20, 1985 Anchorage, Alaska

DRAWING DATE: MAY 18, 1985 AT THE SPRING BOARD MEETING, ST. PAUL, MN

PRICE: \$5.00 (U.S. FUNDS) for each ticket Make checks or money orders payable to IAWP CONFERENCE
If you want more chances, copy this form and enclose \$5 per ticket.)

WINNER WILL BE NOTIFIED BY PHONE

DEADLINE: Must be POSTMARKED by April 20, 1985

MAIL TO: Anchorage Police Department

625 "C" Street

Anchorage, AK 99501

ATT: IAWP: NEWELL

SPONSORED BY: Anchorage Police Department Employees Association

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NAME _____ ADDRESS _____

CITY _____ STATE _____ ZIP _____

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DEPARTMENT OR AGENCY _____

Permit # _____ 84-098 _____

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The I.A.W.P. BULLETIN
A. Vance Stickley, Editor
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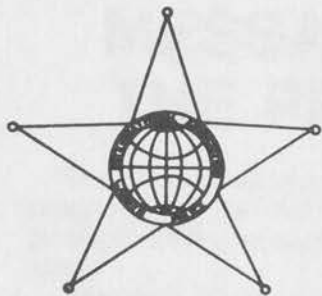
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THE I. A. W. P. BULLETIN



Official Publication of the International Association of Women Police

VOLUME 19, NUMBER 2, JUNE 1985

REGISTRATION CHAIRMAN WINS NEW CAR RAFFLE

Anne Newell, registration chairman for the 23rd IAWP Annual Training Conference, won a 1985 Ford EXP in a fund-raising raffle held recently in Anchorage.

An officer with Anchorage PD since 1973, Newell has worked in Patrol, Police Community Relations, Personnel and the Burglary Unit. She is currently assigned to the Child Sexual Assault Unit.

Newell is a single mother of 10, with three children still at home. She and her daughter Sheila purchased \$500.00 worth of tickets in an effort to win the car, which they plan to trade for a jeep.

"A jeep is more appropriate for our long hard winters," Anne says.

★ ★ ★ ★ ★

Maggie Borrecco, Chair of the Fund Raising Committee for the 23rd Annual Training Conference, organized the raffle, which offered 25 prizes. In addition to the new car, which Maggie got at cost from Cal Worthington Ford, there was a Caribbean Cruise for two, donated by Carnival Cruises, and 23 other prizes valued at over \$60 each.

Maggie, totally involved in Conference planning, topped sales in the raffle with a total of 210 tickets. The raffle netted \$12,000 for Conference funding. In addition, she has solicited and received many donations from businesses in Anchorage. Because of her efforts we have received an additional \$28,500 in funding from the Municipality of Anchorage.



Picture caption: Anne Newell sits in car she won in the Conference Fund Raising Raffle as Chief Brian Porter presents the keys to her. Ray Jaeger, representative of Cal Worthington Ford and Conference Director Shirley Warner, wait to offer congratulations.

Borrecco taught for several years before beginning her police career in 1974 as a reserve officer with APD. In 1975 she became a Judicial Officer with the Alaska State Troopers, and left that position to join the APD in 1976. She has worked in various divisions which include Patrol, Juvenile Bureau and General Investigations. Her present assignment is with the Burglary Unit.

North by Northwest Conference

Services, which the committee hired to ensure a great conference, have asked Maggie to work for them. She has done an outstanding job to fund this conference.

Off. Dorothy Cyrus, APD, and her husband Gene, Assistant District Attorney for the State of Alaska, won the Caribbean Cruise.

Congratulations to our winners and to Maggie Borrecco for a job well done!

IAWP BULLETIN

Published quarterly

Editor: A. Vance Stickley Business Manager: Bruce R. Stickley

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PUBLICATION DEADLINE FOR NEXT ISSUE

JULY 15, 1985

Imperative that deadline be met. We will be going
to the printer early — Vacation starts Sept. 2!

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EXECUTIVE BOARD MEETING

September 15, 1985

1 PM

Anchorage, Alaska

MESSAGE FROM THE PRESIDENT

New ideas mean change and change usually means progress. For the IAWP change has been progress — perhaps not fast enough for some, but progress just the same.

After each election the Board of Directors begins once again to seek new and/or better methods to carry out their oaths of office. They look to the president for guidance and leadership.

As president, I enjoy that challenge, although delegating many jobs, ideas and interests is difficult. Often I really wish time and talent would permit me to participate in each task. Part of my assigned duties, however, is delegating tasks and developing talent, so that leadership will succeed, and the organization will continue to grow.

Keeping the membership informed of the activities of your Board of Directors and organizational goals are some of the things I will share with you in these messages. If you wish to contribute, or share your views, please write to me personally, or send an open letter to the editor.

In 1984, during Mary Wamsley's presidency, the Board purchased a computer in an effort to upgrade the IAWP BULLETIN and maintain control of our mailing/membership lists. A telephone modem permits the BULLETIN editor to transmit directly to the printer. This will also permit receiving transmissions directly with compatible systems.

Bruce, our financial secretary, can break down the mailing list to regions, states and provinces or list members, board members and affiliate members. The storage capabilities have also allowed us to expand our mailing lists to police administrators and non-member police personnel so that each mailing can reach a greater number of police women.

Since last October, the response to my request for mailing lists has been so overwhelming that we filled to capacity a 5-meg hard drive (storage unit) and purchased a 12-meg unit.

Corky Hamilton sent 4000 names and addresses of women officers; Mary Dumas added several hundred police administrators to our mail list and several more were added by the committee who attended the IACP Conference.

Regional Coordinators are making tremendous strides in obtaining names and addresses of policewomen in their areas and these are being added to the mail list for notices of conference dates. The number of inquiries for information/applications from foreign countries has tripled.

But we are still missing the names and addresses of at least another 30,000 policewomen from the U.S. alone. We have a mail list of approximately 8000 in the computer now; with a concentrated effort, we can make that 50,000 by 1990.

State affiliates are very important to the IAWP.

Looking only at North America, one sees that the distances between the nearest cities is often so vast that even Regional Training Conferences may exclude some members; state affiliate training therefore be-

Continued Page 18, Column 2

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Plainfield, NJ Police Officer Abigail Powlett, age 33, was shot and killed March 16, 1985, after being taken hostage for no apparent reason, by a man described as a 'drifter'. Board members Mary Dumas, Dolores Most and Kathy Robinson were among IAWP members who attended her funeral. Written condolences have been extended to her family and to her department.

An article concerning the death of Overland Park, KS Police Officer Deanna Rose appeared in the March Newsletter. Although not mentioned in the article, condolences were extended to her family and to her department. A letter of acknowledgement was received from Overland Park Chief of Police Myron E. Scafe.

COMMUNICATE

Increasing membership is an on-going goal to which we must all contribute; equally important is our ability to communicate with each other. Attend the annual conference and as many regional meetings as you can and make yourself heard. Your input is important. When not able to attend meetings/conferences in person, communicate your ideas and concerns to your Regional Coordinators and/or any Board member.

I look forward to seeing some of you at the Spring Board Meeting, which will be history when you read this, and many more of you this September in Anchorage . . . Beryl

MEMBERS SEEK AID

The Female Police Officers Association of Nassau County, NY, is requesting any information and input the readers can provide about issues and problems specifically related to female police officers and their departments' policies in these areas. Of particular interest to us are policies concerning maternity leave and strip searches.

This information is being gathered to assist the PBA in better representing the interest of female officers.

Please forward your response to: Female Police Officers Assoc./Nassau Co, PO Box 641, Mineola, NY 11501.

Cpl. Cindy Singleton, Tarrant Co. Junior College, is seeking information on sexual discrimination in police departments, particularly as it relates to hiring and promotion practices. Cpl. Singleton, a police officer in her final year of law school, has worked in various capacities for different law enforcement agencies for ten years. She has seen numerous examples of sexual discrimination, which has prompted her to extensive research. A fellow law student, who is a former officer, has joined her in this project.

If readers have newspaper clippings, statistics, interesting anecdotes of sexual harassment or discrimination, or have been involved in lawsuits concerning these issues which they are willing to share, contact: Cindy Singleton, 5605 Galway Ln., Ft. Worth, TX 76180.

IAWP HISTORY

I read once that we operate on truth as we understand it; that as new truths are discovered, we advance, leaving behind the old truths. Such are the "truths" I have discovered as I read through minutes of past Executive Board and Membership meetings of the IAWP.

Sgt. Audrey Martino, Detroit PD, passed on to me a collection of IAWP information, dating back to 1966, among them the aforementioned minutes. I have gleaned further information concerning this association which could now be considered history. From this, I have re-constructed a schedule of biennial and annual meetings, listed below.

- May 1956 — Organized in San Diego, CA
- Sept. 30-Oct. 1, 1958 — Purdue University, Lafayette, IN
- Sept. 12-14, 1960 — Springfield College, Springfield, MA
- ? 1962 — Honolulu, HI
- Aug. 31-Sept. 4, 1964 — Hollywood-by-the-Sea, FL
- Aug. 21-26, 1966 — Portland, OR
- Aug. 19-23, 1968 — Chicago, IL (cancelled)
- Oct. 26-29, 1969 — Madison, WI
- "Policewomen and the NOW Generation"
- Oct. 11-17, 1970 — Algoma College, Saulte Ste. Marie, Canada "Women Police in Modern Law Enforcement"
- Oct. 24-27, 1971 — Kansas City, MO
- Oct. 16-19, 1972 — Portland, OR
- Oct. 14-19, 1973 — Long Island, NY
- Oct. 14-17, 1974 — Kalamazoo, MI
- "Progress through Professionalism"
- Oct. 12-17, 1975 — Baltimore, MD
- Oct. 11-14, 1976 — Seattle, WA
- Oct. 17-20, 1977 — Tucson, AZ
- Oct. 8-13, 1978 — Minneapolis, MN
- "Update: '78"
- Oct. 8-12, 1979 — South Bend, IN
- "Career Officers Prefer Schooling (C.O.P.S.)"
- Oct. 6-10, 1980 — Albuquerque, NM
- Sept. 28-Oct. 2, 1981 — Portland, OR
- "Women in Law Enforcement: A Turning Point, A New Dimension"
- Oct. 3-8, 1982 — Chattanooga, TN
- Oct. 3-7, 1983 — Vancouver, B.C., Canada
- "Police Work Environment"
- Sept. 17-21, 1984 — Dearborn, MI
- "Polishing the Skills Behind the Badge"
- Sept. 16-20, 1985 — ANCHORAGE, AK
- "FRONTIER SPIRIT"
- Sept. 5-11, 1986 — Denver, CO

In future issues we will try to trace the growth of the organization, when decisions affecting members were made and highlight some of the many activities enjoyed by members at various training conferences.

Past Presidents have been asked to contribute information concerning their most notable experiences, either during their tenure, while attending the annual conference, or as a result of their membership and participation in the IAWP.

As space and information allows, we will continue this column in an effort to bring each member up to date.

POLICE OFFICERS MEMORIAL WEEK

May 13-18 was Police Officers' Week. Memorial services were held in many departments throughout the country to honor our fallen comrades.

Let us remember especially those women who have made the ultimate sacrifice in an effort to maintain order in our society. FBI records show that 13 female officers in the U.S. have died in the line of duty between 1974 and 1984. Those statistics do not include those deaths noted in these pages in the last few issues, nor the death of Abigail Powlett, Plainfield (NJ) PD.

Powlett, who had been an officer only 3 years, was shot in March, execution style, while fellow officers tried to negotiate her freedom with the gunman.

Taken hostage after she and her partner, Kimberly Schlough, went to investigate a shooting in a garden apartment complex, Powlett was thrown to the ground and her gun taken from her. She was dragged 125 feet and held with the gun to her head.

Schlough ran back to the patrol car to call for back-up units which arrived within minutes.

While negotiating officers watched helplessly, the gunman pulled the trigger on the kneeling officer. Powlett died of one bullet wound to the left temple.

The gunman fell in a barrage of fire from officers who responded to the call for assistance. The entire incident lasted less than 20 minutes.

"This is the last time a cop is going to die in Plainfield. If police reasonably believe deadly force is necessary, they can and should use deadly force. No more warnings," said Union County Prosecutor John Stamter. "The people who use guns against the police will know what the war on crime is really about. No more warnings. No more second-guessing. Use deadly force. It is time for cops to fight back."

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Travis County (TX) Deputy Janice White was more fortunate than Off. Powlett. White was kidnapped in February by an escapee from an Oklahoma prison after wrestling with him over a gun he drew. He held the officer for three hours at gunpoint, sexually assaulted her, then left her handcuffed under a deserted bridge. He was apprehended within an hour, hitch hiking in the next county.

White, a deputy for only two years, was described as "one of the best young officers we have" by homicide detective Jerry Wiggins. "She kept him talking. It's probably the one reason he didn't kill her."

White was put on leave following the incident, and returned to her Kankakee, IL home, but Sheriff Doyne Bailey has no doubts that she will return to duty in Texas.

Fellow officers praised her work, her initiative and perseverance, her concern for others and her "toughness", noting that in 1984 she twice, singlehandedly, broke up barroom brawls. In one involving 4 men, she arrested two, and described the two who ran away so well that they were arrested later the same night in an Austin restaurant.

Angered that some said White was disarmed and abducted because she lacked skill or strength, a former roommate, Detective Kelly Leisman said, "What hap-

pened to her might have happened to anybody. Do you argue with a .25 pistol?"

"In my opinion," said Det. Wiggins, "her being female had absolutely nothing to do with it. This guy did that to an armed cop. What would he do to somebody else?"

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May we continue, unrelenting, our efforts to bring to trial the perpetrators of these dastardly, often senseless crimes. May we be unflinching in our concerns to protect and serve a population that often refuses to recognize us until they have need for our services.

And may we remember this note from the NYPD Chaplain's Unit.

There is an old preacher's greeting that could well be a Police Officer's daily greeting for each new day: "Lord, help me to remember that nothing is going to happen to me today that you and I together can't handle."

NEW SOUTH WALES WOMEN POLICE BACKGROUND

Sgt. Fraser edits "Contact" a newsletter for policemen in N.S.W. In the first issue she outlined a brief history of policewomen in N.S.W.

First appointed in 1915 as "special constables", (which meant they were not, as such, members of the Police Force,) women were restricted to work associated specifically with women and children.

It was not until 1965 that women were appointed as "constables" and became a part of the official strength of the police force, but even then they remained a separate entity. While they received equal pay, they received no initial training, did not undertake promotional exams, and were not integrated on the seniority list.

In 1971, two women were allowed to attend the Detectives Training Course, which both passed. This year also, women's duties were expanded to include Public Relations.

1973 was a watershed year for N.S.W. policewomen, for they were permitted to marry without having to seek permission to remain in the force! Women were also given a Branch Charter in the Union, and the first woman Commissioned Officer was appointed.

It was not until 1978, however, that women were finally integrated into the seniority list, and undertook a period of general duties after initial training. By 1979, women were trained and underwent the same selection procedures to become detectives; they were issued firearms, and restricted entry for women recruits was abolished.

Full integration did not occur, however, until 1980 when the Women Police Office was dissolved and all members were transferred to a variety of duties. The Women Police Branch of the Union was also dissolved by the Annual Conference.

Women numbered 512 in the New South Wales Police Force by June of 1983, and served in all phases of police activities. The greatest numbers remain in general duties (418) which for so long was restricted duty, and the next largest group centers in criminal investigations.

AUSTRALIAN TO TOUR U.S.



Sgt. Barbara Fraser, awarded a Churchill Fellowship Study Project, started a tour on June 2 of ten cities in the U.S. in which she will visit police departments, sheriff's offices, FBI agencies and law institutes to study recruitment, training and deployment of policewomen in the U.S.

Sgt. Fraser had contacted this office, seeking information about the IAWP, and forwarded her itinerary. Resulting correspondence has effectively aligned IAWP members in each city she will visit from Washington, D.C. to San Francisco and Miami to Chicago. We are delighted with members response, and hope to personally meet this dynamic woman when she is in Chicago.

Sgt. Fraser became a member of the New South Wales Police Force in 1972, one of 105 policewomen. She was given the same training and powers as male colleagues, but not the same responsibilities or opportunities. Policewomen were limited to school lecturing, traffic control and looking after women and children.

In 1974, Sgt. Fraser became the first female trainee Police Prosecutor in New South Wales, after she had made three transfer requests and a strong representation to the Police Association (union). She became the first female police prosecutor in 1978, after a lengthy struggle, and in 1982 after completing her Bachelor of Laws Degree and graduating with honors, became the first Policewoman/Barrister in New South Wales.

But Sgt. Fraser is not content with her own success. Witnessing the struggle of other policewomen to obtain equal opportunity and acceptability spurred her to accept the responsibility of Spokeswoman on Equal Employment Opportunity within the New South Wales Police Force, where she served for 2 years. She is currently a member of N.S.W. Police Grievance Handling Committee which deals with discriminatory practices.

This confident, determined officer continues to promote the use of, and equal opportunity for, policewomen throughout the police force.

WOMEN IN PUBLIC SAFETY TELECOMMUNICATIONS

... Laurene P. Balbach

My chosen field of service is emergency public safety tele-communications. Although I am very proud to be a communications officer for Hamilton County (OH), and I am delighted in the progression of my career, I am not naive enough to overlook some of the less attractive aspects of the job.

Communications is often looked upon as a stepping stone for a budding young police officer. All too often it is not observed as the highly technical profession which it is in itself. And that is the basis, I believe, for the lack of respect given my field of service. When you get right down to the nitty-gritty, although the final goals are closely aligned, the actual work of the communications officer has very little in common with the actual work of the police officer.

Where a police officer's job is to keep the peace, take reports, solve crimes, make arrests and act as a first responder to aid victims of illness or injury (among other things, of course), the communications officer's job is ONLY to receive and disseminate information. So you see, we are talking about apples and oranges which have no business being compared.

Back shortly before WW I, a machine was invented which would eventually change the course of business and the job possibilities for women. Back then, the machine operator, not the machine, was called a typewriter. Naturally, since a great deal of skill was required to operate the device, and since of course, only MEN could possess the skills required to operate machinery, the highly technical job of typewriter was a much sought after job and it paid quite well.

After the outbreak of WW I, when these skilled typewriters were sent off to the battlefields and businesses found they did not want to shut down, they decided to give women a try at learning how to operate the fancy machinery.

When it soon became apparent that women could do the job fully as well as their male counterparts, the job lost its glamour. A natural progression was the loss of prestige, and most importantly, the loss of income afforded the job.

As everyone knew back in those days (and unfortunately far too many people still believe today), if a woman can do the job, then the job has little value. This line of reasoning (if we can even call it reasoning) still prevails in the fields of law enforcement and public safety tele-communications.

In this country, being a police officer has always been one of the most macho jobs a man could hold. A man who is secure with himself is generally not threatened by working side by side with a woman. It is the man who is a police officer in order to prove himself (to himself) who is threatened.

Most often in the past, when women were hired as police officers, their assigned duties greatly differed from that of the male officers. One of these duties was

communications. But even today, not nearly enough police officers understand or appreciate the value of communications personnel.

A great deal of training and experience is required for a person to be able to handle hysterical and/or ignorant phone callers, to be able to juggle by radio pursuits, hold-ups, traffic tie-ups, and other miscellaneous emergency and non-emergency incidents.

It can be a very frightening experience to know that help is needed and know that the only way to get help there is by telling someone else about it, either by phone, radio or teletype. It can be terribly frustrating to not be able to physically aid in a situation.

Patience may be a virtue, and it is a necessity for communications people. Public safety tele-communications is often compared to air traffic controlling. The level of stress has, in many studies, been determined to be about the same, both being greater than that experienced even by police officers.

Many dispatchers have proven themselves as excellent criminal investigators, although they will probably rarely receive recognition for the skills they have developed which makes them so good at it. They are the ones who most often master the law enforcement computer systems and teletype networks. They are also the ones who can often talk an unstable person with a weapon, holding hostages, into releasing the hostages and surrendering to police, leaving no one hurt. They are the ones who talk a frightened mother into administering CPR to her non-breathing baby. They are the ones who get information over the phone, which when relayed, causes the prompt arrest of various criminals and fugitives from justice.

It can be disheartening to read in the newspaper the day after one of these episodes that full credit is given to the police officers, fire department, life squad, paramedics, SWAT team, or even the complainants themselves. It is rare that communications personnel get any credit, yet we accept that as part of our jobs.

I am not the least bit bitter about my career. Neither am I one of those people being interviewed on a talk show who says they are in the job because they love helping people. This may sound cynical, and maybe I am a bit, but helping people is only a natural result of giving my all to my job. My pride comes from my ability to perform the functions outlined in my job description, and doing them well.

I may not be a gun-toting police officer, but the phrase "just a dispatcher" does not fit in my vocabulary, either. Being a dispatcher is a highly skilled discipline. If we all interact with each other, maintaining the beautiful and contrasting distinctions of our vocations, we will have far more harmony between us; work more precisely together; render aid more efficiently to our fellow citizens and thereby serve our God in the best ways we know how.

PERFORMANCE APPRAISALS: TOOLS FOR PROMOTION?

In the April issue of "Fire Work: Women in Fire Suppression", there was an article by Linda Willing, Boulder FD, "Fighting a Bad Evaluation".

Before space allowed the use of this article, there was a column in the local daily newspaper by Joyce Lain Kennedy (CAREERS) entitled "How to Win a Good Performance Appraisal". Let's discuss the positive first.

Performance appraisals have become a tool for many agencies, both in the public and private sectors, to use as a basis for promotions, pay increases, transfers or probations and terminations.

If your agency uses this tool, now is the time to familiarize yourself with it. Learn whether you will be asked for a self-evaluation in addition to the evaluation made by your immediate supervisor.

Try to meet with your supervisor immediately to make sure you are straight on a few goals and objectives for your position. Other than technical skills peculiar to your job, transferable skills include judgment, decision-making, problem analysis, time management, detail follow-up, relating to people, persuasion, and report writing.

Use a small notebook to record achievements in various areas of importance, and use examples to illustrate each. List key skills and give yourself an honest rating on each. If you are missing a few nuts and bolts, at least you won't be surprised, and will be ready to accept criticism, promise to do better, and counter with examples of your strengths.

This notebook can be carried into the appraisal session; you know better than to argue, but you need not roll over and play dead if your supervisor's evaluation is vastly different from your perception of how you're doing. Use your notebook to counteract unfair criticism.

By showing a genuine desire to enlist your supervisor's help in improving your performance, you make it a team project and can turn an adversarial relationship into a team project for improvement. An objective appraisal can help, not hinder, your upward progress.

There are several legitimate reasons why one receives a bad work evaluation or appraisal, but an unfair evaluation is quite different. Few things are as upsetting as being judged unfairly or being slandered professionally because of personal differences. If this happens, you have options for dealing with it.

First, determine whether the evaluation is genuinely unfair. It is never pleasant to read negative things about yourself, but you must ask seriously whether these things are lies, or just harshly worded truths you'd rather not hear!

Second, if you feel the evaluation is unfair, determine exactly why. Obtain a copy of the appraisal and pinpoint specific areas of disagreement. Focus on areas within the document where your supervisor has no proof for his statements. These criticisms may come through clearly as thinly masked personality conflicts.

Demand substantiation for every charge made against you, and be careful to make no accusations you cannot back up.

Third, scrupulously follow the chain of command when disputing an evaluation. You have nothing to hide, so tell the reviewing officer that you intend to challenge his evaluation, and why. Be rational, assertive and calm. Don't argue, accuse or threaten. Simply tell him what you intend to do, then do it. This is a time when you need to be strong against emotional response.

Unfair evaluations usually come as little surprise when a tense, combative work relationship has prevailed between you and your supervisor. When you become aware of personal problems with your supervisor, it is a good idea to document conflicts as they occur.

This is not paranoia. From a standpoint of mental health and stress management, it is helpful to describe a problem in writing when it occurs. Thus, you can work through your feelings clearly and often recognize the situation is not really overwhelming. You can always destroy your record, without showing it to anyone, but it may be hard to accurately reconstruct the event later when it may be necessary to document the event.

Fourth, contact the next highest supervisor. Tell him you believe your evaluation is unfair, and that you want it changed or invalidated. Explain the reasons clearly and calmly; have your proof ready. Be prepared to move to higher authority if response is not satisfactory at this level.

As you follow through the process of disputing the evaluation, make every effort to be straightforward about your intentions and reasonable in your approach. When you're right there's no need to be defensive. Be open about what is true with those who need to know, but avoid discussing the situation with co-workers not directly involved. Bad-mouthing your opponent will only make you look bad. Feeding the rumor mill can only hurt you!

Fifth, be aware of every recourse available to you. If standard incident report forms are commonly used, this may provide an avenue to present your side in an official way. Try not to let things get blown out of proportion. Be open to conciliatory discussions with supervisors or any others who may be able to help resolve the problem. Keep the conflict as small as possible, but don't hesitate to move on if you hit a brick wall at any stage of the chain of command.

Fighting an unfair evaluation is difficult, demoralizing work and you may be tempted to give up. But don't allow others (or yourself) to convince you that a bad evaluation doesn't matter. It does! Evaluations are a permanent part of your personnel file. They stay with you during your entire career and may affect promotional opportunities or recommendations for other jobs, should you opt to leave your present employer.

Not every person who reads your file will know that Lt. Joe Blow is an incompetent jerk whose evaluations

Continued Page 8, Column 2

DUMAS INSTRUCTS AT NH TRAINING ACADEMY

The women police of New Hampshire are TERRIFIC. It was my privilege to spend three days with them at the Police Standards and Training Council Academy in Concord, NH, Feb. 19-21. With three instructors from the New York State Police, I was roused out with the recruits at 5 AM, and stayed with them around the clock.

Inspector (Sgt) Carol Johnston, Dr. John Violanti, trooper, and Brother Gregory Myles presented a program on Stress and After-Incident Trauma, while I conducted sessions on Being Different and The Need for Networking. Included in the presentation, as an example, was the IAWP. The Editor had provided back issues of the I.A.W.P. BULLETIN, and I distributed various pamphlets which the IAWP has published.

Special Agent John Gamel, Boston Office, FBI, joined me when I shared my experience of attending the FBI National Academy. He clarified the process of application to a variety of training opportunities offered by the FBI.

The Emergency Mental Health Center offered a program on Assertiveness. The Human Rights Commission sent a representative to share with the officers the functions of that investigative branch of government, explaining what the criteria was for filing complaints. She also expounded on the kinds of decisions that were being made in cases being prosecuted.

The best times were when we got together to share experiences (tell war stories) and encourage one another. I made some great contacts and many new friends. Now we look forward to introducing them as new IAWP members and seeing them at regional and annual training conferences.

We believe that having this kind of experience provides officers with the opportunity to be affirmed in their work and within themselves, thereby encouraged and renewed to return more committed and confident.

Our hats are off to the New Hampshire Council and the Police Chiefs for having the vision to begin this type of program for the women officers.

OPINION SURVEY

The opinion survey conducted by the New Hampshire Training Council prior to the February Training Seminar provides some interesting insights into women in police work and how they feel about their jobs.

More than 30 questions ranging from age and education to statements which required noting the degree of truth (from 7 down to 1) on administration, discrimination and job satisfaction were asked of 108 female officers in the state.

Fifteen years ago, uniformed female patrol officers were a rarity. This survey indicated that a majority of women are now in patrol (55), while the third highest category was in administration (15). Second place went to unspecified positions (marked 'other') with 25 respondents in this category.

Most women agreed that the "model" officer is a crime fighter rather than an armed social worker, and that

DEATH CLAIMS ANOTHER OFFICER

Glenda D. Thompson, Washington State Police, was killed May 24, 1985 in a multiple-car accident.

Thompson was directing traffic around an accident she was investigating when an oncoming vehicle struck one of the cars involved, shoved it into the second auto, and pinned Off. Thompson between the two.

Thompson, the first female officer in the state to lose her life in the line of duty, died two hours after she was struck. She became a police cadet in July, 1983 and joined the State Police in December, 1984.

A single mother with two children, Thompson was planning to celebrate her youngest son's seventh birthday on May 25.

Continued from Column 1

officers gained more respect from fellow officers for arresting a fleeing felon than for aiding a citizen. This is not surprising, when one considers that promotions were once based upon the number of felony arrest made, and often still are.

Ninety-three of the 108 respondents felt a sense of accomplishment in their work, but one officer said she hardly ever did, and added that "No one noticed, either!"

Eighty-eight women said they enjoyed the day-to-day activities of the job, but in answering another question, 63 said they would not recommend the job to a good friend or close relative and 7 said they would advise against it.

Promotions are more difficult for female officers to attain, all respondents agreed, yet 40 said promotions on their departments were handled fairly!

Sixty-six women said they felt no discrimination due to sex, but the most common form among those who did feel discrimination was in "proving" oneself over and over; lack of training opportunities and lack of varied assignments.

One officer felt her major problem was with the other female officer, who resented her presence and created numerous problems.

Some suggestions for remedial action included better communications and public relations, education, less emphasis on "women" and more on "officers", and maintaining standards. One woman who strongly disagrees with mandatory quotas commented that "... a woman won't command the respect of fellow officers by getting special or different treatment" and added "... the public won't offer any special consideration when she deals with them!" (I can say "AMEN" to that! ed.)

Continued from Page 7, Column 2

mean nothing. If even one person allows him credibility, you will suffer.

Beyond your personal feelings, an unfair evaluation must be fought for the sake of justice and for those who will follow you. Fight with dignity and intelligence; accentuate your own sense of fairness in a situation where you feel you have been denied equitable treatment.

Though you may lose the battle for change, or removal, of an unfair evaluation, you will have established your own credibility and integrity and won invaluable allies, and respect, in the process.

FRONTIER SPIRIT: IAWP IN ALASKA

The conference committee, spear-headed by Director Shirley Warner, has organized an outstanding training seminar scheduled for Sept. 16-20, 1985 in Anchorage, AK.

Chief of Police Penny Harrington, Portland, OR, will be the keynote speaker following opening ceremonies on Monday. Harrington, a former Board member of the IAWP, epitomizes our conference theme of spirit and determination.

She has devoted more than 20 years to furthering the cause of policewomen and has earned her current position through considerable hard work and tremendous dedication. Her efforts and attainments are an inspiration to policewomen around the world. Her participation in this seminar will provide encouragement to all who attend.

Many outstanding seminars are being offered in 4- and 8-hour segments. There will be concurrent classes, and each will be repeated during the week to provide each participant an opportunity to attend as many as possible.

Of special interest is the Mandt System of managing non-aggressive and aggressive people. This is a training system designed to reduce verbal and physical abuse to yourself and to others, and presents gradual alternatives, using a combination of non-physical and physical techniques with the least amount of external control necessary so that more subtle internal controls are reinforced. The course is designed for a maximum of 40 persons, so enroll early.

Internal Discipline and Investigations will feature Mark Rosenbaum, former prosecutor for the City of Los Angeles and counsel for LAPD prior to moving to Anchorage. He has defended LAPD in suits addressing the use of the carotid choke hold, intelligence gathering activities, and the rights of management to administer discipline. He will discuss various aspects of internal discipline and investigations and some important considerations in conducting dual proceedings of both a criminal and internal nature. He is currently a U.S. attorney in Anchorage.

Tracey Jones will conduct a 4-hour seminar on introduction of sign language for use in law enforcement, which should prove helpful to many officers.

How to Lobby Effectively on Criminal Justice Issues, Courtroom Demeanor, How to Beat the Defense and Supreme Court Decisions will provide insights into various aspects of the U.S. Court System and how it affects law enforcement.

Many other classes will be offered, with instructors who are experts in their fields. The training provided in these seminars will benefit the officer who participates, as well as the department represented, in increased knowledge and ability. Don't miss it!

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VISIT THE GREATLAND

Alaska, the Greatland of America, is a vast area of mountain tundra, glacial streams, glacial parks — startling beauty on every side.

Anchorage, located at the northern point of Cook Inlet, is a city of 200,000 residents, some of the friendliest you will find anywhere. Individuality and creativity are not only encouraged — it is a way of life. Anchorage is the best blend of Cosmopolitan Chic and Wilderness Wild. Numerous shops and four-star restaurants make staying in our first-class hotels a luxurious comfort.

But the real charm of staying in Anchorage is that in the middle of this up-town elegance you will be no more than 25 miles in any direction from the most gorgeous and exciting wilderness in the world.

Planned tours are available both before and after the conference. We hope you plan to visit the Eskimo villages of Nome, Kotzebue and Barrow above the Arctic Circle . . . or learn the Russian history of Kodiak and Sitka . . . visit the historic capital of Juneau . . . the Tlingit Indian settlements of Southeastern Alaska . . . the interior city of Fairbanks and site of the University of Alaska . . . the exciting activity at the terminus of the Alaska Pipeline in Valdez . . . and the fishing village of Seward.

Plan to come early and stay late — for a learning experience of a lifetime, during the 23rd Annual IAWP Conference, and visiting America's Greatland.

DUDS & STUFF

The fall season, dubbed "Septober" by the sourdoughs, is spectacular in Southcentral Alaska. Forests and mountainsides explode with color, as wildlife do their final fall grazing in the valleys. Days are filled with golden trees, blue skies and berry-covered mountains with temperatures in the 40's. Brisk nights with lows in the 30 degree range can be expected.

"Termination Dust", otherwise known as first snow, can be seen on the mountaintops, but usually a few chilly raindrops will be the only expected precipitation in the Anchorage area. Septober Gold is the ultimate outdoor time in Alaska, so come prepared to explore and enjoy the cool beauty of the Greatland.

Late fall clothing will be appropriate — sweaters, comfortable slacks or jeans, medium weight jackets and comfortable walking shoes, tennis shoes or hiking boots are in style.

Informality and comfort are the rule in Alaska, in meetings or outdoors. Light gloves and a hat will make the crisp evening outings more comfortable, and while we hope it will be sunny every day, you should be prepared for rain.

Don't forget your uniform for opening ceremonies or your banquet gowns — beyond that, the word is "casual and warm".

Be sure to bring cameras, lots of film, binoculars and your spirit of adventure, for this is an unforgettable area and you'll want to preserve as much as possible of it.

SHERATON ANCHORAGE HOTEL ACCOMMODATIONS

Reservations should be made as soon as possible, directly to the hotel by calling (907) 276-8700 or by writing to the Sheraton Anchorage Hotel, 401 E. 6th Av., Anchorage Alaska 99501.

Special rates extended to the IAWP include \$82 for a single room; \$97 for a double and \$112 for triple occupancy. Suites are available, and there is no charge for children under 18 sharing the same room with parents.

Remember, Anchorage does have an 8% room tax.

Reservations must be received by July 30, 1985 for these rates to apply.

Toll-free numbers to call in U.S.: 800-325-3535 (in Missouri, 800-392-3500); Eastern Canada: 800-268-9393; Western Canada: 800-268-9330.

However, to insure the above guaranteed IAWP rates, it would be wise to call direct to the hotel (907) 276-8700, or write, TODAY.

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UNITED AIRLINES SAVINGS TO ANCHORAGE

United Airlines has joined the IAWP to offer special airfares, not available to the general public, when you attend the Conference in Anchorage and travel between Sept. 13-23, 1985 inclusive.

To obtain a 35% discount from the unrestricted Day Coach fare OR a 15% discount from the Easy Saver fare (requiring a Saturday night stay), whichever is lower depending on your dates of travel, simply follow these easy steps:

1. Call United toll-free at 800-521-4041 Monday thru Friday, 8:30AM-8PM EST.

2. Give the IAWP account number 564S.

3. United specialists will provide information and make reservations for all flights and fares, including the special IAWP fare. This special fare is available only on United.

4. United will arrange to mail tickets to your home or office, or you may purchase from your local agent. If you purchase from a local agent, be sure you or the agent calls United's Convention Desk to make your reservation. The special IAWP fare is only available through United's Convention Desk.

Seats are limited, so call early for best availability. Fares are guaranteed at the time of ticket purchase. Why not call today?

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MAKE YOUR VOICES HEARD

Cpl. Cindy Singleton, Tarrant County Junior College, in Fort Worth, TX enclosed the following from POLICE PRODUCT NEWS, January, '85 issue.

"The publisher of PPN has intended to provide the readers with an alternative to our usual centerspread by the inclusion of scenic photography in its place. Since our first issue using this new format we have received many letters from readers expressing their photographic preference.

We encourage the readers of PPN to send in letters telling us which they would rather see in their magazine, the model or the scenics.

PPN will comply with the majority opinion of our readers. It's your magazine after all. — ED."

Writes Cpl. Singleton: "It is amazing that a profession that should be dedicated to prevention of victimization of all people is actually perpetuating the victimization of women. Pornography has been directly related to many sexual assaults on women and children, and some pornography is actually documentation of crime (i.e. child pornography, rapes, murders, etc.). The way this country is brainwashed daily by the media that women should be perfect, flawless, dominated sex objects is a national disgrace.

The police profession must realize this problem for what it is and take the first steps to combat it, and thus eliminate the crimes that result from it."

Perhaps our readers who have cancelled their subscriptions to PPN due to its use of scantily clad females in the centerfold should again advise the editor why they cancelled. Join Cpl. Singleton in writing PPN, notifying the publishers of your distaste for this offensive practice, and the various ramifications of sexual exploitation.

If we don't speak out, we won't be heard.

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IN MEMORY AND LIFE: Police/Fire Memorial 5K Race December 1, 1985 9:30 AM

Sanctioned by T.A.C., Sponsored by Monroe Law Enforcement Post 163, I.B.P.O. #497, and Town of Monroe (CT) Volunteer Fire Companies.

Divisions are Open (to all ages divisions) Police and Fire.

Ptl. Ofc. John Beaupre Memorial Trophy to be awarded to the first place Police Team;

Fallen Firefighters Memorial Trophy to the first place Fire Team.

Entry fee is \$6; day-of-race entry fee: \$7.

All proceeds go The Hundred Club of Connecticut.

For applications, contact Lisa Michaelis, PO Box 185, Monroe, CT 06468.

AWARDS AND COMMENDATIONS

Beverly Joyce Harvard who has been promoted to deputy police chief for criminal investigations in Atlanta, says she knows she is "bucking a global attitude about policing. I guess all I ask is to measure the results. Experience helps."

After 12 years of experience, in which she has never fired a gun at a possible lawbreaker, Harvard is confident that she can direct the 210-plus detectives. Certain that her detractors will change their views once they see her work performance, she says "respect for me will come."

Lieutenants Rosiland Parker, Jacqueline Simms and Adrian D. Barnes were promoted to captain in the Washington, D.C. PD. This is a first for that department.

Marya Gripp is the first female chief of police for Command Security in the Navy and in the Delaware Valley area. She has had 10 years of investigative experience, including criminal, counter-intelligence and fraud actions. She became a special agent for Naval Investigative Services in 1978, conducting criminal and felony investigations, providing protective services and conducting surveillances.

Police Constable Joanne Tawton was named police officer of the month in November, after kicking a revolver from a suspect's hand.

Officers stopped a vehicle with several people in it after a man complained he had been threatened with a gun by one of the occupants. The auto was surrounded by the officers, and the occupants ordered out. Tawton saw one man trying to pull something from his pocket. She kicked out and knocked a .32 calibre revolver from his hand. The gun landed on the roadway, and Tawton kicked the weapon out of reach of the suspects.

Inspector Jean Boyd said that Tawton, who joined the force in 1981, displayed "courage, presence of mind, restraint and professionalism."

Off. Christine Legrottaglie, NYPD, became the first female member of the Police Department Highway Patrol, according to an article in the Jan. 28 Daily News. An officer for three years, Legrottaglie goal is to join the motorcycle division.

Off. Patricia Micillo, NYPD, and her partner Lucky, were recognized by the Daily News in a double page spread in the Feb. 9 issue. The two have worked together as "Partners Against Crime" for the past year.

NYPD Off. Cibella Borges has won her suit for reinstatement on the force and back pay from the time of her dismissal. Borges, dismissed because she had posed for "PUB" magazine 9 months prior to her acceptance as a police officer, was fired in May, 1983.

The state's Appellate Division in a 3 to 1 vote, said the city lacked jurisdiction on Borges behavior prior to her appointment.

Mayor Edward Koch said "She's entitled to the relief the courts give her" and added that a decision to appeal would be up to the city's corporation council.

Off. Karen Andrulatus, Metro-North Commuter Railroad, is the first female to train in a K-9 Unit. Karen is a member of the Connecticut Women's Police Association, and will be working with her K-9 partner primarily in Connecticut.

Sgt. Sandra Thompson became the first black woman to earn that grade with the Michigan State Police and will work in the juvenile section of community services in East Lansing.

Asked which was the biggest barrier to her promotion, being a woman or being black, she replied ". . . the biggest hurdle was being a minority. There are so many other female sergeants now. The first . . . was promoted five, six years ago. There are only three black women in the whole State Police system. I was the first."

She has served for 11 years.

In Florida, the image of the Florida Highway Patrol is changing. The current class of academy recruits contains 211 minority male troopers and 109 women.

Under a consent decree issued by the Justice Department, Florida has actively recruited minorities and women. Within reach of their longterm goals, which required academy classes to contain at least 33 percent minorities and 20 percent females, FHP officials hope the decree will soon be lifted.

Proud of the increased numbers of minorities and women over the last 10 years, recruiters say it has not been easy.

"They have to be so infatuated with the image of the highway patrol. . . they go out of their way to do it. They're certainly not doing it for the money."

Troopers earn \$13,968 annually, and reach top salary of \$18,729 within 6 years.

Trooper Helen Kostrya is a special kind of police officer. One of the first women with the Florida Highway Patrol, she is noted for her kindness to animals and people, particularly those in trouble. A special friendship developed between Kostrya, 29, and Norman Meadows, 101, a diminutive farmer who lives alone in a desolate area of Dade County.

Kostrya was attempting to rescue box turtles from a brush fire when she met Meadows 10 years ago. Their friendship developed quickly from that point.

Meadows lives in a 10-by-15-foot shack, and Kostrya worries that someone else, trying to help, to "do good", might put her elderly friend in a home. She knows the Department of Health and Rehabilitation Services has made inquiries and she fears that he would wither and die in a home for the aged.

"He needs to wander. Putting him inside would kill him," she says.

Kostrya has coaxed fellow officers into helping her re-roof Meadows' home; haggled with salesmen to secure tires for a tractor which is the old man's transportation and had the tractor towed back to the house when it breaks down on the highway.

Kostrya visits Meadows regularly, sometimes bringing him food, and takes him home to her family on special occasions.

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MEET THE CHALLENGE!

Join the FIRST World Police and Fire Games August 3-11, 1985 San Jose, California, USA

For information/application, contact: Bob Gisburne, 460 Park Ave., San Jose, CA 95110 (408) 277-5455

A State Association was voted down at this time, until Virginia becomes stronger in attendance at meetings and more female officers are identified. JUST WAIT 'TIL NEXT YEAR!

Congratulations to Chief Marya Gripp, first female police Chief appointed in Command Security in the Navy and the Delaware Valley area.

Chief Gripp began her training as an investigative social worker for Norfolk, VA in 1974. In June, 1978, she became a Special Agent for Naval Investigative Service and in Sept., 1980, she joined Sun Company, Inc. as an industrial security representative, doing internal consulting for Sun Co. and its subsidiaries.

She has a B.A. from Old Dominion University and now resides in Media, DE. (If anyone could send me a better address, I'd certainly appreciate it!)

Congratulations to Officer Judy Lukens. She has been assigned to the Police Helicopter Unit for Fairfax Co. PD, Fairfax, VA.

She is the county's first female officer cadet and the first female crime prevention officer. Good Luck, Judy, in your new job.

I have identified 147 more female officers in Region 3, and 12 have become members, bringing our total membership to 89 of 509 identified.

Thanks to Rita Hamon, U.S. Secret Service, for helping brighten a hospital visit for a mother of an IAWP member in serious condition at the Walter Reed Army Hospital. Family members from Hawaii were unable to make the trip.

I need assistance in Delaware, to identify and keep in touch with female officers there. Send me names and addresses of female officers in your area, please. THANKS.

NOTE: I am no longer employed with the University of Virginia PD. I am a Commander II with the Albemarle County PD, 401 McIntire Rd. Charlottesville, VA, 22901.

ANY questions or NEWSWORTHY information, please feel free write me at the above address, or call (804) 296-2112.

See all of you in September in Anchorage, ALASKA. MAKE YOUR PLANS NOW! . . . Sylvia Bailey

REGION 4

Coordinator: Brenda J. Bishop

Georgia; North Carolina; South Carolina;
Tennessee; Arkansas

Welcome to Lt. Vivian Underwood, DeKalb Co. (GA) PD. I am always especially glad to see folks from my home state join us. (I was born and raised in Atlanta.)

Anne Garcia is still getting me a lot of information from South Carolina. Anne may no longer be in law enforcement, but we know where her heart is! She has sent me several names of possible members, and I have received applications from each!

At the March meeting of the North Carolina/South Carolina Crime Prevention Officers Association, I made several contacts with ladies interested in the IAWP and got in a plug to the IAWP at the general meeting.

Sgt. Sandy Paavel, Columbia (SC) PD is trying to form a South Carolina Police Women's Association. I

wish them luck and offered IAWP assistance. Hopefully, using the North Carolina Law Enforcement Women's Association (NCLEWA) By-Laws as a guideline, they will not encounter many legal problems.

CUP COLLECTORS — NCLEWA has its 1st Edition coffee mug for sale. They look really great—we're proud of them. The initial order of 288 cups sold in less than a month and we expect the second order to go quickly as few NCLEWA members got one from the first order!

The cups are blue on white and will be limited in number so we can move on to the design of the 2nd Edition.

A great fund-raiser — Cost: \$3 per cup (100% profit for the organization!) To order, send your check or money order to Brenda J. Bishop, Drawer W-2, Greensboro, NC 27402.

Did everybody see the article in PARADE Magazine, Sunday, Mar. 31? "How Good are Women Cops?" was a good article, and several IAWP members were interviewed.

Sorry I will be unable to attend the Spring Board meeting in St. Paul, MN. NCLEWA's 29th Annual Training Conference is scheduled at that time. As State Treasurer, and Conference Coordinator, I must be here.

Let me know what is happening . . . until later . . . Brenda

REGION 5

Coordinator: Louise Vasquez

Florida; Mississippi; Louisiana;
Alabama; Puerto Rico; Virgin Islands

Since our last meeting I have mailed over 200 introductory letters to prospective IAWP members. As a result, several new members have been added to our rolls, and there have been many inquiries concerning the IAWP and the Alaska Conference. I have obtained an additional 100 names for the next mailing list.

I will be attending the Police Olympics in Tampa, FL in June, and will personally contact as many police women as possible at that time.

Andrea Landis, Miami PD, and president of the Miami Association of Women Police, testified recently before the U.S. Senate subcommittee on child abuse. Landis advocates the use of videotaped interviews by a child development specialist in order to lessen the trauma for a child who has already been abused.

The judicial system often sets up roadblocks against successfully prosecuting child abusers by making it difficult and traumatic for victims to testify.

"People assigned to investigate these cases have no sensitivity and do not believe 3-, 4-, and 5-year-old children," she said. "Unless interpreters are allowed, molesters are never going to be convicted."

Landis, whose 4-year old daughter was sexually abused at a baby-sitting service, founded Justice for Sexually Abused Children.

"We support the rights of the accused, and believe people are innocent until proven guilty, but you have to balance the scale of rights for children," she added.

Congratulations to Capt. Judy Bennett, recently promoted in the Miami PD. The City of Miami has a new City Manager and a new police chief and for the first

time ever, three female officers are on the Bargaining Committee. This is quite an accomplishment.

Lt. Linda Blue, Metro-Dade PD (Sheriff's Office) has been promoted to Commander in charge of a district.

We are proud of these and other recent achievements by our female police officers.

The 1985 March-April issue of THE SHERIFF'S STAR, Florida's state Sheriff's association magazine, commemorating 75 years of progress, noted that the 1975 issue was a special, devoted to the expanding role of women in law enforcement — "those pioneers in pantyhose" who were gaining male respect and approval in jobs such as patrol formerly filled exclusively by men.

According to the Police Foundation (in 1975) there were fewer than a dozen women on patrol in 1971, nationwide, but by 1974, the total had "mushroomed" to about 1,000.

I'm looking forward to seeing everyone in Minnesota.

Louise

REGION 6

Coordinator: Lee Haynes

Indiana; Kentucky; Illinois;
Michigan; Ohio; West Virginia

Most activity in our area has focused on the organization of the Ohio Association of Women Police (OAWP). The most recent meeting we held April 11 at Norwood, O, hosted by Jill Weisenburger, Madeira PD. Jill put together an excellent program for the meeting which included outstanding speakers.

Keynote Speaker was the Honorable Sandra Beckwith who spoke on "Police Professionalism". Judge Beckwith stressed that codes of ethics and standards for our profession are, for the most part, self-imposed. She foresees a state review board for police, such as the controls or "policing" system that governs doctors, lawyers and other professionals.

In closing, Judge Beckwith noted that she was one of the first females to attain that position in Ohio. She recalled how thrilled she was to learn of an association comprised of women judges with whom she could relate professionally. Because of her experience, she emphasized the value of an association such as the OAWP, which has much to offer members through networking and support.

Prof. Keith Haley of the Criminal Justice Program of the University of Cincinnati, discussed the upcoming conference on "Women in Policing: Lingering Issues and Future Considerations", sponsored by the CJ Program of the university and IAWP Region 6.

The conference is scheduled for Nov. 20-22, 1985 at the beautiful Clarion Hotel in downtown Cincinnati. OAWP and IAWP members are actively assisting Prof. Haley in planning this excellent training opportunity. (NOTE: conference brochures and registration forms will be sent to members of both organizations as soon as they become available. Additional information will be printed in future issues of the BULLETIN.)

Laurie Balbach, a communications officer with the Hamilton County Communications Center addressed the meeting on the importance of the communications officer in comparison to the role of the "street" officer.

There was also discussion of participation in the Police Olympics for Ohio which will be held in Cincinnati.

The OAWP realized another goal on May 18, when it affiliated with the IAWP. Acting President Michelle Decker, Columbus (OH) PD presented all the necessary paperwork to IAWP President Carol-Ann Halliday at the IAWP spring board meeting in St. Paul, MN.

Meanwhile, in Illinois, a steering committee has been working hard to organize a state association. The committee is currently looking for anyone who expresses an interest in working on by-laws, constitution, etc. Interested persons should contact: June McDowall, 116 S. 13th St, St. Charles, IL 60174 or (312) 377-0668.

June also needs assistance in locating all women officers in Illinois and would appreciate any lists of women officers and their departments.

Currently, I am trying to identify the female K-9 handlers in the U.S. I have had numerous request from organizations as well as individuals to locate women in this specialty area. The requests range from those attempting to break into the field to request for training tips.

If you have knowledge of female dog handlers in your area, please drop me a short note with the name of the handler and her department. In our area, unfortunately, I am the only one; however, I am aware of quite a few outside of my tri-state area.

Incidentally, June 6-10 "Igor" and I will be competing in our regional K-9 field trials which will be held in Middletown, OH. We will attempt to qualify for the National Field trials which will be held in Detroit, MI in October . . . Lee & "Igor"

REGION 7

Coordinator: Deborah Montgomery

Iowa; Minnesota; Montana; Wyoming;
Nebraska; Wisconsin; North Dakota; South Dakota

Since my last report, myself and state coordinators have been continually setting up a network for gathering names of female officers in Region 7. We are currently looking into a possible Regional Newsletter Data Sheet that could be included in each State's newsletter or reporting system so that current regional information can be disseminated.

I have been speaking at community colleges in Minnesota and Wisconsin, promoting Careers in Law Enforcement and the opportunities for women in this field. To date I have visited 12 colleges which have Law Enforcement programs. I have also been traveling with the Minnesota Peace Officers Standards and Training Board on recruiting missions to state high schools and colleges, attempting to interest young women and minorities in the field of law enforcement.

I have spent many hours assisting MAWP in organizing the Spring Conference, and assisting the IaAWP in gathering mail lists for their spring conference scheduled May 17-19.

Carolyn Bailey, Minneapolis (MN) PD has been promoted to lieutenant, effective May 31. Bailey has been a sergeant in homicide investigations for the past 15 years. Her new command will be in the uniform division.

My thanks to MAWP for a successful training conference and excellent hosting of the IAWP Spring Board Meeting.

Hoping to see all of you in Alaska . . . Debbie

REGION 8

Coordinator: Ruth Potter

Colorado; New Mexico; Texas;
Kansas; Missouri; Oklahoma

Plans for the 1986 IAWP Training School is progressing better than we anticipated. All 12 committees have been formed and areas of responsibilities established. Program planning and fund raising are the most active areas right now, since a contract has been signed with the Marriott-Downtown Denver.

Mary Wamsley and Carol Yates have plans well in control. They hope to present a one-page flyer at the conference in Anchorage, so that members who need to draw vacations early, or plan to seek that very limited funding provided by some police agencies will have at least a minimum of information.

I have written each new member in my region and enclosed extra membership applications to distribute to other officers. Oklahoma has expressed interest in forming a state organization. They have received all the necessary information; I'm sure we'll be hearing from them again soon.

We developed a regional mailing list of all female officers which we used for the 1984 Regional Conference but when I requested a run of that list in February, we discovered that the disk had been completely erased! We have since put together a list of approximately 500 identified policewomen in Colorado, which will be forwarded to the Financial Secretary for inclusion in the computer.

Jackie Roberts, the Oklahoma state rep, is mailing a copy of the list being used by her committee to form the state organization, and Ramona Bivians has dropped off a list of women police in New Mexico when she visited in Denver May 6.

I apologize for the delay in producing these lists. Most of my planned IAWP ventures were placed on a back burner due to serious illness and death in the family. I lost my mother during the holidays after a lengthy illness, and then unexpectedly lost my father-in-law as well.

That's behind me now, and I pledge to you that IAWP duties will be top priority. Until September . . . Ruth

REGION 9

Coordinator: Susan Bell

CANADA: Alberta; British Columbia

UNITED STATES: Idaho; Alaska; Oregon; Washington

Spring, otherwise known as BREAK-UP, has finally arrived in the 49th State, but a minus 40 degrees was a bit ridiculous for the first week of April!

I have just completed a one-week training session in

police protection training techniques for village police officers (VPOs) and village public safety officers (VPSOs). Twenty-five officers, including two women, qualified to become VPOs, and eligible to be certified through Alaska police standards. This was the first regional training session of this nature since 1974, and getting it organized, accredited and completed was exhausting.

However, the longer and warmer days have produced a spring energy boost. I have written a news article concerning the IAWP conference that is available for publishing in departmental and police organization newsletters. If your agency or association has a newsletter, and you will send me the address, I will forward the article with a cover letter.

Now's the time to purchase airline tickets for the 1985 IAWP Training Conference. Most airlines traveling to Alaska have special rates available now, if tickets are purchased at least 30 days in advance.

Prices are expected to go up, so give some serious thought to using tax refunds, pawning the kids, renting out the husband, or using plastic money to purchase now!

The conference committee is finalizing plans for the conference. Program and activities sounds really great. The committee has an extra pair of hands since Anchorage PD has hired Robbie Critchett, who resigned the Alaska State Patrol (see last issue). Our loss — their gain!

If ANY of our readers know of female officers who have been promoted or received commendations in Region 9 please contact me so that I can send a congratulatory note.

Take care . . . I'll see you in September . . . Sue Bell

REGION 10

Coordinator: Kathy Nelson

Arizona; Nevada; Utah;
California; Hawaii

I have been working on collecting names from Region 10 for the conference mail list. Any Region 10 member who has names and addresses of women officers needing conference information please forward to myself or Bruce Stickley.

Kathy McLaughlin, Yavapai, CO Sheriff's Office and Karen Fleming, president of L.A. Women Peace Officers Assoc., were promoted to sergeant; Peggy York, LAPD, and Barbara Uphouse, Honolulu PD, were promoted to lieutenant. McLaughlin and Uphouse are the first women on their respective departments to be hold these ranks.

Wraydene Mercer, LAPD, has replaced York as women's coordinator.

JoAnn Kocher, Agent-in-Charge of the Honolulu office ATF was named the first recipient of the Supervisor/Manager of the Year Award by the Interagency Committee of Women in Law Enforcement.

Sgt. Doreen May Ballard, Arizona correctional officer at the Arizona State Prison in Florence is a 1984 world champion in fast draw competition.

While visiting relatives in Reno, Nevada in March, I

contacted Det. Carolyn Carlon, an old friend and introduced her to IAWP. She will be my contact for women in her area. Perhaps we can increase membership now in Nevada.

The Women Peace Officers Assoc. of CA held their annual training conference and installation of officers Apr. 29-May 1 in San Jose, CA. Training in Search Warrants, Domestic Violence and Intelligence Information was presented. Through attending these training conferences, I have met many interesting officers and made favorable contacts. The WPOA will feature IAWP membership information in their next newsletter, as well as an item on the 1985 IAWP Conference.

Karen Alveraz, Albany (CA) PD, was installed as new president, and Lynn Pozarich, Garden Grove (CA) PD was named WPOA Officer of the Year.

WPOA welcomes out-of-state officers as members. Anyone interested may apply to WPOA, 1800-B National City Blvd., National City, CA 92050 (619) 464-5163.

Women's World and *Cosmopolitan* magazines will publish articles in the July issues on Women in Policing. I was interviewed and photos were taken at the Mesa PD for the articles. I talked with the reporters about IAWP and hope that information will be included.

The California Peace Officers Assoc. (CPOA) held their annual conference in San Francisco May 15-18. I contacted many chiefs and sheriffs from California while attending and talked with many administrators and product exhibitors about IAWP before flying on to Minnesota for the Spring Board Meeting.

I also visited with Dorthy Jorgenson Shurtleff, a former IAWP Officer of the Year who is working again for SFPD. She is planning to attend the 1985 Conference in Alaska.

Lifetime Cable TV did a special on their "America Talks Back" program about women cops, entitled "Do you feel safer with a Woman Cop?" Officers Leta Abella, Adrienne Doyle and Helen Kidder, LAPD, were featured, with Betty Thomas from 'Hill Street Blues' as a special guest. It was an excellent program, filmed in Los Angeles.

I will be putting extra effort into promoting the 1985 Training Conference in Anchorage, AK for the next few months and hope that each of you will be doing the same. Until then . . . Kathy

REGION 11

Coordinator: Joanne Tawton

Saskatchewan; Manitoba; Ontario; Quebec

Although IAWP is somewhat new to women police in Region 11, I feel we have accomplished increased awareness and continue to receive interest and support from the women officers and police administrators.

Membership as of April had reached a total of 68 but the applications continue to arrive, so I'm sure the number is greater at this writing.

Jean Boyd, Officer In Charge of 31 Division, Metro Toronto Police Force, was promoted to "Staff Inspector". To my knowledge, this is the highest ranking woman officer in all of Canada. Quite an accomplishment!

A meeting and social is planned for July 4 at the Metropolitan Toronto Association Club and invitations

tions have been extended to women officers in Ontario.

Laura Sabia, Toronto Sun newspaper columnist, will discuss "Professional Women in '85". Miss Sabia is well known throughout Ontario for her articles on equality for women so this should be an interesting day. Carol Fisher, Manitoba Rep, has already expressed an interest in organizing something similar for her province.

In February I received a letter from the Chief of my force, acknowledging my position with the IAWP and offering his assistance and support in future endeavors. One last accomplishment which should't go without notice, is the slowpitch softball team consisting of IAWP members in and around Toronto. The team will participate in a 3-day tournament in July, hosted by the Collingwood PD. Of the 32 teams entered, we are the only womens team at this time.

. . . Fraternally, Joanne Tawton

REGION 12

Coordinator: Merle Bertrand

All areas outside the United States and Canada

Policewomen are among the most liberated women in Japan, but their authority and opportunities for promotion are still very limited.

Tokyo has a force of about 41,000; of that number, only 1,300 are women, and while 2,000 males are recruited each year, only 150 to 160 women are accepted of the nearly 2,500 who apply.

The highest ranking woman in the Metropolitan Police Department of Tokyo is a police inspector, the second to last step attainable through exams. Some time ago, one or two made it to the next step, by appointment, but not until they were near retirement. Those promotions were a gesture to acknowledge a lifetime of dedication and probably made with the secure knowledge that these women would not be too enthusiastic to exercise new authority, near the end of their working lives.

Tomoko Sakaguchi, an officer for 16 years, has sat the inspector's exam several times, and each time she has failed. She has never been advised of her percentage in class standing, and so has never been able to prepare a better strategy for getting through.

Reiko Ijima has only 2 years on the force, and has taken the sergeant exams twice. She has failed each time, but will continue to take exams when they are offered, and move up as far as she can. She feels privileged because her work takes her into many areas of society, is interesting and commands respect from the public and her male colleagues.

Both women, though, are thankful they are allowed to continue their careers. Sakaguchi is able to work not only because her parents, who live with her, care for her two children, but because her husband PERMITS her to work!

Ijima has no plans to marry, but when she does, she knows she must find a man who will PERMIT her to continue in her chosen field!

Sgt. B.A. Frazer, New South Wales, Australia, will be visiting cities in the U.S. this summer, on a Churchill Fellowship Study Grant. Contacts have been made with IAWP members in each city included on the Study Tour.

A CORNER ON THE LAW

Knowing what to do and when to do it can be a source of frustration and confusion to an officer, particularly when various federal, state and municipal laws appear in conflict. Departmental rules and court decisions compound the problem.

But in a recent decision, Chief Justice White reminded jurists of a common complaint from officers when he said that "Courts should not engage in second-guessing . . . police officers' choices, especially when police are acting in a swiftly developing situation."

A U.S. Supreme Court review under the 4th Amendment of *U.S. vs. Sharpe* (3/20/85) upheld a 20-minute detention of a truck camper, based on "reasonable suspicion" that the camper was full of marijuana. The court majority determined the evidence was permissible as the delay was attributable to the defendant's maneuvers.

A DEA agent spotted a truck camper and a Pontiac, apparently travelling together, in the early morning hours, in an area known to be frequented by drug traffickers. Following the camper, the agent observed the vehicle appeared heavily loaded, with all windows covered.

A state highway patrol officer responded to the agent's radio call for assistance after deciding to make an investigatory stop. The camper sped away, with the patrol officer in pursuit; the DEA agent stayed with the Pontiac.

When the camper was finally stopped, the officer frisked the driver but went no further, choosing to wait for the DEA agent. Since the agent had to wait for local police to arrive and take custody of the Pontiac and its occupants, it was 20 minutes before he arrived at the second stop, at which time the investigation continued and the cargo of marijuana was found in the camper.

The Supreme Court reversed a U.S. Fourth Circuit Court of Appeals to suppress the evidence, saying that "reasonableness of detention" turns not only on length of time, but reasonableness of the officer(s) conduct.

A court should look at the purpose to be served by the stop and the time reasonably needed to carry it out.

"We reject the contention that a 20-minute stop is unreasonable when the police have acted diligently and a suspect's actions contribute to the added delay about which he complains."

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In yet another decision scrutinized under the 4th Amendment, the U.S. Supreme Court has set more stringent limits on police use of deadly force than do many state statutes.

Deadly force may properly be used against a fleeing felon only where it is "necessary to prevent the escape and the officer has probable cause to believe that the suspect poses a significant threat of death or serious physical injury to the officer or others."

A Tennessee statute was declared unconstitutional insofar as it authorized the use of deadly force to stop an unarmed and non-dangerous subject (*Tennessee vs. Garner*, 3/27/85).

In this instance, a Memphis officer shot a youth, who later died, as he fled over a fence behind a house the officer suspected him of burglarizing. The officer admitted he had no reason to believe the suspect was armed.

Justice White notes that current data does not indicate that the threat of deadly force leads to the arrest of more live suspects by discouraging escape attempts; that police departments have already forbidden the use of deadly force against nonviolent suspects; and that the more restrictive rule will not seriously hamper law enforcement.

While the Tennessee statute violates the 4th Amendment under the circumstances of this case, it is not unconstitutional on its face.

"If the suspect threatens the officer with a weapon or there is probable cause to believe that he has committed a crime involving the infliction or threatened infliction of serious physical harm, deadly force may be used . . . to prevent escape, and if where possible, some warning has been given."

Continued from Page 3, Column 1

comes crucial for many members who need not only the training but the moral support and networking.

Each affiliate State organization has received a letter from me and each was invited to make use of our computer for membership list and mailing labels.

If you are interested in organizing a state or provincial affiliate organization, please write to me. I will provide all the necessary papers, with guidelines to organize and establish a state association, and affiliation with the IAWP.

This invitation is also extended to our overseas members.

Several items of interest will be discussed at the next board meeting which I will share fully with you, if our editor doesn't beat me to it!

Mary Wamsley will be introducing a new policy and procedures manual which she began during her term of office and is definitely long overdue. Too often verbal suggestions and motions are lost in the minutes, never to be found again! This book will contain written policy concerning terms of reference, resolutions and constitutional changes. A copy will be made available for review at the next general meeting in Alaska.

Both Colt Industries and Smith & Wesson have made bids to produce a commemorative handgun for the IAWP. Colt has also requested permission to sponsor the IAWP Outstanding Woman Officer of the Year.

And lastly, we will be discussing the real possibility of having our IAWP BULLETIN published professionally in magazine format. This change would be at no additional cost to the organization, would provide increased exposure, and be self-supporting.

As Board meetings, particularly in the spring session, lasts from 6 to 8 hours, I have only given you highlights of the discussions. I hope that each of you can appreciate the number of items which must be discussed to conduct the business of this organization, and space does not permit a full report here. However, minutes of each meeting are available upon request.

Until we meet in Anchorage, AK, take care . . . Carol-Ann

AVAILABLE TRAINING

TERRORISM: Transnational Threat to Democracies and Domestic Tranquility. Three-day training Conference June 25-27, 1985, Washington, D.C. Sponsored by The National Assoc. of Federal Investigators. \$325 for members; \$375 non-members; enroll by June 20 to: AFI Terrorism Conference, 1612 K St. N.W., Suite 202, Washington, D.C. 20006 (202) 466-7288.

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Street Survival Seminars sponsored by Calibre Press.
June 26-27 . . . Burlington, VT
July 13-14 . . . Springfield, IL
July 17-18 . . . Omaha, NE
July 23-24 . . . Virginia Beach, VA
Aug. 3-4 . . . Denver, CO
Aug. 10-11 . . . Wayne, NJ
Cost is \$65; check, money order or credit card.
For registration/information, write Street Survival Seminar, Calibre Press, Inc., 666 Dundee Rd. Suite 1607, Northbrook, IL 60062 or call (312) 498-5680.

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Forensic Mental Health Associates offers workshops on Sexual Abuse, with A. Nicholas Groth, Ph.D, Suzanne M. Sgroi, M.D. and Fred S. Berlin, M.D. instructing.

Sexual Assault: Rape, Incest & Child Molestation
July 18-19 . . . Denver, CO
July 22-23 . . . Charleston, WV
Aug. 1-2 . . . Anchorage, AK

Child Sexual Abuse Assessment & Treatment:
Victims & Offenders
Aug 15-16 . . . Kansas City, MO
Sept 12-13 . . . Salt Lake City, UT

Assessment & Treatment of Juvenile
and Adult Sex Offenders
Aug. 29-30 . . . Walt Disney World, FL

AVAILABLE JOBS

Tucson (AZ) PD is recruiting quality men and women for Police Officer Recruit positions, and strongly encourages minorities and women to apply. Testing process would require applicant to make several trips to that city.

Position requires an individual to protect life and property through enforcement of laws and ordinances. Responsibilities include preliminary investigation of all matters requiring police attention or assistance. An officer must also educate and assist the public in a variety of both civil and criminal incidences. Work involves an element of personal danger.

Minimum requirements for application include 21 years of age; HS diploma or GED; good physical condition; no felony convictions; U.S. Citizenship; weight proportional to height; ability to obtain AZ driver's license; eyesight requirement.

Starting salary (proposed for July 1, '85): \$1205.
Civil Service test on July 20, 1985; practical performance assessment scheduled during August 12-16. Further evaluation of successful applicants in the Civil Service Testing in placement interview, psychological evaluation, comprehensive background investigation, medical examination and polygraph.

Contact Tucson PD Personnel Section-Recruiting, PO Box 1071 Tucson, AZ 85702-1071 (602) 791-4529/ Recruitment Coordinator Sgt. Mariann Hermes-Hardy.

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The California Highway Patrol is accepting applications on a continuous basis for female officers. Applicants must be between 20 and 31 years of age, have a HS diploma or GED, a valid California driver's license and vision 20/40 correctable to 20/20. Selection process includes written examination, oral interview, physical performance test, medical examination and comprehensive background investigation. Successful applicants must complete a 20-week training program. Salary is \$1872 per month during training and \$1930 to \$2338 per month after graduation. For additional information, contact Sandy Schneider or Walt Choy, recruitment coordinators, California Highway Patrol, Golden Gate Division, 455 8th St, San Francisco, CA 94103 (415) 863-7848.

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Dallas, TX is recruiting women and men for police officers. Preliminary requirements are 19½ minimum age; 45 semester hours of college with a C average; no worse than 20/100 uncorrected vision, correctable to 20/20 with no color blindness; weight and height in proportion; normal hearing in both ears; U.S. citizenship; no criminal convictions and a good background.

Applicants meeting these requirements are asked to spend a week in Dallas at their own expense completing several tests including a civil service exam, psychological evaluation, physical agility test, polygraph test, medical examination and an oral interview with the police chief.

Starting salary is \$21,996 to \$23,196.
For further information, contact Dallas Police Department, Personnel Div., 2014 Main St., Room 201, Dallas, TX 75201 Att: Pam Glover

COLLECTOR'S CORNER

RAINA G. NEVILLE, 1627 St. Georges St., Orleans, Ont. K1E 2J2 Canada, collects POLICE PATCHES; has some available for exchange.

★ ★ ★ ★ ★

Do YOU collect patches? matches? hats? caps? T-shirts? Old Books? Old Shoes!? Would you like to enlarge your collection by exchanging excess items with others who are also collectors?

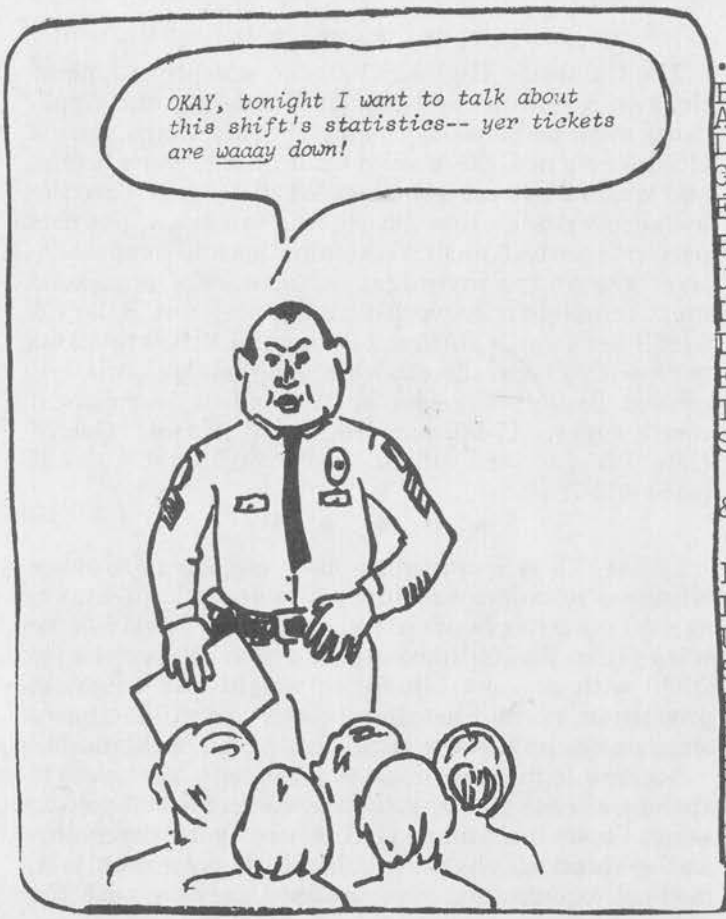
For a small fee (\$1 per issue, just \$4 per year!) we will run your ad in the COLLECTOR'S CORNER. Contact the editor.

Continued from Page 17, Column 2

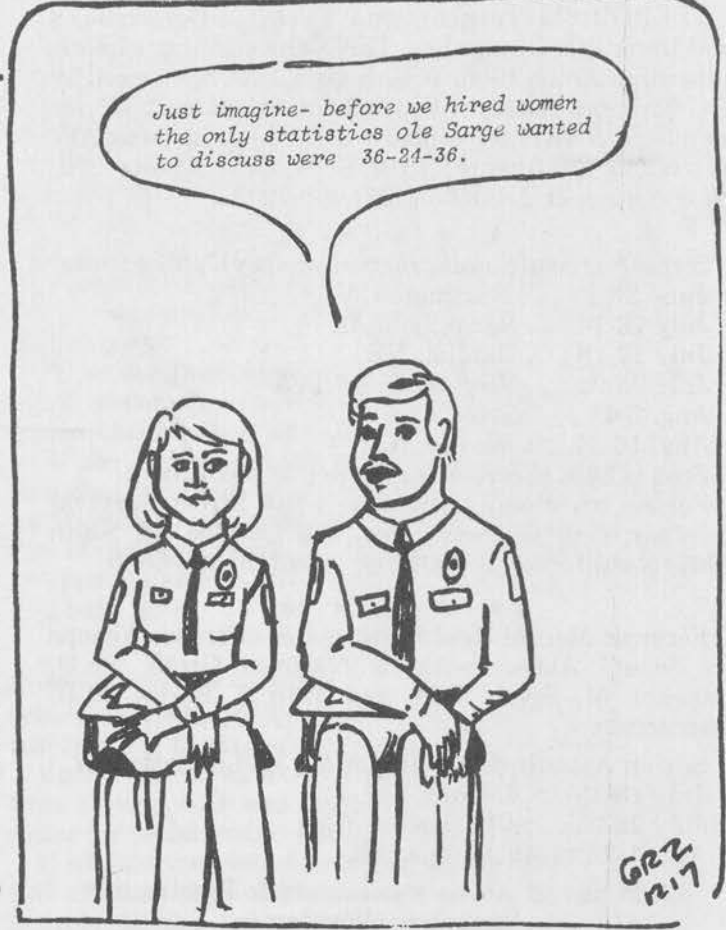
We hope these contacts will provide further insight into each department Sgt. Frazer will be visiting. We further hope that IAWP cooperation will increase interest in the organization abroad.

Sgt. Frazer is a spokeswoman for the Equal Employment Opportunity and has initiated a newsletter "Contact", to be distributed to all policewomen in New South Wales, because she says, "I believe contact is so important between us women."

from C.A.W.P.



OKAY, tonight I want to talk about this shift's statistics-- yer tickets are wacay down!



Just imagine- before we hired women the only statistics ole Sarge wanted to discuss were 36-24-36.

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