



The Journal

for Women and Policing

\$5 for non-members
Issue No. 15



*PNG Police
Women Shine
in Cairns*

*WomenSpeak June 2004
2004 Excellence in Policing Awards
White Ribbon Day 2004*



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RRP \$5.00

Issue No. 15

Published by

AUSTRAL MEDIA GROUP P/L

ACN 068 899 696

63-71 Boundary Road,
North Melbourne, Vic. 3051

Tel: (03) 9328 4226

Fax: (03) 9329 4633

Advertising Enquiries: Garry Williams

The Journal for Women and Policing
is published for the Australasian Council of Women
and Policing Inc.

ACWAP Membership is available from \$35 per year.
For more information please contact the Editorial
Committee, PO Box 3994, Manuka ACT 2603 or phone
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Cover:

*Parade conducted at the Royal Papua New
Guinea Constabulary Police Women's
Conference in Lae, Morobe Province, 2003.*

*Chief Inspector Miriam Yawa and
Inspectors Sylvia Reu and Joanne
Clarkson. Chief Inspector Yawa is the
Director of the EEO Unit in the RPNGC.*

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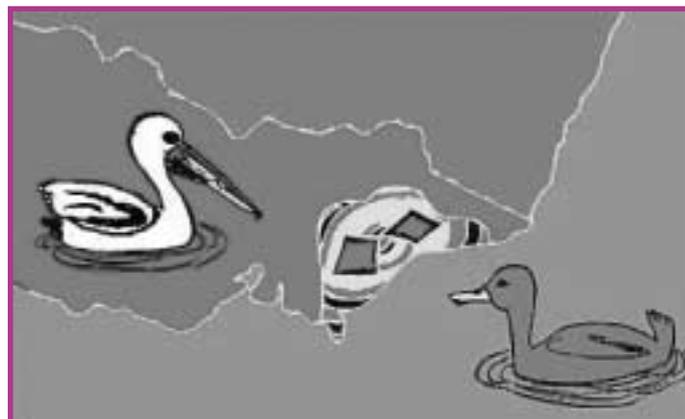


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Editor's Report

Welcome to the latest edition of the Women and Policing journal presented by the Australasian Council of Women and Police. This edition features the

Annual National Awards for Excellence in policing recipients. These awards are an opportunity to publicly acknowledge and reward the achievements of the women and men who are significantly contributing to making policing and law enforcement better for women. The Award presentation dinner was held in August 2004 and recognised the excellence that is developing and currently exists within policing in Australia.

I contacted the first recipients of these awards and asked them how they felt winning their awards and what they thought was the next greatest challenge for women in policing. I must admit that I was impressed by their responses and in particular the humility of the winners. Congratulations to you all on the contribution you make to policing and I would encourage all readers to think about nominating your colleagues in next year's awards.

The Council's vision is to make policing organisations more attractive and rewarding employers of women, and to ensure that policing services meet the needs of women in the community.

This edition will feature articles and papers from various areas across the Asia Pacific region, outlining the excellent initiatives presently evolving for women. Articles include *'Leadership Development for Women Program'* for the Western Australia Police Service, the first South Pacific Chiefs of Police Conference – Women's Advisory Network (SPCPC – WAN) meeting in Nuku'alofa, Tonga and the Royal PNG Constabulary Police Women's attachment to the Cairns Police District.

Other articles include, *'Policing trafficking in women for prostitution'*, an article written by Project Respect Coordinator, Kathleen Maltzahn and *'Sex Discrimination and Sexual Harassment within the New South Wales Police'* by Mark Szalajko are both interesting topics.

White Ribbon day is held on the 25th November of each year. It began in 1991 in Canada when a group of men started a campaign to urge men to speak out against violence against women. The wearing of the white ribbon by men signified the opposition to men's violence against women.

I would encourage you all to view the ACWAP web page online at www.auspol-women.asn.au to find out about the Fourth Australasian Women and Policing conference to be held in Darwin between the 21-24 August 2005.

I know your all dying to turn the page, however I would like to first acknowledge the assistance I have received in compiling this edition, it was greatly appreciated.

Nearly forgot, have a wonderful and safe Christmas and see you next journal.

Kindest Regards

Kim Eaton

Editor

Policing Trafficking in Women for Prostitution

Kathleen Maltzahn

Coordinator Project Respect

Today, as we think about the issue of trafficking in women for prostitution, I'd like to start by talking about a young woman I knew in the Philippines in the early 90s. Ella was seventeen when I met her, and had been at a bar called Arnel's for a month. I was with a Filipino women's group that worked with women in the sex industry in the Philippines, in this instance in the small bars that serviced men from the squatters' community surrounding the Philippines Congress. With the other women at Arnel's, Ella often sat and talked with us when we made our thrice weekly visits to the bars, and she'd also started attending the workshops we offered during the days. So when Ella went missing, we noticed. No one knew where she'd gone, and the women were worried, but no one had been able to trace her.

A month later, we got a message that we should visit the home of two of the other bar women, Mel and RJ. Ella was sitting on the doorstep. She looked up, smiled, and said she'd been put in a *casa*, a closed brothel, a prison brothel. We soon learnt the whole story – after a chance meeting with an old school mate, she'd gone with him on a bus trip out of Manila, spent a couple of days having fun in a bar where he had lots of friends, and then woke one morning to find he had gone. She went to leave, and was stopped. He'd sold her to the brothel.

She was one of eight women in this *casa* – we later learned that she was one of perhaps 500 girls and women, including many as young as 12, who were kept in a small neighbourhood filled with *casas*, near one of the former US bases. The women in Ella's *casa* were kept in dirty concrete cubicles little larger than the



wooden beds they held. Nine booths lined the building, the last housed pigs. I won't get into the details of Ella's experience, but you can imagine some of it. Women who tried to escape were beaten and locked into their cells. Despite this, at various times, some women managed to escape. Ella was one.

Ella came home to the women from the bar, and they contacted us. When she had told the other women she would try to get out, they had begged her to contact their families and have them rescued. She was desperate – determined – that she would do this. At Ella's insistence, a coalition of women's groups got together, contacted the police, and a plan to liberate the women was devised.

It was a long and intense process, and ultimately, the local police tipped off the traffickers and pimps, who were able to remove literally hundreds of women, twice, and so successfully thwarted attempts to do what Ella and the women wanted. But I often remember Ella's story – and her courage both in escaping from the *casa* and in trying to make sure that the other women were saved – when I think about our response to trafficked women in Australia, and in many other parts of the world. In 1992 when Ella was trafficked, trafficking was not the buzz word it was now. A decade on, it is one of the fast growing crimes in the world, and I would be happy to provide more figures on the trade for anyone who is interested.¹ But Ella's story shows what is often missed both in statistics on and in responses to trafficking – that there are real women involved, that they are often very proactive in trying to change their own situation, and that often the difficulty is not that they accept the violence they experience, but that the rest of the community does. In this, we see many parallels with the experiences of other women who experience violence, such as domestic violence.

Trafficking in women for prostitution is a strange issue in that it is both huge and growing, and underground and invisible. In that it has many similarities to issues like domestic and sexual violence, but it is different in that it is not simply a global issue in terms of affecting many women from all over the world, but in that it also

moves women around the world. It has all the hidden-ness of a 'domestic' issue, with the complexities of a cross-border, international one. I believe that it is important to keep in mind both the differences and the similarities with other forms of violence against women, and it is this, I believe, that will allow us to build the best possible responses to trafficking and trafficked women.

Some of the differences from other forms of violence are clear. Trafficking for prostitution is clearly a money maker, particularly, but not only, for organised crime. In Australia it is estimated that the sex slave trade grosses one million dollars a week.² In terms of policing, in April this year, police in the United Kingdom had seized £4.5 M for less than 12 operations over 18 months to two years, more than for any other crime.³ These figures are worth noting for a couple of reasons. Firstly, if unchecked, the proceeds of trafficking for prostitution are fed into many other forms of crime, and clearly strengthen crime syndicates internationally. Secondly, because of this, they are a good lobbying point. Police or other government authorities who might not be too worried about human rights violations of a few undocumented women – prostitutes to boot – are apt to pay a little more attention once they start imagining where the proceeds of these crimes might go, because it is clearly not to the women involved.

This issue is important, as is the cross border nature of trafficking, but it can overshadow the similarities with other forms of violence against women. Let's look for a moment at the parallels. In US research on domestic and international trafficking, almost 50 per cent of the US women reported head injuries, 36 per cent of international women and 65 per cent of the US women reported vaginal bleeding, 46 per cent of the international women experienced pain in the vaginal or cervical area and 53 per cent of the US women reported sprains and stab wounds (Raymond et al, 2001:78). While trafficking can seem a far-off and unusual crime, in this context it has familiar consequences. Put another way, to quote the report, 'women in the sex industry sustain the same kinds of injuries as women who are battered, raped and sexually assaulted.'⁴

And this means that we can draw on our learnings from

other work with women experiencing violence, including in policing it. Some important learnings that we are all aware of are that women experiencing violence are victims of crime, but are often not treated as such; that women survivors often show great courage in trying to change their situation, but often receive little no support from government agencies, including the police and courts; that the legal system often struggles to deal adequately with survivors of violence; that women need to feel in control to feel safe, but are often disempowered in the legal process; and that the ramifications for women trying to change their situation can be dire, and sometimes deadly. In some jurisdictions these factors are slowly changing, and I hope that we can draw on our experience in bringing about this change when we look at trafficking.

I'd like to finish by exploring examples internationally of good policing response to trafficked women – and if there are women in this room who have been involved in this work, I would love to hear from them later. Before I mention some of the international best practice on this issue, I'd like to raise briefly the issue of barriers to police response, and again, I would love to hear the experiences of police officers in this room on this issue. Police officers I speak to in Australia raise two difficulties in addressing trafficking. The first is what I suppose can be identified as the still lingering macho culture of some police, where violence against women, and particularly violence against women in prostitution is dismissed and trivialised. In this context trafficking is simply not something that matters. To quote an ex-Australian Federal Policeman's account of some of his colleagues views (and not, I should stress his own), after all, 'they're just fucking molls'. And of course we can add, in this country, overwhelmingly Asian 'molls' to boot. The second issue relates to this. Police officers have mentioned that fact that even when they know about trafficking that they could investigate, they are often not confident that they would be able to mobilise the resources they need to investigate properly. There is a sense that for the police hierarchy, at least in Australia, trafficking doesn't rate as an issue to invest resources in. The second issue is one that can be rectified by public attention to trafficking, and focused lobbying to assure senior people in the police that the



community is concerned about trafficking. The first issue is I suspect an ongoing project for many women in this conference. This are some barriers to responding to trafficking, but let us end with suggestions for ways forward, and some positive examples about ways to tackle this growing trade.

Recent research in the United Kingdom⁵ outlines a number of factors in good policing responses. The first is simply in ensuring that police know trafficking is happening. That research shows that police districts with vice squads have significantly greater knowledge of and awareness of trafficking for prostitution. The UK report states that 'where there is a reactive, nuisance based, response to prostitution it is less likely that trafficked women will be detected. The conditions under which they exist, alongside a fear of the authorities ... means that few will come forward for help. Police forces that insist they have no problem must ask themselves, whether, unintentionally, they are creating 'areas of tolerance' for trafficking.'⁶ This has interesting implications in somewhere like Victoria, where I come from, where regulation of the industry has been almost entirely removed from police hands.

Trafficking is a crime where the obstacles to victim testimony are significant. The UK research finds that only a small minority testify – the rest ask to be deported, preferably within 48 hours, 'fearful that their exploiters will think they have given evidence against them, and carry out threats made to themselves and their families.'⁷ Clearly trauma from violence experienced also impacts on their choices. Interestingly, however, the research also states that in countries where there are specialist non-government organisations who offer support, up to 50 per cent of women testify.⁸ In Australia, the lack of government support for organisations such as Project Respect undercuts attempts to support potential witnesses. Project Respect believes that policing alone cannot address trafficking – policing must be complemented by specialist NGOs such as Project Respect who can offer support to women outside the prosecution process.

The UK research shows the importance of support for trafficked women and children. Driven by necessity perhaps rather than inclination, European governments have dramatically changed their approach to trafficked women. With the massive influx of trafficked women, they have realised that there will be no end to trafficking without support for the women themselves. Consequently, trafficked women in Italy, Belgium and the Netherlands are offered shelter, protection, and residential permits, in the hope that they will help identify and prosecute traffickers. This strategy is proving successful. In Italy, women have helped identify about 1,500 pimps and traffickers. At least 800 suspects are under arrest, facing up to 10 years in prison if convicted.⁹

Even with such support, however, there are other significant obstacles regarding victim testimony, including the difficulty of guaranteeing witness protection if women return home. In this context, the UK Metropolitan Police's Clubs and Vice Unit (CO14) has made its primary concern regarding trafficking to 'ensure the rescue and safety of the women (or children). The success of the investigation – to the extent that it is possible to make arrests and seize assets – is secondary.'¹⁰

The approach uses a 'practical human-rights based approach in seeking to support women in situations where they have limited options. Policing trafficking requires being able to address women's fears and concerns, and this can be time and resource intensive. Where women request to return home, CO14 work with immigration to facilitate this in a way which retains as much dignity and confidentiality as possible ... They also endeavour to make links with NGOs and/or embassy staff in the country of origin to extend the woman's options.'¹¹ Working in this way addresses the problem that simply detecting and removing women (as the Australian Department of Immigration currently tends to do) may unintentionally increase demand. Policing trafficking is only one response to ending this growing criminal business, but it is an important step that can make a real difference in the lives of individual women, their families, and the international community. As police are often one of the only agencies that comes in contact with trafficked women, they have a crucial role to play.

- 1 UN Sec General Kofi Annan has identified trafficking as one of the fastest growing crimes in the world, see speech during conference for signing of UN Convention Against Transnational Organised Crime in Palermo, Italy, reported by Thalif Deen, 'Rights: Trafficking in Human Beings Reprehensible, Says Annan', Dec 13, IPS.
- 2 Williams, The Hon DR., speech introducing the Criminal Code Amendment (Slavery and Sexual Servitude) Bill 1998, 1 July 1998, extract from Hansard.
- 3 From a presentation by Inspector Chris Broome, Metropolitan Police, London, UK, at the April 2002 Australian Institute of Criminology Round Table on Trafficking. UK police work closely with NGOs in addressing trafficking for prostitution. This strategy is more fully explored in "Stopping Traffic", cited below.
- 4 Janice Raymond, Donna Hughes, Carol Gomez, *Sex Trafficking of Women in the United States: International and Domestic Trends*; Coalition Against Trafficking in Women; 2001; p. 78.
- 5 'Stopping Traffic: Exploring the extent of, and responses to, trafficking in women for sexual exploitation in the UK', Liz Kelly and Linda Regan, Police Research Series Paper 125, Home Office (UK).
- 6 Kelly and Regan, p. 26.
- 7 Kelly and Regan, pp. 31-32.
- 8 These groups provide safe accommodation, counselling, some form of income support, advocacy, and where possible education and training. Kelly and Regan, p. 32.
- 9 Richard Bourdreaux, 'Journey Into Sex Slavery', LA Times, August 17, 2001.
- 10 Kelly and Regan, p. 33.
- 11 Kelly and Regan, p. 33.

Not a Minute More – White Ribbon Day 2004

What is White Ribbon Day?

White Ribbon Day is held on 25 November each and every year. It began in 1991 in Canada when a group of men started a campaign to urge men to speak out against violence against women. The wearing of the white ribbon by men signified the opposition to men's violence against women.

The wearing of the white ribbon is a personal pledge that the wearer does not condone violence against women. The day relies on support from men and women and their organisation, business, industry and government. White ribbons are worn, on the day by men, who are encouraging all men to speak out against violence against women, and by women, who are supporting men.

Violence Against Women in Australia

Australian research has established that:

- more than 1 million women have experienced violence during a relationship with 60% reporting that they lived in fear during the relationship;
- 23% of women in a current relationship, or who had been in a relationship, experienced physical and/or sexual violence from a partner;
- 20% of women who experienced violence were pregnant when violence first occurred;
- 67.6% of women who experienced violence said their children had witnessed the violence (Women's Safety Australia, ABS 1996);
- the average direct cost of services for each victim of domestic violence was just over \$51,000 per year in 1988;
- domestic violence generates enormous costs for the health sector and the legal sector (second only to traffic accidents in taking up police time) (Roberts 1988);

- domestic violence significantly disrupts employment and business productivity with direct and indirect costs to business estimated at \$1.5 billion annually, (Henderson 2000); and
- there are significant costs in income and other support for women who are unable to obtain or keep a job in the wake of leaving a violent relationship.

What can Police Officers do?

Police Officers are important ambassadors for White Ribbon Day 2004. The highly visible role of Police in attending when families or couples need help with violence gives you the opportunity to advocate for and promote community interest in helping people to achieve non-violent relationships. Options for Action for Police officers include:

- **Contact and recruit** colleagues, both men and women; and business, services and clubs in your district with whom you have regular contact.
- **Help to plan and/or host a local White Ribbon Day event** a *White Ribbon Day* promotion or event in your district, perhaps in collaboration with local members of Parliament, with service clubs or welfare organisations, or local media.
- **Promote public interest** through referring to *White Ribbon Day* in public speaking opportunities in the weeks before November 25, and distributing white ribbons from your district offices before and on November 25.

Advice on *White Ribbon Day* ideas and resources are available by telephone or email from:

UNIFEM White Ribbon advisers

Project Officer

Carolyn McLean – 0404 040 685
Libby Lloyd – 0416 244 501
Rosemary Calder – 0419 326 749

White Ribbon Day 2004

If it were between countries, we'd call it a war. If it were a disease, we'd call it an epidemic. If it were an oil spill, we'd call it a disaster. But it is happening to women and it's just an everyday affair.

It is violence against women. It is sexual harassment at work and sexual abuse of the young. It is the beating or the blow that millions of women suffer each and every day. It is rape at home or on a date. It is murder.

There's no secret enemy pulling the trigger. No unseen virus that leads to death. It is only men. Not all men, but far too many men. In some countries most men will never be violent against a woman; in others, the majority of men take it as their birthright to do what they want, when they want, to women.

And just who are these men? Just regular guys. Men from all social backgrounds and of all colours and ages. Rich men and poor men, men who toil in the fields and men who sit behind desks.

All those regular guys, though, have helped create a climate of fear and mistrust among women. Many of our sisters, our mothers and our daughters, our girlfriends and our wives do not feel safe in their homes. At night they can not walk to the store for bread or rice without wondering who's walking behind them. It's hard for them to turn on the television without seeing men running amok in displays of brutality against women and other men. Even those women in relationships with men who are gentle and caring feel they cannot totally trust men. All women are imprisoned in a culture of violence.

Men's violence against women isn't aberrant behaviour. Men have created cultures where men use violence against other men, where we wreak violence on the natural habitat, where we see violence as the best means to solve differences between nations, where every boy is forced to learn to fight or to be branded a sissy, and where men have forms of power and privilege that women do not enjoy.

Men have been defined as part of the problem. But the White Ribbon Campaign believes that men can and must be part of the solution. Confronting men's violence requires nothing less than a commitment to full equality for women and a redefinition of what it means to be men, to discover a meaning to manhood that doesn't require blood to be spilled.

With all of our love, respect and support for the women in our lives:

- We urge men around the world to wear a white ribbon, or hang a white ribbon from their house, their vehicle, or at their workplace each year for one or two weeks, starting November 25, the international day for the eradication of violence against women. Wearing a white ribbon is a public pledge never to commit, condone, or remain silent about violence against women. The white ribbon symbolises a call for any man who is violent to lay down his arms in the war against our sisters.
- We ask unions, professional associations, student groups, corporations, religious institutions, the media, non-governmental and governmental organisations to make this an issue of priority.
- We urge government to pass comprehensive laws against all forms of violence against women and to fund programs for survivors of this violence, such as shelters for battered women and rape crisis centres and for services to treat violent men.
- We call for large-scale educational programs in schools and work places, for police officers and judges, on the issue of men's violence.
- We believe that respect for girls and women and equality between men and women are preconditions to ending the violence.
- We urge men to organise local and national White Ribbon Campaigns, open to all men and boys, right across the political, social and economic spectrum.

It has been the longest war, the greatest epidemic, the biggest disaster. With strength and love, we commit ourselves to work alongside women to bring this violence to an end.

What Every Man Can Do To Help End Men's Violence Against Women

1 Listen to women ... learn from women

The path starts with listening.

Who knows better about violence against women than women who experience it? Studies tell us that, in most countries, 50-100 per cent of women have experienced physical or sexual violence.

Learn about violence by asking a woman who trusts you how violence has affected her life. Then, if she feels comfortable to talk, sit back and listen. Your role isn't to challenge her on the details, nor debate whether something really should have bothered her or not. It is

to listen. Simply trust that if she tells you something hurt her, then it did hurt her.

And turn to your local women's organisations. They have a wealth of accumulated experience and knowledge. Talk to them. Read their publications. Contribute financially. Learn from them.

2 Learn About the Problem

Violence against women includes physical and sexual assault, sexual harassment, psychological abuse, or emotional abuse. Not all violence leaves visible scars. Emotional violence includes regular subjection to demeaning jokes, domineering forms of behaviour and sexual harassment.

Some forms of violence have a greater physical or emotional impact than others. But all forms of violence contribute to the very real fear and suffering that women in our society endure. The basic rights that most men enjoy – safety in their homes, ability to go out at night, a job free of harassment – are a source of fear for women in much of the world.

The fear is greatest in women's own homes. A common myth is that most violence is committed by strangers. In fact, women are most at risk from men they know – husbands, boyfriends, fathers, relatives, employers and caregivers.

Most men love and care about women. And yet frightening numbers commit acts of violence against the women they say they love. It occurs throughout the world, among the rich, poor, and middle class, and among those of every nationality, religion and race.

3 Learn Why some Men are Violent

Men are not naturally violent.

There have been societies with little or no violence. Studies over the past century have found that half of the tribal societies studied had little or no violence against women, against children, or among men. Furthermore, even today, in many countries the majority of men are not physically violent.

Violence is something that some men learn. Men's violence is a result of the way many men learn to express their masculinity in relationships with women, children and other men. Many men learn to think of power as the ability to dominate and control the people and the world around them. This way of thinking makes the use of violence acceptable to many men.

Most individual acts of men's violence are a pathetic attempt to assert control over women, children, or other men. Paradoxically, most violent acts by men are a sign of weakness, insecurity and lack of self-esteem combined with a capacity for physical or verbal domination and feeling that they should be superior and in control.

Women are not immune from committing acts of violence. Women's groups have spoken out against the

problem of violence against children, which is committed by both women and men, although most sexual abuse of children is by men. Women too can be violent against men or other women, but it is far less common than violence by men.

In many violent incidents, men have been drinking alcohol. This might be because alcohol unleashes feelings, fears, rage and insecurities that some men, cut off from their feelings, cannot handle.

But alcohol doesn't cause violence. Genes don't cause violence. Ultimately, it is the attempt by some men to dominate women, adults' attempts to dominate children and some men's attempts to dominate other men or groups of men. Violence is a way of asserting power, privilege and control.

4 Wear a White Ribbon

Change will occur if we each accept personal responsibility to make sure it happens. As men who care about the women in our lives, we can take responsibility to help ensure that women live free from fear and violence.

Each year men around the world are wearing a white ribbon from November 25, the International Day for the Eradication of Violence Against Women, for one or two weeks. (In Canada, we wear the ribbon until December 6, the day of the 1989 massacre of 14 women in Montreal.)

Wearing a white ribbon is your personal pledge never to commit violence against women. It is a personal pledge not to condone acts of violence, not to make excuses for perpetrators of violence and not to think that any woman "asks for it".

It is a pledge not to remain silent. It is a pledge to challenge the men around us to act to end violence.

Wearing a ribbon provokes discussion, debate and soul-searching among the men around us. The ribbon is a catalyst for discussion. It is a catalyst for change.

5 Challenge sexist language and jokes that degrade women

Sexist jokes and language help create a climate where forms of violence and abuse have too long been accepted. Words that degrade women reflect a society that has historically placed women in a second class position. By reflecting this reality they once again put women "in their place" even if that isn't the intention.

One of the most difficult things for men is to learn to challenge other men. To challenge sexist language. To challenge men who talk lightly of violence against women. And to challenge men who engage in violence.

6 Learn to Identify and Oppose Sexual Harassment and Violence in your Workplace, School and Family

Sexual harassment refers to unwanted sexual advances or sexually oriented remarks or behaviour that are

unwelcome by another person. Flirting and joking are fine if they are consensual and wanted. But sexual harassment poisons the environment.

Harassment is ultimately about inequalities of power. The same action done by a woman might not bother a man because, in general, our society has not given women power over men.

Men can join women in opposing sexual harassment by supporting efforts in our workplaces and schools to create a healthy and productive environment.

7 Support Local Women's Programmes

Around the world, dedicated women have created support services for women who are survivors of men's violence: safe houses for battered women, rape crisis centres, counselling services and legal aid clinics. Women escaping violent situations depend on these services.

These and other women's organisations deserve men's support and our financial backing. That's why we encourage local White Ribbon Campaigns to raise money for local women's programs.

8 Examine how your own Behaviour Might Contribute to the Problem

If you've ever been physically violent against a woman, if you've committed sexual assault, if you've hit, pushed, threatened, kicked your spouse or girlfriend, then you have been part of the problem.

If this happened long ago, admit what you did was wrong and make amends if possible. But if such behaviour has any chance of continuing, then you urgently need to get help getting to the root of your problem. Don't wait until it happens again. Please act today.

Many men will never be physically or sexually violent. But let's examine ways we might try to control women. Do we dominate conversations? Do we put them down? Do we limit their activities? Whether or not you've ever been violent, all men must take responsibility for ending all forms of violence.

9 Work Towards Long-term Solutions

Ending violence against women won't happen overnight. Real solutions are truly long-term solutions. This is because men's violence against women is rooted in inequalities between men and women and in the way men learn to be men.

Legal changes to combat men's violence against women (such as laws against rape and battering) are very important. The police and courts must diligently enforce such laws.

But this is not enough. Let's work together to change our attitudes and behaviour. Let's challenge the institutions which perpetuate inequality between women and men.

Let's help men be better men by getting rid of our suits of armour, that is, attitudes which equate masculinity

with the power to control. Let's make positive changes in our relationships with women, children and other men. Let's involve men as caregivers and nurturers of the young.

Changes in attitude, behaviour and institutions take time. And so we must look at how we raise future generations. We must teach our children, by example, that all forms of violence are unacceptable and that for boys to become men, they do not need to control or dominate women, men, or children.

10 Get involved with the White Ribbon Campaign's Educational Efforts

The White Ribbon Campaign (WRC) is the largest effort in the world of men working to end men's violence against women.

The WRC is a grass-roots effort, relying mainly on volunteers. Because the purpose of the campaign is for men to take responsibility for working to end men's violence against women, it is an organisation of men. But we greatly appreciate the help and support of women.

Aside from organising the annual wearing of white ribbons (starting November 25 for one or two weeks), local supporters can do other things throughout the year. They can give talks in schools, communities and

The White Ribbon Campaign

365 Bloor Street East Suite 203 Toronto, Ontario M4W 3L4, Phone: 1-416-920-6684, Fax: 1-416-920-1678
Email: info@whiteribbon.com www.whiteribbon.com.

Biography



Michael Kaufman has worked around the world for over two decades with men and women, rethinking our ideas about manhood, challenging sexism and violence against women, and developing better relations between the sexes. His speeches and workshops sparkle with humor, passion, and insight.

Dr. Kaufman works professionally as a writer, public speaker, consultant, and workshop leader on gender relations for governments, corporations, trade unions, universities, schools, and non-governmental organisations, in particular, the United Nations. He is a founder of the White Ribbon Campaign, the largest effort in the world of men working to end violence against women.

His six books include ones on gender issues (*Cracking the Armor: Power, Pain and the Lives of Men*; *Beyond Patriarchy: Essays By Men on Pleasure Power and Change*; *Theorizing Masculinities*), books on democracy and development studies (*Community Power and Grassroots Democracy*; *Jamaica Under Manley*), and an award winning novel, (*The Possibility of Dreaming on a Night Without Stars*).

Dr. Kaufman previously taught at York University in Toronto where he was Deputy Director of the Centre for Research on Latin America and the Caribbean. He lives in Toronto, Canada with his wife, son and daughter.

Queensland Police Service

Senior Women's Forum

In October 2004, the Queensland Police Service (QPS) held a Senior Women's Forum. This three day forum was targeted at women in the organisation who are at the level of AO6 and above, or the rank of Senior Sergeant or above. A number of opportunities were given to Sergeant from regions with a shortage of senior women, to attend.

The theme of the conference was "Dispelling the Myths" and external guest speakers conducted sessions, whilst a number of QPS senior women addressed the forum.

The Senior Women's Forum was organised to bring together key stakeholders both within and external to the QPS to discuss a range of issues affecting both sworn and unsworn women in the QPS. The focus was on career, the corporate culture, mentoring, balancing work and family and addressing common incorrect beliefs held by many in the organisation, including women.

The first day began with a session by Dr Anne Scott, Director of the Office of the Commissioner, Assistant Commissioner Kathy Rynders and Superintendent Tonya Carew. These three women were instrumental in putting the forum together and their opening address discussed the achievements of women in the QPS and the milestones of the Women's Advisory Group (WAG) Network. Guest speaker, Ms Lauren Rose of National Workforce Consulting, then joined the forum and spoke about the myth that "women are ineffective at dealing with stress". QPS Human Services Officer, Ms Brenda Lack joined Ms Rose in conducting a workshop with the group: "women are effective at dealing with stress".

In recent times, senior women of the QPS, in different women's forums, have addressed the topic of political acumen. At this forum, the Honourable Desley Boyle Minister for the Environment, Local Government, Planning and Women, joined us and dispelled the myth, "politics don't matter". Ms Boyle was certainly very entertaining and provided many personal stories on reasons why politics DO matter!

The next day Professor Anne McMurray of Griffith University joined the forum to talk about why women feel they need to do it on their own, and they can't ask for help. Professor Anne McMurray followed her presentation with a workshop designed to identify the personal myths we hold about ourselves.

It was then our privilege to be joined by the Governor of Queensland, Her Excellency Quentin Bryce AC. Ms Bryce joined the forum for an open question and answer session. The Governor is an inspirational woman who has given a lot of time to addressing women in the QPS on numerous occasions since her appointment.

Superintendent Tonya Carew continued with the political acumen issue by facilitating a workshop on "learning the game – politics don't matter".

The final day started with an interesting address by Ms Julie-Ann Schafer, Chair of the Commercial and Consumer Tribunal who spoke on the myth "I'm not ready, I need to be perfect". It has been identified that some women feel they need to be "perfect" in order to apply for promotion. Ms Schafer talked about possible reasons why we hold this myth and how to dispel it within ourselves. The Director for the Office Women, Ms Kathy Mandla continued in with this topic for her presentation.

Federal Agent Ann McEvoy of the Australian Federal Police (AFP) gave the forum a great overview of the flexible work practices and child care options provided by the AFP in her presentation dispelling the myth that "child care is too hard an issue and part time just doesn't work". There were a number of women at the forum who, after Ann's presentation, asked her if she brought any AFP application forms! It certainly was incredible to hear the achievements of that agency.

Superintendent Tonya Carew followed this presentation with an information session on the issues surrounding flexible working options for people in the QPS. This is something Superintendent Carew and the WAG Network Executive Committee continue to address with QPS

Police Commissioner Mr Bob Atkinson, and Minister for Police and Corrective Services, Honourable Judy Spence. Ms Spence who provided an overview on why politics do matter and how women can make a difference joined the forum on the last day. Ms Spence has been very receptive to meeting with women representatives of the QPS to discuss the issues we are facing.

The Commissioner, Mr Atkinson was joined Deputy Chief Executive, Mr John Just, the Director of QPS Human Resources, Mr Jim Hardie, and guest speakers Ms Kathy Mandla, Ms Ann McEvoy for the plenary session to wind up the forum.

The forum was a tribute to the organisers and Commissioner Atkinson who has expressed a wish to see the forum run each year.



The Organising Committee

Standing left to right: *Sergeant Moya Smith, Assistant Commissioner Kathy Rynders – QPS first and only female Assistant Commissioner, Inspector Mandy Anderson, Superintendent Tonya Carew – 2004 ACWAP Award Winner for Most Outstanding Female Leader & CAWIPAC Representative, Sergeant Michelle Millar – State Coordinator of the WAG Network, Ms Robyn Shillington – WAG Network Executive Committee member, Ms Trisha Kendall – WAG Network Executive Committee member.*

Seated left to right: *Ms Barbara Blackmur – CAWIPAC Representative, Inspector Alexis Loeffler-White – MC for the forum, Dr Ann Scott – QPS most senior unsworn female member who is retiring this year. (Dr Scott will be missed!)*

SPCPC – WAN Meet Again



At the end of May, members of the AFP facilitated the first South Pacific Chiefs of Police Conference – Women's Advisory Network (SPCPC – WAN) meeting in Nuku'alofa, Tonga following endorsement of the group by the SPCPC late last year.

The meeting was opened by the Tonga Minister for Police, Fire and Prisons in the presence of the Tonga Police Commander, Commissioned Officers and the Australian High Commissioner, His Excellency Mr Colin Hill.

Federal Agent Gerry Morris (of the Pacific Desk), Federal Agent Sharon Cowden and Detective Superintendent Ann McEvoy worked with Mrs Lorraine Morgan and Ms Kelly Allison to assist participants during the two day meeting. Delegates from Tonga, Samoa, Fiji, Solomon Islands, PNG, Vanuatu and the Cook Islands reported on the progress of their individual countries' women police networks to ensure they are on track to meeting their own goals and that of the regional network.

The SPCPC – WAN business Plan was also revisited and alignments made to ensure outcomes could be met before the next SPCPC to be held in Tonga in late August 2004. One significant achievement for the group was the collection of surveys from women police throughout the pilot network countries with details of the demographics, deployment, training and career aspirations of women police. This data will be analysed and provide strategic advice to support the SPCPC in maximising the contribution women bring to policing.

This meeting also provided the AFP National Women's Consultative Team to develop a relationship with SPCPC – WAN with initiatives such as 'sister city' support to assist the SPCPC – WAN in achieving their goals.

At 2004 SPCPC Tonga the Womens Advisory Network gained observer status. This status ensures women in policing issues are a permanent agenda item at future conferences. Until 2003 women policing issues had not been previously mentioned in the SPCPC's thirty year history.



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Sex Discrimination and Sexual Harassment within the New South Wales Police: Has anything changed?

by Mark Peter Szalajko

Australian Graduate School of Policing, Charles Sturt University – Manly

Abstract

A 1988 and 1995 study conducted within the New South Wales Police (NSWP) found that sex discrimination and sexual harassment was both rife and under reported. This is a significant issue as sex discrimination and sexual harassment can lead to stress, absenteeism, high staff turnover, litigation and poor public image. Since these studies were completed the NSWP has implemented the *NSWP Gender Based and Sexual Harassment Policy* and the *NSWP Internal Grievance Procedures*. As no research within the NSWP examining sex discrimination and sexual harassment has been conducted in the NSWP since the implementation of these policies, a knowledge gap exists and the current rate of sex discrimination and sexual harassment in the NSWP is not known. This paper suggests that the implemented policies would have had little impact upon the rate of sex discrimination and sexual harassment, as the policies have failed to address likely contributing factors such as the masculinised police culture, resistance to policewomen and the gender imbalance.

Introduction

Research conducted within the NSWP in 1988 and 1995 established that sex discrimination and sexual harassment were rife and occurring at a far greater rate than the Australian workplace in general. A further problem identified was the lack of reporting of such conduct (NSWP, 1988; Sutton, 1996).

Sex discrimination and sexual harassment are significant issues for the NSWP, as victims of such conduct have been found to suffer from stress, low morale, low productivity and little commitment to

the organisation (Thomann and Serritella, 1994; Jones, 1996; Holland, 1999; Smyth, 1999; Boni et al 2001; Marchetti and Ruskin, 2004; Zapf, 2004). Additionally, victims of sex discrimination and sexual harassment are now commencing litigation in order to receive compensation for their suffering (Jenkins, 2000; Goward, 2004).

A review of the literature indicates that there are three main contributors to the level of sex discrimination and sexual harassment experienced by NSWP women. Firstly, a masculinised police culture which is based on male values (Drew, 1999). Secondly, resistance by some male officers to female officers, with research indicating that policemen frequently oppose the appointment of female officers on the basis that women are not physically strong or aggressive enough to perform police work (Balkin, 1998; Jones, 1996; Dantzker, 1997; Prenzler, 1998; Fleming and Lafferty, 2002). Thirdly, a gender imbalance, with women being significantly under represented (Goward, 2002). This in turn leads to a culture that can be both hostile and resistant to policewomen (Simpson, 2000; Adams, 2001).

The NSWP has followed societal trends and has begun to formally acknowledge the need to eliminate sex discrimination and sexual harassment from the workplace (Martin, 1996). Over the past twenty years the NSWP has experienced unprecedented reform that has been in line with mainstream Australian Public Service change (Dupont, 2002). Two such changes include the implementation of the *NSWP Gender Based and Sexual Harassment Policy in 1998* and the *NSWP Internal Grievance Procedures* in 2002. Both policies are designed to prevent unethical behaviour such as sex discrimination and sexual harassment, as well as ensure unethical behaviour is reported.

Sex discrimination and sexual harassment is a significant issue for the NSWP.



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- Brad, 33. Ex Tour Guide.

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I was ready for the challenges the Police Force offers.

- Tracy, 38.
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It is acknowledged that no contemporary statistics are available as to the current rate of sex discrimination and sexual harassment in the NSW. However, this paper suggests that the policies implemented by the NSW will have had little impact on the frequency of incidents of sex discrimination and sexual harassment, as they fail to address the following three likely contributing factors of such conduct; a masculinised police culture, resistance to policewomen and a gender imbalance.

Sex Discrimination and Sexual Harassment Defined

Discrimination is defined by Nankervis et al. who draw their definition from the International Labour Convention No 111, which was ratified by the Whitlam government in 1973. They define discrimination as,

Any distinction, exclusion, or preference made on the basis of race, sex, colour, religion, disability, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation (Nankervis et al. 1992:105).

Sex discrimination is discrimination based on whether a person is male or female. It also encompasses conditions and treatment based on presumptions about sex, for example that women are less likely to stay in a job because they are likely to become pregnant, paying a woman a lower salary than a man for the same job, providing women fewer educational and career development and career opportunities than men, relieving opportunities, overtime, or promotions (Goward, 2004; Martin, 2004).

In Australia, sexual harassment is a legally recognised form of sex discrimination (Goward, 2004). Sexual harassment has been unlawful across Australia since 1984 when the *Sex Discrimination Act 1984 (CTH)* (*Sex Discrimination Act*) was enacted and so is defined in legislation. In summary, section 28A (1) of the Sex Discrimination Act, defines sexual harassment as an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, where a reasonable person would anticipate that reaction in the circumstances (*Sex Discrimination Act*, 1984). This definition of sexual harassment legislated by the Australian Federal government, is used in this paper.

The NSW Gender Based and Sexual Harassment Policy used a definition that reflects the legislation, stating that someone sexually harasses another if,

... they make an unwelcome sexual advance or an unwelcome request for sexual favours, or they engage in other unwelcome conduct of a sexual nature, when a reasonable person, having regard to all the circumstances, would have anticipated the person harassed would be offended, humiliated or intimidated (Ryan 1998:2).

It can be seen from these definitions that sexual harassment not only involves physical acts but also has a psychological dimension (Blackmur, 1999).

The *Sex Discrimination Act* outlines three essential legal tests that must be met in order for sexual harassment to have occurred. First, the behaviour must be unwelcome. Second, it must be of a sexual nature. Third, it must be such that a reasonable person would anticipate in the circumstances that the person who was harassed would be offended, humiliated or intimidated (*Sex Discrimination Act*, 1984). Consequently, the intention or motive of an alleged harasser is not relevant when determining whether the behaviour was unwelcome. Sexual harassment focuses on how the conduct in question was perceived and experienced by the recipient rather than the intention behind it (Goward, 2004).

Some examples of conduct which may amount to sexual harassment include: unwelcome touching, staring or leering, suggestive comments or jokes, sexually explicit pictures or posters, leaving magazines such as *Playboy* lying around on desks, unwanted invitations to go out on dates, requests for sex, intrusive questions about a person's private life or body, unnecessary familiarity such as deliberately brushing up against a person, and insults or taunts based on sex (Dantzker, 1997; Ryan, 1998; Goward, 2004).

The Extent of Sex Discrimination and Sexual Harassment within the New South Wales Police

Despite legislation such as the *Sex Discrimination Act* which makes sex discrimination and sexual harassment unlawful, it continues in the workplace and is now recognised as a major problem confronting public and private sector employers (Thomann and Serritella, 1994; Smyth, 1999; Goward, 2004). Research conducted in 1995 in NSW demonstrated that female police officers endured sustained sex discrimination and sexual harassment (Sutton, 1996).

It can be seen from the definitions that sexual harassment does not just involve physical acts. It also involves psychological abuse (Blackmur, 1999).

In 1988, the NSWSP conducted an anonymous survey of 300 NSWSP women. A response rate of 56% was achieved. Of the 168 respondents, all of them indicated that at some time during their career they had experienced sexual harassment (NSWP, 1988)

Before examining the available literature it is timely to highlight a problem for researchers examining the issue of sexual harassment. In the past, researchers have used widely differing definitions of sexual harassment in surveys resulting in different behaviours being measured by different researchers (Arvey and Cavanaugh, 1995; European Foundation for the Improvement of Living and Working Conditions, 2004).

In 2003, the *Gallup Organisation* conducted a random nation telephone survey of Australians with 18% of the respondents indicating that they had been sexually harassed at work. This figure is comparable to the New Zealand experience of 15%, but lower than an Australian TMP worldwide survey and earlier United States survey which both suggested that as many as 33% of women had been sexually harassed at work (Goward, 2004).

On a national level, a study of all Australian police organisations conducted by Prenzler (1995), found that sexual harassment was a problem for female officers, with 63.1% of female officers reporting that they had been exposed to sexual harassment, compared to 14.2% of male officers. In NSWSP the warning bells have been ringing since 1996, when former NSWSP Assistant Commissioner Christine Nixon publicly stated that many female officers in NSWSP had suffered sex discrimination and sexual harassment (Nixon, 1996).

In 1988, the NSWSP conducted an anonymous survey of 300 female police officers in NSWSP. Of the 168 respondents (a response rate of 56%), all indicated that at some time during their career they had experienced sexual harassment (NSWP, 1988).

In 1995, Sutton conducted an anonymous survey of 1,500 female police officers in NSWSP. Of the 822 respondents (a response rate of 54.7%): 80% indicated that they had experienced 'uninvited teasing, jokes, remarks or questions of sexual nature'; 64% indicated they had 'received or been shown offensive or pornographic literature'; 60% indicated that they had been the victim of 'uninvited sexually suggestive looks or gestures'; 56% indicated that they had been the victim of 'uninvited and deliberate touching, stroking or pinching'; and 48% indicated that they had been the victim of 'uninvited pressure for dates' (Sutton, 1996).

The results obtained in the two NSWSP studies reflect the findings of two studies conducted within the Queensland Police Service (QPS). In 1994, the University of Queensland conducted an anonymous survey of the QPS and found that

74% of female respondents indicated that they had experienced sexual harassment during the previous two years (Goward, 2004). A 1998 study of the QPS found that 89% of female respondents had been subjected to sexual harassment at least once or twice over the previous two years (Circelli, 1998).

Analysis of the above research suggests that the rate of sexual harassment within the NSWSP may be far greater than the rate of sexual harassment within the Australian workplace in general, but similar to other Australian police organisations. But how does the NSWSP compare to other international police organisations?

According to Prenzler and Ransley (2002), research conducted in the United States suggests that about 80% of female officers have experienced some form of sexual harassment. While, Brown and Davies (1994) point out that research conducted in Britain suggests that 99% of female officers have experienced some form of sexual harassment. Based on these statistics, sex discrimination and sexual harassment within the NSWSP appears to be occurring at similar rates to other police organisations around the world.

Under Reporting of Sex Discrimination and Sexual Harassment

A problem associated with sex discrimination and sexual harassment is the lack of formal reporting of such conduct (Smyth, 1999; Holland, 1999; Goward, 2004). Under reporting of sex discrimination and sexual harassment has been found to occur across all industries (King, 1997; Smyth, 1999; Goward, 2004). According to Goward (2004), less than one third of the sexual harassment experienced in the workplace is formally reported.

There is clear evidence of under reporting of sex discrimination and sexual harassment in the policing industry. For example, a study conducted in the Royal Canadian Mounted Police found that 80% of female officers had experienced sexual harassment but only 2% reported it (Royal Canadian Mounted Police, 1999).

Statistics obtained from the NSWSP indicate that in the past discrimination on the basis of gender and sexual harassment have been under reported. Records of complaints in NSWSP for these reasons show that from the 1st January 1998 to the 31st December 2001, 148 complaints were received. A weakness of this statistic is that it does not

differentiate between discrimination and harassment. This statistic supports the earlier 1988 and 1995 studies. In the 1988 study only 8.9% of those who had experienced sexual harassment had made a complaint to a senior officer (NSWP, 1988). In the 1995 study found that 17% of female police officers who acknowledged that they had been sexually harassed, 'told someone about it or reported the behaviour' (Sutton, 1996). Unfortunately, the study did not distinguish between telling a friend and formally reporting the behaviour.

A number of coping mechanisms used by female police officers were identified by Sutton who found that: 77% ignored the behaviour or did nothing; 70% told the person to stop; 64% made a joke out of the behaviour; and 61% avoided the person (Sutton, 1996). Hence, the strategy most frequently used by policewomen was to ignore the behaviour or do nothing. Sutton found the ignoring of the behaviour unsurprising, "... since many people use this psychological strategy in response to many situations of conflict, based on the false assumption that if you ignore something long enough it will eventually go away" (Sutton 1996:16).

Several reasons for women not formally reporting discrimination and sexual harassment have been identified. Some of these reasons include; a lack of faith in the formal complaints mechanism, a belief that the experience was not serious enough to warrant reporting, the victim is dealing with the problem themselves, doubt by victims that they will be believed, fear of retaliation by the target of the complaint, and a belief that to lodge a complaint would be disloyal to their colleagues (Borries, 1994; King, 1997; Goward, 2004).

The Significance of Sex Discrimination and Sexual Harassment

Discrimination on the basis of gender and sexual harassment is significant for the NSWP as discriminatory practices have led to limitations on career opportunities for many female officers (Taylor and McKenzie, 1994). Furthermore, research has found that the prime stressor for female officers is not the job per se, but the discrimination and sexual harassment they suffer from their male colleagues (Fielding, 2000). Sutton's (1996) study found that 59% of NSWP women who had suffered sexual harassment found the experience to be 'extremely stressful/stressful or moderately stressful'. Some

female police officers have reported that dealing with sexual harassment from their male colleagues was often a greater problem than dealing with violence on the street (Borries, 1994; Heidensohn, 1996).

Stress within the workplace has the ability to impact upon the productivity of organisations. Research conducted in the United Kingdom in 2003, indicates that British companies are losing 1.5 million working days every year due to stress (CCH Australia Limited, 2003).

Sex discrimination and sexual harassment can lead to lowered morale, low productivity and reduced commitment to the organisation. This in turn, leads to high turnover rates, which is costly for the organisation faced with all the costs inherent in replacing someone (Thomann and Serritella, 1994; Jones, 1996; Holland, 1999; Smyth, 1999; Boni et al. 2001; Marchetti and Ruskin, 2004; Zapf, 2004).

Victims of discrimination and sexual harassment also report physical and psychological symptoms (headaches, backaches, chronic fatigue, damaged self-esteem, depression, shock, denial, anger, frustration, shame and isolation), loss of employment (sick leave, resignation), and diminished morale and productivity (Thomann and Serritella, 1994; Cauchi, 1997; Holland, 1999; Williams and Kleiner, 2001; Marchetti and Ruskin, 2004).

Discrimination and sexual harassment can have significant financial consequences for organisations. According to Jenkins (2000), there is no limit to the damages that can potentially be awarded in a discrimination claim in most Australian jurisdictions. Jenkins further argues that the drain of funding a legal team to resolve litigation, combined with the cost of any necessary compensation for unlawful discrimination or sexual harassment and the damage to the public image of the organisation are obvious.

Organisations have legal responsibilities to do as much as is practicable to provide employees with a harassment and discrimination free work environment (Worksafe Victoria, 2003). Failure to do so could see organisations found vicariously liable for the actions of employees (CCH Australia Limited, 2004a).

There are three sections of the *Sex Discrimination Act* that hold individuals and/or organisations legally responsible for their actions and/or omissions in relation to persons who have been

Sutton's 1995 study found that; 77% of officers ignored the behaviour or did nothing, 70% of officers told the person to stop, 64% of officers made a joke out of the behaviour, and 61% of officers avoided the person.

... research has found that the prime stressor for police-women is not the job per se, but the sex discrimination and sexual harassment they suffer from their male colleagues

Under this code it is unacceptable to report fellow police officers for misconduct or corruption. This aspect of the police culture contributes to the under reporting of sex discrimination and sexual harassment

A review of the literature indicates that there are three main contributors to the level of sex discrimination and sexual harassment experienced by NSW women. These contributors include: the masculinised police culture, resistance by some policemen towards policewomen and a gender imbalance

discriminated against or harassed. Firstly, it is unlawful under section 94 of the Act, for a person to be victimised for making, or proposing to make a complaint of sexual harassment. Secondly, section 105 of the Act allows individuals and employers to be held personally liable if they have 'caused, instructed, induced, aided or permitted' an individual to commit an unlawful act. Thirdly, section 106 makes an employer vicariously liable for acts of sexual harassment committed by employees or agents in connection with their duties unless the employer can demonstrate that 'all reasonable steps' were taken to prevent sexual harassment occurring. This requires employers to implement precautions to minimise the risk of unlawful behaviour occurring in the workplace (*Sex Discrimination Act*, 1984). Such precautions can include the implementation of sexual harassment policies and training in relation to sexual harassment.

There are many contemporary examples of persons who have suffered discrimination or sexual harassment commencing litigation against organisations. For example, Australian lawyer Elizabeth Weston who was working for Merrill Lynch in London, received a \$1.3 million out of court settlement after she sued that company for sexual harassment after a work colleague at a Christmas function last year told her she had a great cleavage and breasts (Crabb, 2004; Crabb and Fitzmaurice, 2004).

In August 2004, the *New South Wales Administrative Decisions Tribunal* awarded a NSW radio operator \$20,000 in damages after a colleague gave her unwanted massages and hugs. When awarding damages, the tribunal took into consideration that the operator had complained to her supervisor who had failed to deal with the complaint appropriately, and so failed to prevent the sexual harassment from continuing (Williams, 2004).

Factors that may contribute to the level of Sex Discrimination and Sexual Harassment in the New South Wales Police

A review of the literature indicates that there are three likely contributors to the level of sex discrimination and sexual harassment experienced by NSW women. These contributors include: the masculinised police culture, resistance by some male officers towards female officers and a gender imbalance. These contributors will now be examined.

Masculinised Police Culture

Organisational culture is defined by Vecchio et al. (1992:575) as, "... a philosophy that underlies an organisation's policy, the rules of the game for getting along, and the feeling or climate conveyed by the physical layout of the organisation". An organisation's culture stems from the organisation's history, management, size, structure, and the nature of the product or service (Nankervis et al. 1992).

A plethora of literature outlining the police culture has been written. It is clear from the literature that the policing industry has its own unique organisational culture (Beck and Wilson, 1998), and that policing is both one of the most stressful (Dantzker, 1997; Adams, 2001; Boni et al. 2001) as well as one of the most masculinised occupations (Brown, 1996; Martin, 1996; McDermott and Rayment, 1996; McNeill, 1996; White, 1996; Dick and Jankowicz, 2001; French, 2002; Niland, 2002).

The police culture values masculine traits such as physical strength, aggressive physical action, competitiveness, preoccupation with the imagery of conflict, exaggerated heterosexual orientation through the retelling of feats of sexual conquests, and the operation of patriarchal, misogynistic attitudes (Austin, 1996; Brown, 1996; McNeill, 1996).

A negative and potentially harmful aspect of the police culture is that it promotes the excessive use of alcohol. Within the policing industry, those who are able to consume large amounts of alcohol and boast about their feats of drinking are considered to be good blokes (Austin, 1996; Brown, 1996; McNeill, 1996; Martin, 1996). A study conducted by McNeill (1996) between 1992 and 1995 of 900 police officers across Australia, found binge drinking to be high in both male and female police officers with approximately 16% of male officers and 32% of the female officers being classified as binge drinkers.

Another trait of the police culture is the 'code of silence' which effectively requires an assumption that whatever is done by a police officer, it was legitimately done in the course of his or her duty. Under this code it is unacceptable to report fellow police officers for misconduct or corruption. This aspect of the police culture contributes to the under reporting of sex discrimination and sexual harassment (Westwood, 2003).

According to Etter (1993:47) the police culture exhibits the following core characteristics, "...

suspicion, isolation/solidarity, conservatism, machismo, racial prejudice, pragmatism, a sense of mission, hedonistic love of action and pessimistic cynicism”.

A feeling of isolation from the community leads some police officers to believe the only people they can trust and rely upon are other police. A consequence of the feeling of isolation is a strengthening of the police culture and corruption (Fitzgerald, 1989, Warren and James, 1996; Wood, 1997). A strong culture was found to be a critical factor that led to the corruption and deterioration of both the QPS and the NSW (Fitzgerald, 1989; Woodcock, 1992; Ryan, 1996; Wood, 2000).

The NSW culture has been described as being resistant to change, plagued with racism and a propensity by police officers to use violence to gain compliance by suspects. Police very often harbour disrespectful attitudes toward society and towards average citizens, which can lead to uncooperative behaviour and inaction by police officers (Chan, 1997).

Such disrespectful attitudes towards society from the highest levels down, surfaced in 1996 through the Wood Royal Commission which investigated corruption within the NSW. Despite the then NSW Commissioner Tony Lauer at the commencement of the Royal Commission insisting, “There is no entrenched corruption in the police service today”, and that claims to the contrary were “figments of the political imagination” (Williams 2002:145), his Acting Chief of Staff Bob Lysaught was sacked for misbehaviour and his Acting Assistant Commissioner Ray Donaldson, resigned protesting his innocence after being named as involved in corruption. The Royal Commission went onto find that 200 serving police officers had criminal records (Williams, 2002).

However, the Royal Commission did not succeed in completely reforming the NSW culture. In 2001, the Police Integrity Commission conducted Operation Jetz, which found evidence of unethical sharing of confidential information between police officers for the purpose of assisting themselves or colleagues in interviews for promotion. Despite having signed confidentiality agreements not to disclose interview questions, 13 male police officers formed what could be best described as a ‘boys club’. The ‘boys club’ acted unethically by disclosing interview questions to each other. This provided the ‘boys club’ with an

unfair advantage over other applicants for promotion (Police Integrity Commission, 2003).

Policing is deeply resistant to change (Cauchi, 1997; Dantzker, 1997; Harrison, 1998; Niland, 2002). Operation Jetz is a good example of resistance to cultural reform within the NSW. According to Harrison (1998), many police leaders have been thwarted in their attempts to engender change in the organisation due to existing cultural barriers inside their own departments.

The police culture which has been described as being hostile towards female police officers, has also resisted attempts to integrate more women into policing (Etter, 1996; Price, 1996; Dick and Jankowicz, 2001). In fact, few occupations have been described as being resistant to the integration of women as vigorously as policing (Martin, 1996; Etter, 1996). According to Fleming and Lafferty (2002:3), “The male-dominated ‘cop culture’ was notorious in Australia as elsewhere for its insularity and the exclusion of women and minority groups”.

Australian policing has been described as being created by men for men (Austin, 1996; Prenzler and Ransley, 2002; Goward, 2002). For Etter (1996), the police culture is one of the greatest barriers for female police officers in achieving job satisfaction and advancement.

Resistance to Female Police Officers

The first female police officer appointment in an English speaking nation was made by the Los Angeles Police Department in 1910 (Price, 1996; Dantzker, 1997; Heidensohn and Brown, 1999; Prenzler and Ransley, 2002); in 1915, the NSW appointed the first two Australian female officers (Heidensohn, 1996; Heidensohn and Brown, 1999; Prenzler and Ransley, 2002).

Many countries such as Australia, the USA and Britain introduced female officers in response to women’s civil action groups, social problems and labour shortages produced by World War I. (Heidensohn, 1996; Jones, 1996; Prenzler, 1998). For example, in Germany female officers were appointed to deal with prostitutes (Tite, 2004). While, in NSW women were appointed to deal with traffic direction and control of juvenile girls (The Thin Blue Line, 2004).

NSW female officers have experienced resistance and discrimination since their appointment. In 1915, when Lillian Armfield and Maud Rhodes

many police leaders have been thwarted in their attempts to engender change in the organisation due to existing cultural barriers inside their own departments

"If it weren't for legal and government pressure, few police departments would hire many female officers" (Prenzler and Ransley, 2002)

were chosen and subsequently sworn in as Probationary Special Constables, they were both required to sign an indemnity releasing the NSWSP of any responsibility for their safety and both were required to wear civilian clothes, as they were not issued a uniform. Additionally, their service was recorded on a separate seniority list until 1965 (The Thin Blue Line, 2004).

Even with affirmative action legislation and policies in place, police organisations have found themselves struggling to maintain credible female representation (Decker and Huckabee, 2002). According to Prenzler (1998), Australian police organisations have demonstrated grudging compliance with the requirements of anti-discrimination legislation since its inception, with a limited application of the more demanding requirements of legislation oriented towards affirmative action.

For example, the NSWSP ignored the 1977 *Anti-Discrimination Act* until two court decisions led to a fundamental change of policy. Firstly, in 1980, a rejected female applicant took the NSWSP to the *New South Wales Anti-Discrimination Board*, challenging a quota system limiting the number of female recruits. The NSWSP was directed to remove the quota system and agreed to actively encourage women's employment. Secondly, in 1981, the marriage bar was lifted following a complaint to the Board by an applicant rejected because she was married (Prenzler, 1998).

Despite these decisions, by 1982 there were still only 307 female officers in the NSWSP, a situation that Fleming and Lafferty (2002), argue is owed much to the position adopted by the Commissioner at the time, John Avery. Fleming and Lafferty write,

This position had been expressed most forcefully in 1981, when Commissioner Avery responded to the anti-discrimination lobby and what he called 'a TV stimulated imagination' about the role of women in policing. He argued that women were neither aggressive nor muscular enough to be 'effective or ... helpful in various areas of police work'. Although women had a role in 'pacifying' individuals and in 'welfare' type situations, there was no place for them where 'violent confrontation' might be an issue or where 'heavy lifting' was required. Avery espoused the view that the employment of women police officers should be tempered by decisions based on 'solid experience' rather than 'anti-discrimination philosophy' (Fleming and Lafferty 2002:7).

The attitude of many male police officers creates an environment of resistance to female police officers. Balkin (1988), maintains that male police officer's attitudes towards female officers are well documented and are almost uniformly negative and these attitudes do not appear to have changed over the years. A recent study in the United States found that 95% of male officers agreed with the statement, "If it weren't for legal and government pressure, few police departments would hire many female officers" (Prenzler and Ransley, 2002).

For Drew (1999), a key factor which contributes to the inappropriate attitude of some male police officers towards female police officers is the masculinised police culture. Drew (1999), argues that this aspect of the police culture has ensured that resistance still exists within Australian police organisations towards female police officers and that male officers have often reacted to female officers by stereotyping them as 'misfits', labelling them as 'butch', 'lesbians' or 'sluts'. These judgements are readily applied by male officers who see no place in policing for their female counterparts (Heidensohn, 2002). Balkin (1988:29), summed up the situation for female officers when he wrote, "If a policeman's lot is not a happy one, then a policewoman's lots is worse, for she is not accepted by most of her male colleagues".

The evidence available also suggests that attitudinal problems towards female police officers also exist within the ranks of senior management. This is demonstrated by the fact that very few inquiries into policing have made a proper examination of sex discrimination and sexual harassment of female police officers, as part of the larger complex of corrupt practices (Prenzler and Ransley, 2002). Equally important is the fact that little support has been provided for police officers that have been exposed to sex discrimination or sexual harassment. Goldsmith (2001:199) argues that, "... to date, we lack a strong history of Police Commissioners willing to act publicly and courageously in support of whistleblowers, to publicly acknowledge organisational failures, in areas of corruption or poor management".

The major ideological source of opposition to women in police work has been the notion that policing involves physical confrontation and therefore is too physically demanding for women, and hence pose an extra risk to their partner (Balkin, 1998; Jones, 1996; Dantzker, 1997; Prenzler, 1998; Fleming and Lafferty, 2002). Such

attitudes have persisted despite numerous studies that show female police officers carry out patrol work as well as their male counterparts (Balkin, 1988; Drew, 1999; Fleming and Lafferty, 2002).

The argument that police work is too physically demanding for women has led to the development of inappropriate selection strategies, leaving women at a significant disadvantage. Such as those found in physical competency tests, psychological tests, as well as, education and experience ratings (Jones, 1996; Dantzker, 1997; Drew, 1999).

Gender Imbalance

International figures confirm that women are poorly represented in police forces around the world (Goward, 2002). While, Australian women make up 45% of the workforce (*Equal Opportunity for Women in the Workplace Agency*, 2004) and 52% of Australia's population (Paley, 2004), they only make up 20.9% of all sworn Australian police officers (*Australian Institute of Criminology*, 2004). Australia's largest police organisation, the NSW Police is currently leading the way in terms of gender balance. They currently have the largest percentage of female officers in Australia and arguably the world with 23.8% of sworn police officers being female (*Australian Institute of Criminology*, 2004). However, these figures still represent a significant gender imbalance.

In the United States women make up 46.5% of the workforce, but only 11.2% of all sworn police officers (*National Centre for Women and Policing*, 2002). Within the Royal Canadian Mounted Police, 17.5% of sworn officers are female (Pharand, R. 2004. pers.comm., 24 July). The situation is no better in the United Kingdom, where 17% of officers in the Metropolitan Police Service are female (The Job, 2003).

The Asian region follows the same trend. 13.8% of sworn officers in the Singapore Police Force are female (Wee, C.N. 2004, pers.comm., 3 July); 13% in the Hong Kong Police (Hong Kong Police, 2004); 7.6% in the Philippines National Police (Philippines National Police Public Information, 2004, pers.comm., 14 July); and only 2.7% of sworn police officers in the Seoul Metropolitan Police Agency are female (Foreign Affairs Division, 2004, pers.comm, 24 July).

Female officers are also dramatically under represented in senior managerial positions. Only 5.9% of senior management positions, (Inspector and above) in Australian police organisations are held by female officers. The situation is slightly better in the NSW Police, with 7.6% of senior

management positions being held by women (*Australian Institute of Criminology*, 2004).

A study conducted by the *National Centre for Women and Policing* (2002), of United States police organisations found that women held only 7.3% of top command positions.

The number of NSW Police women in senior management positions is in line with other industries within Australia. The 2004 *Australian Census of Women in Leadership* indicates that 10.2% of executive managers in Australia are women, and 8.6% of CEO's are women (Parson, 2003; Equal Opportunity for Women in the Workplace Agency, 2004; Paley, 2004).

The lack of female leaders in police organisations means that women's issues tend not to be promoted, and there is a lack of leadership diversity (Goward, 2002).

A gender imbalance is a significant issue for police organisations. With commentators such as Simpson (2000) and Adams (2001), arguing that a gender imbalance has assisted to create a police culture that is both hostile and resistant to female officers.

Within the NSW Police the percentage of women in policing has been increasing at a slow but steady rate: in the last three years the percentage of women has risen from 21.3% in 2001, to 22.6% in 2002, to 23.8% in 2004 (*Australian Institute of Criminology*, 2004).

The New South Wales Police Response to Sex Discrimination and Sexual Harassment

The NSW Police have responded to the problem of sex discrimination and sexual harassment by implementing two key policies. Firstly, in 1998 the *NSW Police Gender Based and Sexual Harassment Policy* was implemented. The policy makes it clear that sex discrimination and sexual harassment is a breach of legislation and that when sex discrimination or sexual harassment occurs, prompt action should be taken to remedy the situation and ensure that the workplace is safe for all employees (Ryan, 1998).

The policy points out that managers and supervisors have a responsibility to,

Create an environment in the workplace where all employees understand that harassment will not be tolerated and complaints will be treated seriously. As managers and supervisors, your overall aim is to prevent harassment occurring and to act when it does ... (Ryan 1998:1).

The major ideological source of opposition to women in police work has been the notion that policing involves physical confrontation and is therefore too physically demanding for women, as they are not physically strong enough to perform the role of policing and hence pose an extra risk to their partner.

(police women) ... they only make up 20.9% of all sworn Australian police officers (Australian Institute of Criminology, 2004).

Policewomen are also dramatically under represented in senior managerial positions. Only 5.9% of senior management positions, (Inspector and above) in Australian police organisations are held by policewomen.

The policy defines gender based harassment and sexual harassment, and offers a number of examples of such conduct. The policy also informs employees of the procedure they should follow if they are subjected to sex discrimination or sexual harassment.

Secondly, the *NSWP Internal Grievances Policy* was implemented in 2002, with its stated purpose being, "to provide the NSWSP with a consistent approach to the most fair, open and effective resolution of internal grievances" (*Employee Management Branch* 2002:3). The policy documents the procedures to be followed in order to resolve all internal grievances. The policy ensures that complainants and persons complained about can obtain independent advice by listing a number of organisations where employees can obtain further assistance. An *Harassment and Discrimination Report Form* which must be completed for all complaints of sex discrimination and sexual harassment is also included in the policy (*Employee Management Branch*, 2002).

A weakness of both policies is that they fail to address the three earlier mentioned contributors to sex discrimination and sexual harassment.

The Knowledge Gap

No research has been conducted within the NSWSP in relation to sex discrimination and sexual harassment since Sutton's 1995 study. Consequently, there are a number of unanswered questions some of which include; what is the current rate of sex discrimination and sexual harassment within the NSWSP? What is the current rate of reporting of sex discrimination and sexual harassment within the NSWSP? What are the factors that currently contribute to the rate of sex discrimination and sexual harassment within the NSWSP? What elimination strategies may assist to reduce the level of sex discrimination and sexual harassment within the NSWSP?

In an attempt to answer these questions, research will be conducted within the NSWSP in 2005 by the author.

Conclusion

Sex discrimination and sexual harassment are significant issues for the NSWSP. Discrimination and sexual harassment can lead to employees who have low morale, low productivity and little commitment to the organisation. This in turn, leads to high turnover rates, which leaves the organisation faced with all the costs inherent in replacing someone (Thomann and Serritella, 1994;

Jones, 1996; Holland, 1999; Smyth, 1999; Boni et al. 2001; Marchetti and Ruskin, 2004; Zapf, 2004). An additional problem is that it exposes the organisation to litigation (Thomann and Serritella, 1994; Jenkins, 2000; Goward, 2004).

Prior to the implementation of the *NSWP Gender Based and Sexual Harassment Policy* and the *NSWP Internal Grievance Procedures*, sex discrimination and sexual harassment were found to be both rife and under reported within the NSWSP (Sutton, 1996). A number of likely factors that have contributed to sex discrimination and sexual harassment were advanced, those being; the masculinised police culture, resistance to policewomen by policemen and a gender imbalance.

Whilst, the NSWSP should be commended for the implementation of their policies, there is still more work to be done. Further research is required in order to identify; contemporary rates of sex discrimination and sexual harassment, the causes of sex discrimination and sexual harassment, and elimination strategies which address the contributing factors.

Disclaimer

Mark Szalajko is a Chief Inspector in the NSWSP. However, the views and opinions expressed in this paper are those of the author and not necessarily the NSWSP.

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Legislation

Sex Discrimination Act of 1984 (CTH).

Acknowledgement

A special thanks to Dr Margaret Mitchell of the Australian Graduate School of Policing, Charles Sturt University, Manly, who kindly reviewed this article.

PNG Police Women Shine in Cairns

by Brad Eaton¹

Introduction

In mid 2003 an agreement was reached between Commissioner Sam Inguba, QPM of the Royal PNG Constabulary and Commissioner Bob Atkinson, APM of the Queensland Police Service for officers from the RPNGC to undertake an attachment to the Cairns Police District. Of the sixteen (16) officers that attended Cairns between 2003 and 2004, two (2) of them were female commissioned officers from the National Capital District (Port Moresby).

The Project

The attachment was designed with the Constabulary and the QPS with the assistance of the Australian Government funded Royal Papua New Guinea Development Project Phase 3. The project is managed by Acil Australia Pty Ltd who is the Australian Managing Contractor for AusAID (Australian Agency for International Development). The project is staffed by serving and retired police officers from Australian and New Zealand Police Services.

The Attachment

The aim of the attachment was to progress the development of a limited number of Commissioner Officers from PNG who had displayed sound potential and initiative in their respective areas. Cairns was chosen as a likely location due to its close proximity to Papua New Guinea, cultural similarities with Torres Strait Islanders and the ability for the officers to experience a wide range of activities.

The attachment focused on station management principles and gave the officers the experience and benefits of working within in a large, fully resourced and well run police environment. The attachment saw sixteen (16) Commissioned Officers from every Command (Region) in country attend Cairns for a period of 2 weeks duration.

The experiences gained covered police complaint management, traffic management, station administration which included property/exhibit storage, risk management and compliance. Specialist sections with the Cairns District were also targeted and an overview of crime, training, special operations and cross cultural issues was provided.

The officers were also given the opportunity to 'shadow', Regional Duties Officers (RDO's) to see how the supervision of operational staff occurs. All officers were impressed with the ready availability of motivated and professional officers. They were also impressed with the amount of resources provided to Australian police officers to carry out their duty.

The Women

The last two Commissioned Officers to attend were the only two female officers on the attachment.² They were Police Women Inspectors Mariah JOHN and Delilah SANDEKA who were both from the National Capital District.

Police Women Inspector Mariah John is the only female Police Station Commander (Officer in Charge) in PNG. Gordon's Police station has approximately 86 male police officer's. Gordon's is a suburban police station in Port Moresby and has an extremely high crime rate.





When asked how she controls her staff of male officers, Mariah told the group that if the officers don't do as she instructs she tells them to move to another area or she administers some special PNG bush justice.

Bomana Police College is similar to any police academy in Australia. Whilst there has been limited recruit intakes since 1996 there have been substantial and numerous in-service training courses undertaken. Like the Queensland Academy, officers from around the country travel to Port Moresby to attend the more complex and involved training. The college is a product of the colonial era having been constructed in the 1960's.

Female Police Officers make up about 5% of the 5000 strong RPNGC. Of this number there are only about 8 female commissioned officers with the highest ranking officer being Chief Inspector Miriam YAWA who is the Director of the EEO Unit.

The RPNGC with the assistance of the Australian Government funded RPNGC Development Project has progressed substantially the issue and standing of women in policing and the community. One such initiative of progress was the introduction of the biannual Police Women's Conference held in various locations throughout PNG. The 2003 Conference was held in Lae.

Co-ordination

This attachment could not have been achieved without the full support of the Commissioner of the Queensland Police Service and senior officers from the Far Northern Region and Cairns District. Substantial coordination was also provided by Inspectors Trevor Adcock and Sgt Brendan McMahon of the Far Northern Region Cross Cultural Unit based in Cairns.

Conclusion

All of the officers who were able to participate in this attachment espoused the benefits of it and many have taken the lessons and ideas learned in Cairns back to their areas of responsibility. The women in particular were impressed with the high number of female officers in Cairns working general duties, shift work and in remote indigenous communities.

1 The author of this article was an adviser with the RPNGC Development Project based in Port Moresby from October 2002 to September 2004. He coordinated the PNG side of the attachment with Inspector Trevor Adcock and Sgt Brendan McMahon of the QPS. He has recently taken up the position as the Detective Senior Sergeant and OIC of the Cairns Criminal Investigation Branch.

2 There are only eight (8) female commissioned officers in the RPNGC. Female members (all ranks) of the Constabulary equate to 5.4% of the 5000 strong service.

Landmark Conference Comes to Darwin

From 21-24 August 2005 delegates from the region will come to Darwin to improve policing for women.

The Australasian Council of Women and Policing's 2005 conference will explore how policing can be improved in the Asia Pacific Region.

Join delegates from Australia, New Zealand, the Pacific Islands and Asia to explore how policing can better protect women's human rights and improve the number of women in key decision making positions within policing.

Women and Policing?

Policing plays a critical role in women's lives. Without a policing service that responds effectively to women, women are not free from violence, they are not protected from exploitation, and they cannot thrive; the community cannot flourish.

Policing is central to protecting and empowering women and ensuring their equality. Police services around the world can no longer ignore their obligation to provide better policing services to women.

Policing in the Asia Pacific has been highlighted as a key element to international security and women's security and safety is an important aspect of any future work in this area.

Countries in the Asia Pacific region are also examining how their police services can better respond to women, both to the women within policing and how policing services meet women's needs.

Policing in countries such as Australia and New Zealand have made radical changes to improve how they police women, but much is still to be done.

The expanding role of Australian policing internationally to include investigation and peacekeeping responsibilities in the Asia Pacific region requires the development of gender sensitive strategies to ensure that policing does not prejudice women's human rights in the region, but instead empowers women to develop and contribute to the future of their community.

This will be the Council's fourth conference in the Australasian Women and Policing series. It will provide

an opportunity to share insights, developments and strategies to improve policing for women in the Asia Pacific region.

It will also provide an opportunity to create and develop women's policing networks in the Asia Pacific Region

The conference will build on the outcomes from the 2002 Women and Policing Globally conference held in Canberra and will focus on how policing can be improved in Australia and the Asia Pacific Region.

The conference will start on the Sunday evening with a reception and the first two days will focus on the key themes of the conference. The final day of optional workshops will allow participants to develop strategies and outcomes they and the Australasian Council of Women and Policing can progress.

The Australasian Council of Women and Policing holds its conferences every three years, and the 2005 conference will focus on Improving Policing for Women in the Asia Pacific Region.

The History: 1996

The first women and policing conference was held in Sydney in 1996 and for the first time in history women in policing from Australia and New Zealand came together to discuss their numbers and status and role within policing.

Three women who instigated the first conference, Melinda Tynan, Jill Bruce and Helen McDermott also started a newsletter called, *The Whip* (women here in policing) as a way to develop a network of women in policing and to provide information about the conference.

The Northern Territory Police produced the final edition of *The Whip*.

That first conference set the scene for the next two subsequent conferences. And following conferences have kept many of the key elements of that conference.

The Commissioners' Panel

The first Commissioners' Panel was certainly memorable with one commissioner criticising *The Whip* and another smartly adding that he would be placing ads in

the next edition to attract more women to his police service!

Since then the Commissioners' Panel has been an opportunity for delegates to hear directly from the Commissioners about what they see as the key issues for women and policing.

The fact that almost every single Commissioner in Australia, New Zealand and Fiji participated in the 2002 Commissioners' Panel, and where they were not available they sent a Deputy Commissioner, illustrates how far policing has come.

The Commissioners' Panel will be replaced in 2005 with a "Hypothetical" which will explore some of the issues raised during the conference. This should be a very interesting and entertaining event.

Police Unions

One session that was not repeated after 1996 was the panel of police unions. It was a session that raised the ire of many of the delegates who were disappointed in how their union just did not understand what their female members expected from them.

Nevertheless the police unions were open to new ideas and one significant group that was born as a result of the first conference was the Police Federation of Australia's Women's Advisory Committee.

It was a recommendation in the paper presented at the Police Unions Panel by Helen McDermott and Marea Rayment.

Subsequently, Helen McDermott who was the National Vice President of the AFPA organised the first meeting of the Women Officials in Police Unions and since then the group has grown and developed.

It is now the Police Federation of Australia's Women's Advisory Committee and after its bumpy start when a couple of the police unions declined to send delegates, is now an integral part of the PFA and its operations.

The women and men who worked to achieve that certainly should be congratulated and recognised.

Australasian Council of Women and Policing Inc

The other group that has its history in the 1996 conference is the Australasian Council of Women and Policing Inc., whose creation was an outcome from that landmark conference.

The Council is a national non-government organisation that works to improve policing for women. It has three main areas of focus:

- improving the policing services provided to women;
- improving the opportunities and outcomes for women within policing; and

- participating in the global network of women in policing.

1999

The Second Conference of Women and Policing was held in Brisbane and was hosted by the Queensland Police Service.

It explored how policing can improve its response to women in the community. The Council's second goal. By using violence against women as an example, it looked at the role of women in policing and the policing response to women in the community.

As with the first conference, the papers from the Second Conference are on the AIC website www.aic.gov.au.

The Australian Institute of Criminology has had a close involvement with the women and policing conference series. It auspiced the First Conference through a Confiscated Assets Trust Fund grant. And its website now contains all the papers from the three conference.

There are gaps, so if you are one of the speakers who did not provide us with a paper of your presentation, please think about it when you are next archiving your files.

2002

The third conference was far more of a challenge.

If you have been paying attention you will have guessed what the theme would be: creating an Australasian link in the global network of women in policing.

A huge task.

The 2002 conference was a project that had its genesis in 1996 when Melinda Tynan and Helen McDermott attended the 1996 International Association of Women Police Conference in Birmingham.

This was the first time the IAWP had held a conference outside North America. The 1996 conference was held in partnership with the European Network of Policewomen.

We thought: we can do this!

Negotiations started soon after.

Melinda Tynan was the recipient of the IAWP's 1999 International Scholarship Award and attended the IAWP's conference in Boston. She lobbied for the idea of holding a joint Australasian Council of Women and Policing/IAWP conference in Australia in 2002.

In 2000 the idea was put to the IAWP membership. It was a challenge. Unlike all other IAWP conferences, ACWAP was not an affiliate of the IAWP, but a sister organisation.

But with the support of the Mick Palmer the then AFP Commissioner, the bid was successful.

Like the IAWP, conferences are ACWAP primary means of fund raising. So there were many administrative and contractual hurdles that all three parties to their immense credit, overcame and resolved.

The cost of travelling to Australia was always a hurdle for the IAWP. However the timing of our bid in 2000 was very fortunate. For in September 2000, Australia was the host to sporting event which had international coverage. We couldn't have asked for more.

The 2002 conference was an amazing success.

This was not achieved without a lot of hard work from the Council and the AFP.

As the principle organisers, there was hardly a thing that we were not happy with. Sure some things weren't exactly how we wanted them, but the rest at least met or exceeded our expectations.

It had been an incredible amount of work for the Council who as a voluntary organisation has limited resources and no paid employees. So our lunchtimes were filled with meeting, our evenings busy with emailing speakers and our partners looking forward to the end of it all.

Mick Keelty who by then was the Commissioner of the AFP fully supported and promoted the conference and much credit should be taken by the AFP.

The All Nations Parade marched down Anzac Parade and along Constitution Avenue to open the conference, showcased the delegates from the 48 countries who attended, and provided spectacular images for participants and the many Canberra residents who came out to see the spectacle.

Needless to say that particular venture required significant resources and planning by the AFP.

Their support in using their international networks to identify delegates was also invaluable. As was Andrea Humphries' help with the Ausaid grant administration.

2005

The 2005 conference will develop one of the themes highlighted at the 2002 conference; women and policing in our immediate region.

The conference will also explore developments within Australia and New Zealand over the past few years and will importantly provide an opportunity to share and develop ideas.

Sunday 21 August

The conference will commence on Sunday 21 August with a welcome reception. As well as being a great opportunity to catch-up with other delegates, it will be a great chance to meet the speakers and presenters.

It is expected that the Welcome Reception will include the launch of new project and an inspiring speaker or two.

Monday 22 August

Delegates will be welcomed to Darwin and hear from the Northern Territory Chief Minister Clare Martin, the Northern Territory Police Commissioner, Christine Nixon, the President of the Australasian Council of Women and Policing and a range of speaker who will set the scene for policing and women in the region. The topics will include trafficking, policing reform, peace and security, and the status of women in policing in the region.

The conference dinners are always a great opportunity for informal networking, and this conference dinner will be no exception. It will also include the Council's annual Excellence in Policing Awards.

Tuesday 23 August

The speakers for the plenary session Tuesday will examine the role and importance of policing for women's human rights and a very impressive panel has been brought together. Most of the session for the rest of this day will be smaller concurrent, and unlike previous conferences there will be fewer concurrent sessions so delegates will be able to spend more time with each presenter and explore the issues in more detail.

A casual dinner will be organised for the Tuesday evening and delegates will have an opportunity to explore Darwin's restaurants.

Wednesday

The final day is an optional day and delegates need to register for this additional day of workshops and training sessions.

There will be exciting and useful skills workshops, for example Christine Nixon will be conducting a workshop on leadership challenges in policing and Mangai Natarajan will be conducting a workshop on domestic violence interventions in India.

This third day will also provide an opportunity for delegates to contribute to the development of strategies and action plans for improving policing for women in the Asia Pacific region.

The topics for these workshops will include issues such as trafficking women and children, networking in the region, improving domestic violence responses.

More information?

To keep up-to-date with the conference keep an eye on the Council's website www.auspol-women.asn.au.

Registration Form

Improving Policing in the Asia Pacific Region

Holiday Inn Esplanade, Darwin, Australia 21-24 August 2005

For more than one delegate please photocopy.

Return to: Conference Co-ordinators, P.O. Box 139, Calwell ACT 2905, Australia
Phone: + 61 2 6292 9000 Fax: + 61 6292 9002 Email: conference@confco.com.au
Australasian Women and Policing ABN: 35 250 032 539

Title _____ First Name _____ Surname _____
Position _____ Organisation _____

Address _____

City _____ State _____ Postcode _____ Country _____

Phone _____ Fax _____ Email _____

Name for Badge _____

Conference Registration

	Early Bird 30 March 2005	Payment Received by Standard 30 June 2005	Late 1 July 2005
ACWAP Member (not including day 3 workshops)	\$600	\$700	\$800
ACWAP Member (full program)	\$900	\$1,000	\$1,100
Non ACWAP Member (not including day 3 workshops)	\$650	\$750	\$850
Non ACWAP Member (full program)	\$1,000	\$1,100	\$1,200
Single Day Registration (ACWAP Member)	\$350		
Single Day Registration (non-AWAP Member)	\$400		

Social Functions

One ticket to each of the following is included in the conference registration fee, please confirm if you will be attending by placing a P in the appropriate boxes. To purchase additional tickets to any of the following functions please indicate the number required and the total amount payable.

Welcome Reception (Sunday 21 August 2005)

I will attend: I would like to purchase _____ additional tickets @ \$35.00 each Total \$ _____

Excellence in Policing Awards Dinner (Monday 22 August 2005)

I will attend: I would like to purchase _____ additional tickets @ \$35.00 each Total \$ _____

Special Requirements (eg dietary)

Payment Details

Enclosed in my cheque in Australian Dollars drawn on an Australian bank made payable to *Conference Co-ordinators*.

I am faxing my registration, payment will follow:

Please charge my credit card:

Bankcard Mastercard Visa American Express

Card number

Card Holder's Name _____ Signature _____

Expiry Date _____ Is this a corporate card? **Yes / No**

Accommodation

Please note your credit card details are required to guarantee your room is held until your noted arrival time. Neither Conference Co-ordinators nor the hotel will make any charges against your credit card unless you fail to give sufficient notice in writing of your cancellation. All cancellations will be acknowledged in writing by Conference Co-ordinators. Full payment of your account will be required at the time of your departure. The rates quoted below are per room per night.

Holiday Inn Esplanade

Single \$130 Twin \$130 Double \$130

Date of Arrival _____ Date of Departure _____ Twin sharing with (if applicable) _____

Special requirements

I understand my credit card details are given as a guarantee of my arrival and to ensure my room will be held until my nominated arrival time. No charge for accommodation will be made against this card unless insufficient notice of cancellation is given in writing to Conference Co-ordinators.

Card number

Card Holder's Name _____ Signature _____

Expiry Date _____ Is this a corporate card? **Yes / No**

WomenSpeak June 2004

The WomenSpeak Network meets twice a year face-to-face and on June 4th and 5th more than 40 women from over 30 organisations came together to share information, create policy solutions, discuss research and set priorities for the WomenSpeak Network for the next 12 months.

The WomenSpeak Network is one of the four networks of organisations that the Federal Office of the Status of Women (OSW) funds to promote women's policy and program interests and the Australasian Council of Women and Policing is one of the 33 member organisations.

The biggest issue on the agenda for the meeting was clearly the anti-violence work that so many of us undertake. One of the most exciting opportunities that arises from the WomenSpeak Network is the opportunity to identify common interests and collaborate with other organisations in the Network for example the Australasian Council of Women and Policing is one of the partners for the UNIFEM White Ribbon Campaign and this partnership will see white ribbons, reminding all of us of our obligations to halt violence against women distributed to police officers across Victoria in November.

We spoke with the OSW about our concerns about the current government campaign especially the facts that the hotline number doesn't take women to specialist sexual assault and domestic violence counsellors, that women's services weren't invited to tender for the project and will receive few if any additional resources to meet the need generated by this campaign. We shared information about the campaigns our organisations are running and highlighted the need for material to be available in community languages and

alternate formats such as audio tape to ensure that all women can access this vital information.

We also discussed the fact that while we have had some successes from our policy advocacy and budget submissions there is a more fundamental problem than just funding, in the fact that the needs of women and girls are often ignored in the development of policy and that while governments talk about gender mainstreaming there are genuine concerns that the gendered impacts of policy and service delivery are rarely considered. That's why the WomenSpeak Network will this year be undertaking work on gender responsive budgeting.

Gender responsive budgeting is used and promoted by many governments and women's organisations across the globe as a means of improving economic governance and financial management and providing information to both governments and non-government organisations on how government spending will address the needs of different groups of women and men and girls and boys.

The WomenSpeak Network is just developing its gender responsive budgeting initiative and we hope that many of you will be able to be involved through ACWAP. In the meantime more information about gender responsive budgeting can be found at www.gender-budgets.org.

More information about the WomenSpeak Network can be found at:

<http://www.ywca.org.au/womenspeak.htm>

Narelle Beer: merrilyn.beer@police.vic.gov.au

Jill Wood: jill.wood@police.vic.gov.au

Erica Lewis: ygals@ywca.org.au

Calendar of Future Events

20 October 2004 (Australia)

Universal Children's Day

For general enquiries and donations:

Phone: 1300 884 233, Fax: 1300 780 522

Email: unicef@unicef.org.au

26-29 October 2004

Brisbane, Qld

A Conference on Women, Feminism and the Law: Challenge, Change and Cha Cha Cha

More information & Registration brochure:

Phone: +61 7 3392 0644, Email: admin@wlsq.org.au

1-3 November 2004

Adelaide, SA

2nd International Policing Conference – Safety and Security in a Hi-Tech World

Phone: +61 8 8463 3726, Fax: +61 8 463 3722

Email: sapol.ipc2004@police.sa.gov.au

Website: www.ipc2004

5 November 2004

Melbourne, Vic

Crime Revisited: Deviance and Conformity in the 21st Century Conference

Phone: +61 3 8344 9440 Fax: +61 3 9349 4259

Email: crimconf-postgrad@unimelb.edu.au

21-24 November 2004

Singapore

International Crime Prevention Conference: Crime Prevention Challenges in the 21st Century

Ms Lyn Wong – Phone: (65) 6536 3283 or

NCPC Phone: (65) 6252 4101

Email: icpc2004@vmsd.com.sg

25 November 2004

International Day for Elimination of Violence against Women (*White Ribbon Day*)

Libby Lloyd

Phone: 0416 244 501 Email: president@unifem.org.au

Carolyn McLean

Phone: 0404 040 685

29-30 November 2004

Melbourne, Vic

Crime in Australia:

International Connections Conference

Phone: +61 2 6292 9000, Fax: +61 2 6292 9002

Email: confco@austarmetro.com.au

1 December 2004

World Aids Day

Email: wac@unaids.org

5 December 2004

International Volunteer Day

Volunteering Australia

Phone: +61 3 9820 4100, Fax: +61 3 9820 1206

Email: volaus@volunteeringaustralia.org

10 December 2004

International Human Rights Day

Phone: +61 2 9284 9600

Email: publications@humanrights.gov.au

12-14 December 2004

Sydney, NSW

Australian and International Feminisms: Where we've been and where we're going Conference

Phone: +61 3 9214 7888, Fax: +61 3 9214 7839

Email: acssa@aifs.gov.au

18 December 2004

International Migrants Day

Amnesty International

Phone: +61 2 9217 7600, Fax: +61 2 9217 7663

20-22 April 2005

Melbourne, Vic

5th Australian Women's Health Conference – Reflecting on Gender: Confronting the Evidence

Phone: +61 3 9417 0888, Fax: +61 3 9417 0899

Email: awhn@meetingplanners.com.au

21-24 August 2005

Darwin, NT

Improving Policing for Women in the Asia Pacific Region

Helen McDermott Phone: 0417 231 838

Email: acwap@ozemail.com.au

13 October 2005

World Sight Day

Pam Williams-Jones

Phone: 44 207 608 7260, Fax: 44 207 253 8483

Email: info@ukorbis.org

Leadership Development

An Award-Winning Collaboration Continues: Launch of UWA's 'Leadership Development for Women Program' at the Western Australia Police Service

Susan Harwood, PhD Research Student, Business School, UWA; Winner, Griffith University Prize for Excellence in Research on Women and Policing

SPIRT* Project Delivers on Leadership Development for Women

[*Strategic Partnership with Industry, Research and Training]

Last November, the 17 members of the [then] senior management team of the Western Australia Police Service endorsed all twelve of the recommendations from the SPIRT Project, a comprehensive, three-year collaborative research project that was conducted between the WA Police and the University of Western Australia. This research, engaging thirty men and women from the organisation in applying a 'gender lens' to look below the surface of their culture, identified specific recommendations to redress the gendered workplace culture of policing.

On Tuesday 26 October 2004, several of the key recommendations were realised when a unique and

groundbreaking event took place at the Western Australia Police Academy. For the first time ever, the Academy is running a leadership development program specifically for women. A total of 30 women – sixteen sworn and fifteen public service officers – were selected from over sixty five applicants for this 10-day pilot program, which is being delivered over the next eight months by two highly experienced staff development consultants from the University of Western Australia, Ms Jen de Vries and Ms Maggie Leavitt.

The Driver: the Equality Implementation Group [the EIG]

While the Equality Implementation Group, a direct outcome of the SPIRT Project (chaired by the Commissioner of Police) is in the process of imple-





menting all of the SPIRT Project recommendations, a measure of the EIG's determination to get some 'runs on the board' is that a period of just two months has elapsed between the date that the funding was secured, and the date of the Program launch. This in itself is something of a major achievement, given that the LDW Reference Group (see below) was only established for this purpose at the time of funding approval. The critical role played by senior managers in this group should not be underestimated; Assistant Commissioners Mal Shervill (former head of the Academy and now at Crime) and Ian Johnson took on the task of sponsoring the LDW to senior management, securing the funding after presenting the proposal to their senior colleagues.

Why this Program?

The LDW program is a University of Western Australia success story that is celebrating its 10th year in 2004. The delivery at WAPS is being specifically customised to the culture of policing, and this will be the first time that the Program has been offered outside the University. This collaboration has been brought about through the SPIRT Project.

In selecting this particular program, and in acknowledging the intent of the SPIRT Project recommendations, the EIG recognised that this program will

- enable sworn and public service women at WAPS to develop the leadership skills and knowledge

required to increase their participation in decision-making processes and to facilitate their leadership at all levels;

- encourage women "out of the bunker" and provide them with support strategies to overcome adverse perceptions and beliefs about themselves;
- develop safety-net strategies that provide women with opportunities for development, where they are provided with direct support to ensure success and not set up to fail;
- provide the male coaches of the women participants with enhanced knowledge and understanding of the gendered workplace culture of policing and their role in redressing issues arising for women in that culture;
- contribute to the reform process now underway, creating an organisation that encourages and welcomes women's involvement in leadership and decision making matters; and
- encourage an organisational culture that recognises the value of self-development and reflection, and that encourages inclusive leadership and management styles.

The program began with a three day, core module, and this will be followed over the next eight months by a range of training days with varying content, engaging participants in exploring their leadership potential, self-management skills and future career paths. A key

component involves participants' working in peer learning groups, selecting topics to research; at the end of the program, the peer learning groups will present the outcomes of these projects to senior management. Another component will involve a training day for selected coaches.

Why these target groups?

The profile of this inaugural training group consists of sworn officers at Sergeant level and above, and public service officers from Level Three and above [as well as those who may have been acting at those levels for twelve months or more]. Included on this pilot of the course are two regional participants (one from Albany, one from Broome), as well as part-time staff. These levels and ranks were particularly targeted with a view to ensuring that women sitting just at, or below, mid to senior promotional ranks and levels are equipped with the skills and encouragement to access the widening of job opportunities, which for sworn women, has come about through the removal of some promotional barriers. Since July 1, 2004, it is now possible for example, for Sergeants to 'skip' a rank and apply for Inspector when applying for promotion. A future course will target women at Senior Constable level [who are now able to 'skip' the Sergeant rank].

The Commissioner's Visible and Tangible Support

A Broadcast from Commissioner Karl O'Callaghan, inviting applications from the target groups, aroused

some concerns from within the Service about the 'unfairness' of this 'women-only' initiative. The Commissioner's follow up to this, in the form of a timely response broadcast to the whole organisation, was very clear in its tone and message:

"The Program is not an attempt to discriminate against men nor is it an attempt to give women an unfair advantage in the promotional system. The reasons that women are well under-represented in senior management and leadership positions are complex and varied. If the Police Service does nothing to redress the situation then it is unlikely that this situation will change.

Even with such opportunities as the Leadership Development Program it is unlikely that a gender balance that is anywhere near representative of broader society can be achieved in the immediate future. We must, however, continue to work towards a better gender balance. This is not only a recommendation of the Royal Commission it is the RIGHT thing to do.

Of the top 50 sworn positions in the Police Service, only two are currently occupied by women. Many other positions in the Service which could be considered to be developmental such as Officers In Charge of Police Stations and other operational units are largely occupied by men who, by default, then have access to management and planning meetings which further support their development."



Both the EIG and the Reference Group were keen to ensure that women did not experience any barriers to their possible participation on this course; accordingly, the Commissioner's invitation to potential applicants specifically stated that they did not need to secure their supervisor's permission or endorsement before submitting their application. The program participants were selected by a panel of sworn and public service officers, comprising Reference Group and other nominated members. Successful applicants received a letter from the Commissioner, advising them of their success, and also advising them that he would be writing to their supervisors to advise them, and to ask them for their support in ensuring that their employee was released for the full 10 days of the program. Anecdotal feedback suggests that this strategy was critical to 'opening the gate' for women who might otherwise not have made the initial application.

The role of the LDW Reference Group

The progress and outcomes of the Leadership Development Program for Women will be monitored and measured by the Reference Group established specifically for this purpose. Chaired by Western Australia's new Assistant Commissioner, Barbara Etter, this group comprises men and women, sworn and public service officers, and includes representatives from both unions, the Women's Advisory Network and the Equality Implementation Group [the EIG]. Over time, and once the program is fully established, it is likely that graduates from the program will be invited to participate on the Reference Group, contributing to the ongoing evaluation, continuous improvement and continuing relevance of the program.

Making the Link from Project to Program Delivery

Two of the SPIRT Project's team members delivered part of the program at the launch ceremony, this time as new participants on the LDW program. Each made a clear link between their research, and the establishment of the LDW. Snr Sgt Mary Nelson spoke about her involvement as Team Leader of the *Barriers to Women's Advancement Project*, in which she and her two male colleagues conducted extensive interviews with a representative group of sworn women from across the Service. Their analysis of their data was clear: women were being named [as sleeping their way to the top if promoted], blamed [the problem is women, not

the culture], denied access [you don't need this training], harassed [you're the skirt – you get the coffee], overlooked, discriminated against, and subjected to the demeaning behaviours of some men whom interviewees labelled as 'dinosaurs'.

Stacey Thorburn recounted her involvement in the comprehensive training needs analysis of public service women, conducted by the 'PSTRG' [Public Service Training Review Group]. This group of ten public service women (whose research was also nominated for this year's ACWAP Awards) identified that for a period of some years, money earmarked for public service officer training had been subsumed by the sworn training agenda. Apart from the LDW Program, this group's research has also resulted in the implementation of the 'COP's Scholarships' – \$100,000 of funding this financial year to redress past disadvantage experienced by public service women in accessing training and development within the agency.

The Critical Role of Senior Male Managers in Role-Modelling Appropriate Support and in Acting as 'Corporate Coaches'

All participant's supervisors were invited to attend the launch, and Assistant Commissioner Ian Johnson reaffirmed the need for senior males in particular to role model their support for this program back in their workplaces. 'Corporate Coaching', a key component of the LDW, will commence in November, and the coaches will be nominated from the ranks and levels of senior males, who will be matched with women participating on the course. While women will undoubtedly benefit from this coaching, ten years of experience at UWA demonstrates that senior males have much to learn from the experiences of the women they coach, including what it is to be a woman in a male-dominated workplace.

Raising the Bar to Professional Program Delivery

The implementation of this outsourced program fulfills a further SPIRT Project recommendation, one that was also supported by the Kennedy Royal Commission's call for better and more professional training: training programs that are delivered by professional trainers who are experienced in and attuned to delivering professional development within gendered workplace cultures.

A Leader in the Making - Joanne Clarkson of PNG

by Judith Mysko
Investigative Assistant Australian Federal
Police Port Moresby Liaison Office



The Police Management Development Program (PMDP) is conducted at the Australian Institute of Police Management (AIPM), spectacularly situated in Manly (Sydney) on the cliffs at North Head – possibly the most breathtaking site of any institution in Australia.

The PMDP is designed for potential police leaders to gain a thorough knowledge of principles of management and leadership and enhanced skills in the application of contemporary management and leadership practices. The program has a residential component of 3 weeks and a distance component and presents a rigorous challenge for participants.

The Australian Federal Police offers a place on many of these courses for police personnel nominated by AFP overseas posts. AFP's Law Enforcement Cooperation Program (LECP*) supports the selected officers to attend the course by providing airfares and allowances. The AFP personnel at posts assist the nominees with their pre-course administration and orientation exercises.

The 93rd PMDP, held in September 2004, was the Institute's first 'female-themed' PMDP so when the call went out to overseas posts to nominate possible participants, Team Leader at Port Moresby post, Leisa James, immediately thought of Senior Inspector Joanne Clarkson.

Senior Inspector Clarkson has long been a high achiever. Dux of her cadet intake in 1996, she was Commander of the graduating squad. Joanne was commissioned to the rank of Inspector upon graduation in 1998 and posted to a busy suburban police station as 2IC. Promoted to Senior Inspector in 2002, Joanne has a Diploma in Management from Divine Word University, Papua New Guinea.

Joanne has had an eventful and demanding police career. She has been Station Commander of a suburban police station in Port Moresby, part of Police Operations during the infamous "Sandline Crisis" and in the 1997 National General Elections. She is now a member of the Commissioner's Secretariat, and as an evaluation officer of the RPNGC's Corporate Planning Directorate she is at the forefront of the force's strategy. She walks and goes for the occasional jog, and enjoys all forms of sport. Her favourite sports are soccer and tennis.

Senior Inspector Clarkson's 'other career' is equally busy and rewarding. Joanne and her husband, Edward Miro, have a 2 year old son, Kemo. Joanne says she likes to learn and enjoys reading and meeting new people. "One of the best parts about the PMDP for me was learning from the vast experience of the other participants", Joanne said. "I was the youngest participant, not only in terms of age but also policing experience. The other was the friendships and networks that were established."

"Being a participant in the PMDP was a truly rewarding experience. It's one which will challenge you not only to look at how you manage but more importantly, how you lead your staff."

"I'd recommend this course to anyone who wants to become a Senior manager within their policing organisation and do that job competently. For those who are thinking of attending: if you have been given the option by your organisation, go for it – for there is nothing like the 'Manly Experience!'"

Senior Inspector Joanne Clarkson

* The LECP is the main instrument of the AFP's off-shore capacity building & assistance projects which are conducted with overseas law enforcement partner agencies.

2004 Excellence in Policing Awards

On Saturday 2 October 2004 the Australasian Council of Women and Policing held its Sixth Annual National Excellence in Policing Awards presentation dinner.

The presentation dinner was hosted by the South Australia Police and was well attended with representatives from every Australasian jurisdiction.

Special guests included Deputy Commissioner John White from the South Australia Police, Deputy Commissioner Chris Dawson from the Western Australia Police, Ms Yvonne Henderson, the Western Australia Equal Opportunity Commissioner and Federal Agent Audrey Fagan from the Australian Federal Police.

The Council's National Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of the women and men who are significantly contributing to making policing and law

enforcement better for women. The Awards recognise the excellence that is being developing and currently exists within policing.

The 2004 Awards Committee comprised the Council's Vice President Helen McDermott, Dr Jenny Fleming from the ACT Community Policing Project at the Australian National University, Detective Superintendent Leanne Close from the Australian Federal Police, Ms Erica Lewis from the Women's Electoral Lobby and the YWCA.

The nominations were again this year of the highest quality and it was extraordinary difficult for the Awards Committee to separate the outstanding women and men who were nominated for the Awards.

This is a reflection of the remarkable women and men who are working to improve police for women.



Left to right: Susan Harwood, Monica Hayes, Carmel Condemi, Snr Sgt Mary Nelson and Stacey Thorburn, all of whom were members of the 30-strong SPIRT Project research team.



The Most Outstanding Female Practitioner Award is an award that recognises women who are practicing any aspect of policing, for example community policing, forensic science and investigations. In addition to having a commitment to improve the delivery of policing and law enforcement services to women in the community, the nominees should have a proved ability to enhance the profile of women in policing and to have introduced improved or innovative work practices.

The Most Outstanding Female Practitioner Award

Highly commended

Ms Pamela Scott – Tasmania Police

Forensic services is a key component of policing in the 21st century and it is an area in which women are making their presence felt.

Pamela Scott from the Tasmania Police is the Secretary of the local branch of the Australian and New Zealand Forensic Science Society and her nominator said of her, that she has taken this previously moribund local society and made it very active with a strong public face, enhancing the profile of women in forensic services and with the Department.

The Most Outstanding Female Practitioner Award

Highly commended

Sergeant Catherine Gregory – South Australian Police

Highly commended for her sensitive approach to the investigation of sexual offences, Sergeant Catherine Gregory is a role model for other women.

She advocates an open minded and flexible approach to rape victims and promotes best practice in the investigation of violence against women.

She has demonstrated that doing policing differently achieves results, both as a manager and as an intelligence officer.

Catherine is making a difference to policing and has shown herself to be innovative and a critical thinker. She is an inspiration to her colleagues and is a positive role model

The Most Outstanding Female Practitioner Award

Highly commended

Sergeant Maree Foelz – Queensland Police

Sergeant Maree Foelz has made a significant contribution to improving the policing response to domestic violence.

She has worked on some innovated strategies to reduce violence against women and has then taken that next step to share that knowledge and engage with the community.

These community groups have been impressed with her contribution and her work has made an important impact on improving their view of how policing can reduce violence against women.

As well as this she is an active participant in the Queensland Women's Advisory Group where her contribution has been valued.

Most Outstanding Female Practitioner

Lynette (Vivien) Balchin – Northern Territory Police

Lynette Balchin has had a diverse career within policing.

She has worked in remote communities, in the drug enforcement, as a domestic violence investigator, and with her police association.

Her nominator says of her, "at a time when most of us would be looking for a cushy and safe office job, she can still be found out leading the charge in policing one of the most violent communities in the Northern Territory.

Her adaptability to the changes in policing and her willingness to learn new skills are legendary.

Recipient: Senior Constable Lynette Balchin

The award was totally unexpected. Positions were readily available for members to take when the opportunity arose. I remember when Katherine came up and there were no other takers for the position. I put my hand up for it and got it. However I was not overly

welcome by some the wives of the Police officers there as I would be working alone with their husbands! After a time I believe we became friends. Everyone got used to having policewomen in the station. I remember the Senior Sergeant calling me into his office and telling me that I was not the typist or the tea lady. So whilst it may be seen as ground breaking now at the time I did not see it as that. When I was nominated I felt that I did not have a lot to offer in order to win the award. I had not done anything outstanding other than being in this job for a long time. So I was absolutely surprised when I did win and on reflection can see that I may have paved the way for some women to go to remote localities, which is an accepted practice in the NT Police Force now. I am honoured and humbled to think that I in fact won this award.

In the Northern Territory I have seen Policewomen go from struggling to get positions and promotion to now being treated as equals and gaining their promotions. We have a Commander and six Superintendents that are women. All merit based promotions. Policewomen are now working in two member stations in remote localities. We have overcome the TOKEN positions and are recognised for what each individual has to offer in their own right. I can see that we will have a female commissioner in time and hope that it is one of our own that has come through the ranks. We have 29% of members the NT Police Force are women and the dept continues to employ women. I see this as a job or careers were women can become a part of and know that they will achieve if they wish to equally as the men.

Most Outstanding Female Practitioner

Ms Juanita Seymour – New Zealand

Ms Juanita Seymour is actively changing and professionalising policing. She is doing this by sharing her knowledge and information, working with staff, managers and the community, and doing it in a way that engages and interests others.

Ms Seymour's contribution to her community by pioneering road policing intelligence and reducing the number of people losing their lives every year on New Zealand's road was recognised by this award.

Recipient: Juanita Seymour

I have to say I'm still in shock that I won an award at all. There are so many good things being done in both the New Zealand and Australian Police Services by many, many women.

The award to me is a symbol, not only for myself, but also for my Intel-based colleagues, that we have done

a good job and are on the right track to continue reducing crime and crashes. I feel that this sort of recognition is valuable in identifying the leaders of various policing fields and encourages further learning and growth. My family and I really enjoyed the evening and the company of my Australian counter-parts.

I would like to take the opportunity to thank my mother (Janet) and sister (Amy) for being there on the night; my exceptional partner, Zane Conder; my supportive colleagues Annemarie Morrison and Joanne Lawlor; and Anna Jackson and Christine Jamieson for playing major roles in my nomination.

Best Police Service for Women

Australian Federal Police

The AFP's conditions of service are among the best in the Commonwealth public sector and it has really put a lot of effort into making the rhetoric of equity a reality. While it still has a lot of work to do to change its masculinised culture it is certainly doing its best to lead the way.

Members of the AFP can take for granted a range of flexible and innovative work practices and the support of the senior management in encouraging these conditions to be taken-up.

It has enviable recruitment and retention rates and the number of women in its senior ranks is increasing every year.

However there is still some way to go and the Council does encourage the AFP to continue to examine some of the indirect discrimination issues it still faces and to ensure that its international role takes into account women's human rights.

Most Woman-Friendly Police Union

NSW Police Association

The award for the Most Woman-Friendly Police Union has had a highly controversial history.

The award requires the union to have innovative and flexible solutions to issues that arise from having women in the workforce, have evidence of the removal of indirect discrimination in awards and employment practices, provide advocacy and support of practise that improve policing outcomes for women in the community and have women actively involved at all levels of the union organisation and decision making.

This year two police unions were nominated.

The Victoria Police Association was nominated for its work in addressing the archaic agility testing of recruits in the Victoria Police, which for years had kept the

numbers of women in policing down to a minimum. This agility testing did not necessarily reflect the competencies needed by Australian police officers.

Historically police associations have supported these discriminatory practices but the Police Association of Victoria's Barriers and Bias in Recruitment project lobbied the government and the police service to remove those barriers.

The NSW Police Association nomination spoke about how the Association is genuinely committed to advancing the outcomes for their female members and indeed for the female staff that work within the Association itself.

Examples cited included a survey of all female union activists conducted in 2003 which resulted in a training course for female delegates and Executive members to further their training and development as unionists.

Women are actively encouraged to run for Executive positions. The Association was one of the few supporters of the group that has now become the PFA Women's Advisory Committee and hosted the second meeting of that group back in 1997 and still supports it today.

The current NSW Police Award includes strong and well thought out clauses for Maternity Leave; Parental Leave; Adoption Leave; Family and Community Service Leave; Sick Leave to Care for a Family Member; Use of Unpaid Leave As Personal Carer's Leave; Use of Annual Leave as Personal Carer's Leave; Anti – Discrimination; Part Time; Casuals; Temporary Employees; Job Sharing. Many of these clauses while not explicit, have particular significance for female employees.

Bravery Award

Constable Linda Bennett – Tasmania Police

This Bravery Award recognises and honours the difference women bring to policing and how many



women and men face additional challenges to those already present in policing and law enforcement.

The award is open to both women and men. Candidates are assessed on her or his brave response to an incident or series of incidents. These can be incidents involving the community, other police or law enforcement employees. The incidents can also include the resolution of long-term situations.

While the Council's Bravery Award is for someone who has faced situations or a series of incidents that may have happened over time and the nominee's response will not just involve reacting to a violent or physical incident in a way that risks life. It recognises someone who has resolved violent or physical incidents in an innovative way.

The winner of the 2004 Bravery Award is a young constable who was only twenty years old and had only six months operational experience when she saw a man put a pistol to the head of another man and fire five shots.

Constable Linda Bennett stopped her car, got out, walked up to the man with the pistol and told him to give her the firearm. He did, after pointing the gun at her. He then ran off.

This young constable then locked the pistol in the glovebox of the car and called for assistance.

She did not draw her own weapon.

Her nominator praises her for how she displayed calm thinking, coolness, courage and initiative.

The winner of the 2004 Australasian Council of Women and Policing Bravery Award is Constable Linda Bennett from the Tasmania Police.

Recipient: Constable Linda Bennett

I had the most wonderful time at the awards; everyone was just so lovely and supportive. For me, having an achievement like this at such a young age is a huge honour and a surprise. I never thought that what I did was so special, but it's nice to know that others believe that I did a good job.

For my time in the service of almost 2 years, I have not come across many challenges relating to women in policing. Of course the physical aspect will almost always leave women on the back foot compared to the abilities of men, but that is of course up to the individual in relation to operational policing.

After speaking to my sergeant who is a female, I have become aware of matters that are more in favour of women in Tasmania Police such as; the dramatic

increase of women obtaining rank, higher numbers of women being recruited and the flexibility with employment for women after childbirth.

With experience, I know I will come across challenges within my career, but I'm confident that over time, these challenges will become easier as boundaries for women are expanding.

The Council's Most Outstanding Female Leader award recognises women who have shown dynamic leadership and who have mentored and provided guidance to women and men who do not conform to traditional patriarchal models.

This year the nominations were exceptional.

Most Outstanding Female Leader

Highly commended

**Inspector Janet Hope –
New Zealand Police**



Highly commended for the Leadership Award is a woman who was described by her nominator as someone who every day demonstrates leadership, team building, strategic thinking, partnerships, and results.

She is also someone on whom her female colleagues call upon for advice support and wise counsel.

Highly commended as an outstanding leader is Inspector Janet Hope from the New Zealand Police

Most Outstanding Female Leader

Highly commended

Senior Constable Kal Jane Greenaway

Improving service delivery, developing excellent working relationships, enthusiasm, innovation describe this outstanding leader's style and achievements.

However this forensic officer does not just focus on her

own career, but is active in the Women's Advisory Network where she has done more than just turn up to meetings and put it in her CV.

Her nominators say, that she is professional and a positive role model and through her outstanding leadership skills has changed the attitude and behaviours of many people. She represents women with distinction and in doing so has made the lives of some of her colleagues so much better.

Highly commended as an outstanding female leader is Senior Constable Kal Greenway from the Western Australia Police Service.

Most Outstanding Female Leader

Highly commended

**Chief Inspector Susan Lightfoot –
NSW Police**

Chief Lightfoot's nominator said, it is not possible to overstate contribution this woman has made to the welfare of children of this state and the quality of policing services to them. Without her exceptional commitment the internationally recognised model of service we now have would not have been established. Her leadership abilities encompass relationship building, consideration of the individual, intellectual stimulation, motivation, recognition, a preparedness to challenge the status quo and innovation.

Most Outstanding Female Leader

**Superintendent Tonya Carew –
Queensland Police Service**

Tonya Carew has been working to improve policing for women for all of her more than 30 years service in the Queensland Police. She has been an active leader in improving the provision of policing services to women and children. Tonya works closely with the community and is responsive to their concerns and is a partner to some great achievements.

Her work to improve the status of women within policing is also widely recognised and she was instrumental in the development of the Queensland Police's Women's Advisory Group, a group that has been at the forefront of improving policing for women in the QPS.

Recipient: Superintendent Tonya Carew

Being nominated for the leadership award by my peers and others that I work closely with was probably more important to me than winning the award. No one can be a leader working alone! I enjoy working with the women from the Queensland Police Women's Advisory Group, as they are such a committed group of women

working for the betterment of men and women in the QPS. In particular I have enjoyed representing women to senior management and making recommendation for change when opportunities arise.

I was thrilled to win the award, and that was a great experience. What impressed me also was the quality of work other women who were nominated are doing, and we have some great leaders and talent across Australasia. Being with these women in the nomination was wonderful, and it is great that ACWAP are able to highlight achievements across a broad range of women and jurisdictions.

Our next challenge is to get more women to the management table across all jurisdictions, especially to the executive management table. So many decisions are made at a very senior level without taking into consideration specific issues that impact on women.

I would hope that more flexible working arrangements can be achieved and some jurisdictions are doing it better than others at the moment. Women need to be able to balance work and family especially in the early years of a child's life. We have lost too many good women over the years because this juggle has just become too hard. We have to maximise on our human resources and work at ways to keep our people in the workplace, allowing them also to manage their family lives, and this really is only keeping up with what is happening in the private and other government

sectors. Being a competitive employer is important these days, and if jurisdictions do keep pace with others we will continue to loose good staff.

The third challenge is encouraging women to have confidence in their own abilities, and learn the organisational game or political savvy. This is something women have not done over the years because we haven't been in the right circles. There are women in senior positions in most jurisdictions now, and they need to open doors and create opportunities for those coming behind them. Being an advocate or mentor for others is certainly a good step in the right direction in this regard.

Most Outstanding Female Administrator

Federal Agent Ann McEvoy – Australian Federal Police

Rhetoric in policing, and in organisations generally, can sometimes obviate the need to actually do anything, or change one's own behaviour. Too often managers and organisations think that saying something is happening is enough and don't actually think that they have to change their behaviours and make it happen.

Ann McEvoy is someone who has put rhetoric into practice, who has made her organisation realise its rhetoric, and who has made a real difference to policing for women.



She has worked tirelessly to develop and implement flexible work practices and we would like to recognise her for this work.

Recipient: Federal Agent Ann McEvoy

I am honoured to receive this award – not only for myself but for my police service, the AFP. Over the last four years the AFP have worked hard to put flexible work practices on the table as a viable option to retain our talented women and men in our service. This recognition reassures me that I am on the 'right track' in developing and implementing practical solutions to make our service a better place to work and improve our ability to serve the Australian community. It is also recognition for my team of hard working and dedicated people who believe in the AFP and are prepared to 'argue the toss' and question the status quo. It is also public acknowledgement of the progress the AFP has made and receiving the 'best police service' just summed it up for everyone. Thank you.

The police service to women has improved immensely in the past thirty years and we still have a long way to go. The increasing partnerships with government and non government agencies and the community to develop practical strategies for a safer community has resulted in programs that have been reached through a consultative process and consequently 'owned' by all concerned. I would hope that we focus on solutions in this way for all sectors of the community, not only women, and eventually our initiatives will be seen as generic services to the diverse Australian community.

We are moving so fast; changing our focus and reprioritising our efforts constantly in the this 24/7 global environment and I fear we may 'forget the small stuff' and concentrate only on the strategic direction and agency partnerships to meet the increasing challenges law enforcement face at the moment. All of these activities are essential however there should be someone keeping an eye on the individuals in the service and oversighting the police capacity to meet the individuals in the Australian community.

Highly Commended – Most Significant Achievement in Advancing the Status of Women in Policing

Highly commended

Barry Mathews, former Commissioner of the WA Police

Policing around Australia and New Zealand has responded differently to its obligation to women. Some police services recognised in the 1980's that it was no longer a domain of men who only needed to provide a patriarchal

response to crime. Others however refused to consider that their world view of policing required change. They benefited from policing by being the ones wielding power within policing, and their concerns about which crimes deserved which response were satisfied.

So the change for women in policing was patchy. Some police services saw the advantages of recruiting and retaining female police officers and others insisted on maintaining the masculine as the model for a police officer. They insisted that the physical strength of a man was the only acceptable physical entry standard, and that the life course of a man was the model about which the organisational culture and conditions of service should be based.

So when in 1999 when Barry Mathews became Commissioner of the Western Australia Police, he found that the Western Australia police service had the lowest female representation of any Australian or New Zealand police jurisdiction, low rates of recruitment and retention of women, and an extremely low percentage of women at senior levels, he decided it was time for change.

He heralded a major cultural change for women in policing in Western Australia. He changed to recruiting practices and saw the increase of sworn female members increase from 12% to 16% increasing the proportion of female recruits from 19% to 33%. He began the change that recognised that family life was important to a balanced employee and an effective police officer. He identified the negative impact the arcane lack of flexibility in work practices and encouraged part-time employment, leave without pay and transfer policies and identified those barriers that kept anyone who was different out of certain real areas of policing. Barry Mathews established the Women's Advisory Network and ensured that it was an integral component of the organisation's reform process. He also initiated a joint project with the University of Western Australia which examined how gendered organisational cultures contribute to harassment and inhibit promotional and other opportunities for women.

It is for this work that former commissioner Barry Mathews is the recipient of a highly commended award for his achievements in advancing the status of women in policing.

Most Significant Achievement in Advancing the Status of women in Policing

Western Australia Police Service Women's Advisory Network Steering Committee

Leading change within policing is important, but being responsible for implementing reform within policing



requires hard work, commitment, tenacity and influence. The recipients of the 2004 Most Significant Achievement in Advancing the Status of Women in Policing, has that.

The achievements of the Western Australia Women's Advisory Network Steering Committee have not been limited to improving the status of sworn women in policing, but their work has also addressed the additional disadvantage of being an unsworn member of a police service.

They have made a real difference to women in the WA Police.

Over the last three years, the WAN Steering Committee has significantly contributed to improving policing for women. It has worked to achieve women's representation in the WA Police decision making and is leading many of the reforms in the WA Police.

Most significant achievement in improving the relationship between women in the community law enforcement and policing

Highly commended

Port Adelaide Child and Family Investigation Unit – SA Police

This unit was highly commended for their achievement in improving the relationship between women in the community law enforcement and policing and has made a real difference for women in the community.

Port Adelaide Child and Family Investigation Unit have also challenged the sexist attitudes within their police service that have rated the investigation of domestic violence as a less important crime.

This unit has begun the work that will improve the policing response to women in South Australia and encouraged to build on its achievements.

Most significant achievement in improving the relationship between women in the community law enforcement and policing

Highly commended

Senior Constable Peta Giles – South Australian Police Service

Engaging with the community is essential to good policing. Dealing directly with the public, victims of crime, advocacy groups, non-government organisations and other government agencies takes time, energy, dedication and enthusiasm. But when it is done well, it makes a real difference in the community.

Peta Giles achievement in improving the relationship between women in the community and policing Award is someone who is making a real difference to women.

She leaves a lasting impression on those she encounters and is trusted by the community who have a very special respect for her.

Recipient: Senior Constable Peta Giles

Firstly I was honoured to be nominated, particularly as my achievements working with the community were recognised by Joanne Howard who herself is held in high regard not only within South Australia Police but the wider community and other law enforcement agencies. Secondly that the category of women nominated was of such high calibre that I was proud to be included in the group, let alone actually chosen as the winner. I think all women in law enforcement agencies are winners, (even if they are not nominated for awards) and should continue to strive for excellence within their work environment.

One of the challenges that Women in Law enforcement agencies have ahead of them is access to flexible working arrangements. Contemporary Policies and Guidelines in this field need to be formalised. Women currently may have the greatest need for flexible working conditions, however many male colleagues' needs are changing. Difficulties in finding part time positions, working from home and alternating between full and part time employment when priorities change need to be addressed.

Most Outstanding Female Investigator

Detective Sergeant Joanne Foley – Northern Territory Police

Detective Sergeant Joanne Foley is a woman who has combined investigating violence against women and

children, with managing long-term proactive investigations, completing post graduate studies and contributing to the advancement of women within policing.

Her success in the outcomes of a number of high profile investigations are also mirrored in her achievements in improving policing for women.

Joanne's work in this area includes being involved with securing the International Association of Women Police conference for Darwin in 2008.

Recipient: Detective Sergeant Joanne Foley

I am delighted to be this year's recipient of the most outstanding female investigator award. I love policing as a profession and it's probably my enthusiasm which has encouraged my supervisors and managers to provide me with many opportunities to 'stand out'! But it's important to recognise that none of the successes so generously highlighted in my nomination could have happened without the efforts of the talented and committed team members I have had the opportunity to work with.

There are so many challenges ahead for women! One that I'd like to see achieved is having women at the executive table. We're getting there slowly but it's still the case that women aren't represented at that level in all of our jurisdictions. I know the work that ACWAP does as well as that of our women's network groups and CAWIPAC is making a huge difference and we need to continue to be committed to achieving the goal!

Griffith University Excellence in Research on Improving Policing for Women

**Susan Harwood –
University of Western Australia**

**Joan Eveline –
University of Western Australia**

Feminist research within policing is critical to policing becoming responsive to women and what they expect and need from policing. Without sound feminist analysis of policing, the situation where policing responds to men's concern and where women are seen as the problem and as invaders in their own police service will continue.

Policing has an obligation to both women and to men, and accepting the patriarchal analysis of policing is no longer an option.

This award was presented to the researchers involved in the Western Australia Police project that explored how policing and law enforcement can be improved for



women in the gendered workplace culture of policing. It did not just take a theoretical approach but closely engaged with the women, the men, the sworn and unsworn.

They looked beneath the policies and guidelines on the organisational surface, to the lived experiences of women within the Western Australia Police Service and found that the discrimination, sexual harassment, bullying and hostility that they experienced throughout their working lives significantly detracted from their ability to move up the promotional ladder, move into more visible and rewarding work and, (for those with families), to negotiate reasonable working conditions.

It had a unique research methodology that incorporated participative action research, the application of a 'gender lens', the training of project participants, and a sound theoretical basis in contemporary feminist and masculinist accounts of gendered workplace cultures. This research project has been presented to several international conferences.

But the project did not end with the delivery of the report. In many ways it is only the beginning and the Western Australia Police should be proud that its equity reform is based on such quality work.

*Recipient: Susan Harwood PhD Research Student,
Business School, University of Western Australia*

To have tangible, highly visible and culture-changing research outcomes is what every PhD research student would like to have happen; to achieve this within a feminist framework, and to get recognised for it, is extremely pleasing. Sharing in this Award are the thirty men and women of the Western Australia Police Service, sworn and public service officers, whose courage, commitment, support and sheer hard work, over a three-year period, resulted in an excellent project. The next biggest challenge for women in policing, at least within the WA Police Service, is to



sustain and build on the current gains, and to ensure that recent improvements in numbers, particularly at commissioned ranks, are not misconstrued as having achieved gender balance. Given that 'critical mass' is recognised as being 25-30%, there is still a long way to go from here [16.5%] to there. And for many public service women in the Service, while access to training and development opportunities has improved significantly through the implementation of the SPIRT Project recommendations, the benefits of these gains are still to be realised through more and improved job and project opportunities.

Recipient: Dr Joan Eveline, Senior Lecturer, Business School, University of Western Australia

Dr Joan Eveline, the joint winner of the Griffith University prize, and the Primary Researcher on the SPIRT Project, is currently on sabbatical. Joan's book, *Ivory Basement Leadership. Power and Invisibility in the Changing University* has recently been published by The University of Western Australia Press. Joan's analysis of how the workers 'in the basement' – mostly women – are struggling against a greedy organisation (the university) that 'cannibalises their efforts and energy' has resonance with the experiences of women in other organisations. While the 'ivory basement' of the book's title is a term that is particular to universities, people who work, and lead from the 'basement' are in the corridors, departments and offices of all organisations (including policing), and are often the first to feel the full effects of restructuring. These are the people, Joan reveals, who lead differently, through their valuing of personal relationships, their teaching of each other, and who collaborate to bring about innovation. The challenge for policing is to bring these leadership skills, often those valued and demonstrated by women, into the open.

Bev Lawson Memorial Award

Ms Bron Steel

The Bev Lawson Memorial Award is an annual award for the most outstanding woman who has been first in any policing or law enforcement activity or support service.

The criteria are to have:

- been a first in a particular area, field or endeavour
- made a significant contribution to that area, field or endeavour
- paved the way for women who follow
- encouraged other women to develop and peruse their skills, abilities and opportunities in that area, field or endeavour.

Ms Bron Steel is the NSW Rural Crime Program Officer and certainly meets these criteria. She is someone who has worked closely with the community and made a real difference to its relationship with policing. She is an exceptional woman is working in a non-traditional area and in one which her nominator comments is regarded as an area that can only be fully understood by men. She has worked closely with the community and stakeholders to advance the legislative, policy and operational outcomes for this specialised area of policing practice

Ms Steel has developed and implemented strategies that have made a real difference to how policing has been able to respond to issues of concern to the rural community. She was the first woman in the Rural Crime Program and her nominator comments that she has proven that women can be the leaders and experts in this field and encourages other women to consider a career in rural policing.





Australasian Council of Women & Policing Inc. (ACWAP)

ABN: 35 250 062 539

2004/2005 Membership Application / Renewal (Due at the commencement of the financial year)

I, _____

of _____

_____ (Post Code) _____

Postal Address (if different from above) _____

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(Phone) _____ (Fax) _____

(E-mail) _____

(please circle applicable)

a) seek to renew my membership with ACWAP

b) wish to apply for new membership and agree to be bound by the rules of the council.

Enclosed is a cheque/money order for \$ _____

(Annual \$35 / Life \$300 / Corporate \$60) – (please circle applicable)

Signature of Applicant: _____ Date: _____ / _____ / _____

For enquiries please contact Jenny Fleming (02) 6125 2637.

Please make cheque payable to the **Australasian Council Of Women And Policing Inc (ACWAP)** and post to:

**Treasurer
PO Box 3994
Manuka ACT 2603**

Teaching Iraqi Police

By F/A Dee Quigley



International Deployment Group

It is a typical hot, steamy tropical night on the island of Guadalcanal in the Solomon Islands. I have been here a little over two weeks, and it seems like only yesterday that I was on the opposite side of the globe. It was hot there too but it was a dry heat, some days close to 50 Celsius. Somehow the dry heat is more bearable than the steaming tropics.

My thoughts of the opposite side of the globe have been triggered by the news that Yasser Arafat has died. I ponder what impact it will have upon those I know in the Middle East.

My four months of teaching Iraqi police recruits at the Jordan International Police Training Centre were extremely fulfilling. I was one of only two Australians and as a female I was among only 20 out of more than 300 international police trainers. I find it difficult now to believe that so many people expressed concerns about being a woman teaching mainly Muslim men; I have always found that students, no matter what their cultural or religious beliefs, listen to those that establish their credibility and ability.

I thoroughly enjoyed my interaction with my Iraqi students. They liked me and I obviously did my

work well; I could tell because students from other classes would stop me in the hallways and ask me to teach their class. What a compliment! Before long I was also conducting workplace assessments for other international instructors and teaching them in train-the-trainers courses.

I found I had no problems when it came to talking to my classes on gender and policing, domestic violence, human rights, hate crimes and sexual offences, and found it ironic that some of my male counterparts seemed to struggle with some of that subject material. Perhaps I was standing there in front of my class as a living example that women can do anything they put their minds to, and my students had no problems with the 'sales pitch' that women are necessary for effective community policing in all societies.

You cannot teach basic democratic policing principles without discussions on best practices and law. The meaning of democracy itself triggered long discussions about Saddam Hussein's reign and the future of their nation. Some classes were sometimes very difficult to teach and I learned quickly which subjects would perhaps bring emotional discussions.

Occasionally I would survey the room, asking how many of them had lost loved ones under the previous regime and inevitably my impromptu surveys would reveal on average half of every class had lost someone. One student broke down as he told the class about the horror of losing three brothers in one day. My student survived, but the back of his head bears the scars.

Teaching policing to people that come from a war zone had its challenges. One had to return to basic psychology 101; Maslow's Hierarchy of Needs. Make them feel safe, ensure their welfare needs were met, remove the blocks and we could reach self-actualisation and achieve learning outcomes!

I always endeavoured to find out what talents each of my students had. Every class had an artist, singer, dancer, poet, actor and a jester! Small things like buying some crayons and pencils would ensure that the artist could create a class poster; the singer and dancer could help to liven up the class after lunch and the actor and jester were useful for giving examples, scenarios and role

playing. My students had fun, they learnt well and their exam results made me proud!

Graduation parades at JIPTC were something to behold with class intakes averaging over 1,000. I cried when my first class graduated because I was bursting with so much pride for 'my boys'! I actually had input in teaching five different classes – 200 students imprinted with my teaching methodologies in just four months. It is incredible to know that teaching another human being can be so powerful, humbling and fulfilling.

Teaching at JIPTC was also disturbing. I now know what it must feel like to have been a Vietnam War army instructor. You do your best to provide the competencies and skills for your students to do their job but some of them are going to die despite your best teaching efforts!

I take my hat off to those brave young Iraqi police officers that risked injury and death just by standing in a recruiting line so they can be part of policing in a democratic society. I cringe every time I open the internet and read about police officers dying in Iraq. I know that we as instructors at JIPTC have done the best we can and as they say in the Middle East, Enshallah (God willing) they will survive.



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RESERVES**

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- + an employer refusing to hire or threatening to dismiss a person because of their Reserve commitments
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