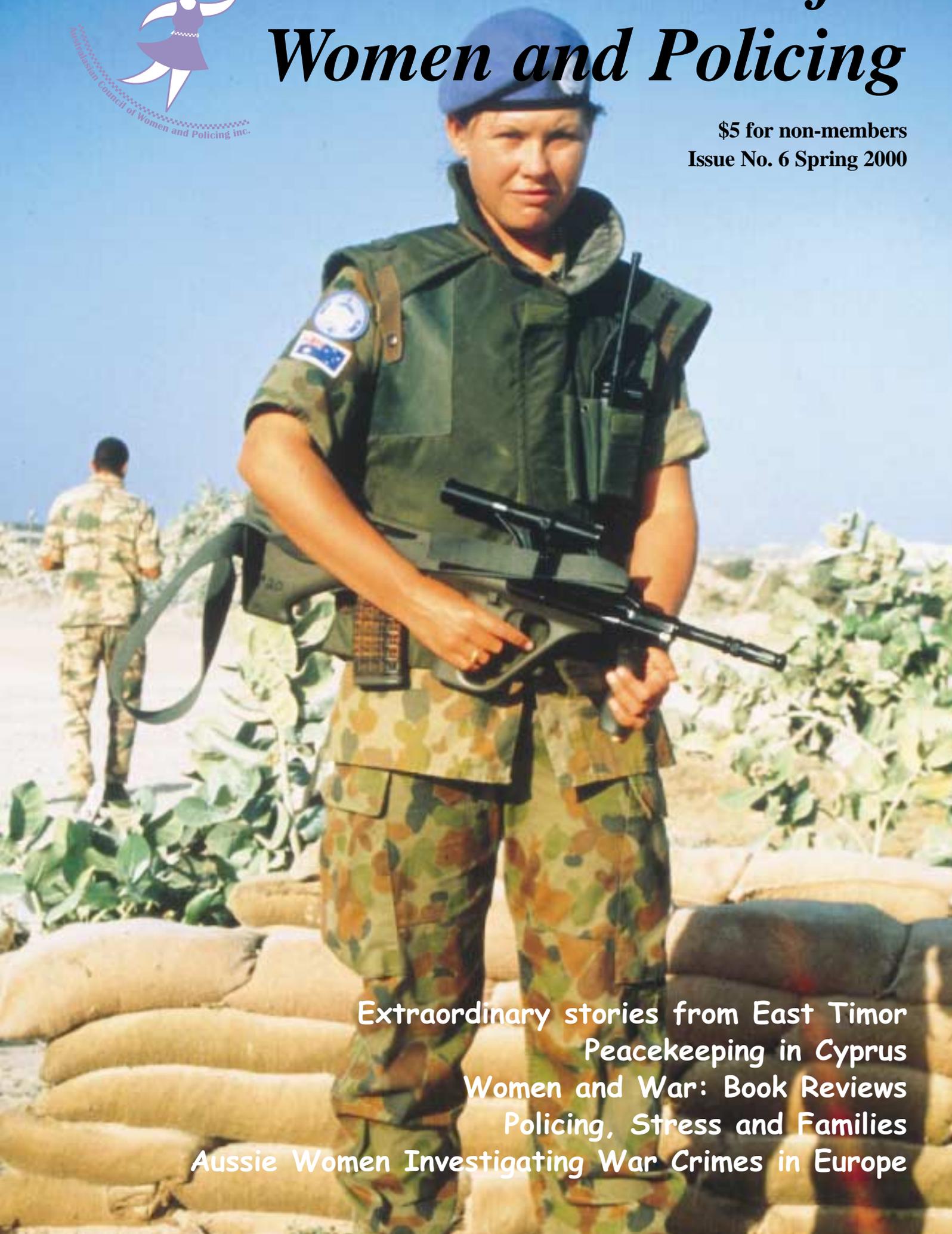




The Journal for Women and Policing

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Issue No. 6 Spring 2000



Extraordinary stories from East Timor
Peacekeeping in Cyprus
Women and War: Book Reviews
Policing, Stress and Families
Aussie Women Investigating War Crimes in Europe

The Journal

for women and policing

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Issue No. 6 Spring 2000



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Cover:

Mogodishu, Somalia, 4 March 1993.

A female member of the Military Police With a Steyr F88 rifle in the field, serving with the Australian contingent to the Unified Task Force in Somalia (UNITAF).

Photographer: George Gittoes

Australian War Memorial, negative number: P1735.033

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Editorial

When a region is in such crisis that international peacekeepers are necessary, women and children are the victims of the disputes. Women and children are specifically targeted in conflict and their wounds are often not easily dealt with.

The response from the peacekeeping forces must take into account the crimes that have been committed against women in these regions, not further victimise those who have already suffered.

The changing face of transnational policing reflects those needs being recognised and in this edition of *The Journal for Women and Policing* we bring you some of the stories from women working in areas of conflict and crisis.

The Australasian Council of Women and Policing has as one of its three aims: to create an Australasian link in the global network of women in policing. This goes to more than just looking at making connections with women in traditional policing roles, but making sure we take into account women who are working in transnational policing roles.

The books we are reviewing for this edition examine why it is that it is important that women in policing look beyond their own shores. Female genital mutilation is an example of how violence against women is becoming an international issue. As immigration patterns change, countries like Australia and New Zealand are having to deal with a different cultural violence against women. Policing has an important role to play in this.

The next edition of *The Journal for Women and Policing* will also have an international focus and will take a look at the outcomes from various international women and policing conferences and meetings and set the stage for an exciting event here in Australia in 2002.

*Helen McDermott
Melinda Tynan
Editors*

Policing Timor

An extraordinary report from a Federal Police Officer attached to UNAMET

Sharon McCarthy started her career with the Australian Federal Police in 1987. After completing her initial training she was transferred to the Uniform Branch at Sydney Airport. After six months there she went to Surveillance Branch and then onto drug operations. For the next few years, Sharon worked as the Assistant Project Officer for the Commander Drug Operations Division and then as the Assistant Project Officer for the Commander Intelligence Division. In 1994, she worked in intelligence and then in investigations liaison. Sharon spent a few months in the Sydney Response Branch before being lured to the National Crime Authority.

After two years with the NCA, Sharon went to Cyprus as part of the AFP's contingent to the United Nations Civilian Police. She returned to Sydney operations and in July 1999 started her pre-deployment training for her posting to the United Nations Assistance Mission in East Timor (UNAMET). Sharon worked with the United Nations Transitional Administration in East Timor (UNTAET) from November 1999 until February 2000. She again returned to operations in Sydney also spending some time working in the AFP's Internal Investigations replacing another female federal agent who also went Timor for six months.

As well as being married and having an eight year old daughter, Jessica, Sharon's achievements include the successful NCA investigation and prosecution of four offenders for a \$12.6M money laundering matter. She was also the first female Team Leader to be in charge of the United Nations Civilian Police Component in Sector one the United Nations Buffer Zone in Cyprus.

Yes that was in 1998 that Sharon was in Cyprus being the **first** female team leader, not 1978!

In April 1998 Sharon was awarded the Overseas Police Service Medal and the United Nations Medal for Service in Cyprus.

Sharon's tour of East Timor started on 26 August 1999 when she replaced a member who had

become ill and returned to Australia. She was posted to Liquicia (pronounced Lickeesha). Liquicia was a militia stronghold with the Besa Muri Putrah (BMP), the ruling militia party. The Indonesian military and police were renowned for their strong political connections with Jakarta. She was at the ballot station on Election Day where the "Richard Carlton" incident occurred.

Sharon's story from East Timor...

On 3 September 1999, the head of the Liquicia District Police informed us that at the announcement of the ballot result (the next day) they could not guarantee the safety of the UN Civilian Police (11 of us) and the UN Military Observers (five of them). This information was relayed to the UN in Dili who informed us we were to all assemble in the Military Observer's house by 0630hrs on 4 September and we were to stay put.

On 4 September we were all assembled at the house by 0630hrs. At about 0900hrs the UN announced that the result of the ballot was pro independence with 76.5% of the population rejecting autonomy with Indonesia.

98% of registered voters had cast a vote. We waited in the compound. While we were amazed by the courage shown by the East Timorese, we waited knowing we were no longer safe at the house.

From about 1100hrs we could see fires burning in the distance. By 1500hrs there was constant gunfire around us with nearby buildings burning. UN headquarters told us to remain where we were in spite of our concern for our safety.

About 1545hrs I went on to the roof of the house and noted a number of militia and Indonesian Police on the road at the front of the house. I also saw smoke from the houses burning near us. I reported the presence of the militia to everyone.

Sharon's tour of East Timor started on 26 August 1999 when she replaced a member who had become ill and returned to Australia.

We waited in the compound. While we were amazed by the courage shown by the East Timorese, we waited knowing we were no longer safe at the house.

Two police officers performed first aid. I tried to comfort a female officer from Spain who had already gone through a similar incident in July: she'd had enough of Indonesians trying to kill her.

I remember thinking: "this is it I am going to die". I began to wonder how they will they get my body back home, I am not ready to die yet I'm only 32. Then the driver side passengers' window exploded.

Two military guys and one police officer went on to the roof.

Next thing there was automatic weapon fire, hand-made weapons fire and rocks were thrown at us in the yard.

As the yard was split-level and our vehicles were parked on the lower level, I grabbed my bag and a shovel. I figured that if I armed myself with something, if it came to a machete fight with someone, at least I would go down swinging.

I ran for cover jumping from a 5 foot wall to the vehicle that had been allocated to Paul Mulqueeny and myself. I remember the sound of bullets hitting the ground and the vehicles around me.

I got into the passenger seat of the car then our convoy moved off. As we rounded the side of the building I looked to my left and saw a number of militia open fire on our vehicle and the others in the convoy. I stuck my head under my trusty shovel – wishing it had ballistic capabilities! Our left front tyre was flat after travelling only 20 metres.

The militia continued to fire on our cars as we began to head to the Indonesian Military Compound.

As we drove to the Indonesian Military Compound that was about 1 km from our house I remember rocks hitting our vehicle. As we approached the compound both sides of the road were lined with Indonesian Military and Militia and they again opened fire on our convoy.

There was a huge explosion in our vehicle and the vehicle was filled with smoke and the smell of cordite. Something hit my neck. It was only later that I was to discover that a round had gone through the passenger-side firewall of the vehicle and my backpack at my feet. Shrapnel had skimmed my neck and later I removed a small amount of shrapnel from my leg.

I remember thinking: "this is it I am going to die". I began to wonder how they will they get my body back home, I am not ready to die yet I'm only 32. Then the driver side passengers' window exploded. I think we also received a second flat tyre. We then continued toward the Indonesian Police Station, as obviously the military were not there to look after our safety.

We continued to drive the 3km or so to the Indonesian Police Station. I was trying to contact Dili HQ by radio.

Just before we got to the Police Station we came to a militia roadblock with a large Indonesian Police Truck parked across the road. I then realised that our aerial had been knocked off the

car. I wound my window down and stuck my head out of the car and recovered the aerial.

That is when I saw a truckload of militia heading down the road toward us. Slowly the Indonesian Police truck in front of the convoy began to move off the road as the militia were getting out of the truck and running toward us.

We were the second last car in the convoy. I saw a militia guy cock his weapon and fire it at the last vehicle in the convoy. I saw the rear window of the 4WD Land Rovers explode. Finally the police truck was clear of the road and we drove to the rear of the Indonesian Police compound.

After we got out of the car I found out that one of our police colleagues from the USA, Earl Candler had been shot twice through the stomach (we later found out they were Indonesian Military rounds).

Two police officers performed first aid. I tried to comfort a female officer from Spain who had already gone through a similar incident in July: she'd had enough of Indonesians trying to kill her.

Then when they finished helping Earl, I went and sat with him and did the nurse thing talking to him and wiping his brow and trying to make him as comfortable as possible until the helicopter arrived.

At the arrival of the chopper the boys carried Earl (all 115 kilos of him) to it on a door that they had ripped off from the police station. Then the rest of us ran out to the chopper only to find that the militia had surrounded the field in which the chopper had landed.

They again began to fire on us. The chopper lifted off with only half of us on board, I remember the sound of rounds hitting the chopper.

We landed at the Dili heliport. Earl was transported to Dili airport for medical evacuation to Darwin.

The rest of us were taken to the UN compound in Dili to where UN staff were coming in from all over from the western towns as they were being attacked.

Liquicia was one of the worst incidents that occurred to UN international staff. There were other incidents including local staff being murdered. Waiting for those guys to come back in to Dili from Liquicia was the longest half hour of my life.

Eventually every one returned. I spent the night sleeping in a large room at the compound on the tile floor as I had to leave behind all my bedding and personal belongings.

The following night, the Internally Displaced Persons (IDP's) who were located in the schoolyard next to the compound (the UN compound had previously been a teachers college) stormed the compound as the Indonesian Police began to fire tracer rounds above the heads of the IDP's.

There was constant gunfire and fires burning around the compound. When the IDP's came to the compound they had begun to throw their children over the fence. The fence was protected by razor wire.

We ended up in a mass first aid situation with many nasty injuries caused by the panic. With limited medical supplies, the medical staff, police and military observers did the best they could to patch the injured.

Two days later most of the UN international staff were evacuated. Sixty essential international staff were left in the compound. All of us had volunteered to stay.

The UN had wanted to evacuate us all however, we had protested saying that the IDP's would have been slaughtered by the militia and others.

One of my main reasons for staying was that I had witnessed the birth of a baby boy named Pedro UNAMET Rodriguez (the mission name being United Nations Assistance Mission in East Timor) and I couldn't bear the thought of that tiny little baby being slaughtered by the aggressors.

For the next nine or so days we remained in the compound while high level negotiations were in place to have the IDP's evacuated to Australia. We spent the time with the families and children in the compound doing what we could to comfort them with our limited food, water and medical supplies. Eventually an agreement was negotiated with the Indonesians to have them evacuated to Australia.

On the evening of 14 September we woke the refugees up at 1130hrs and began moving the 1,500 of them onto the Indonesian military trucks and transporting them to the airport.

We had to put international staff on each truck to ensure the safety of the IDPs and also to comfort the East Timorese who were not very happy about being transported by the Indonesian army.

One of the local staff died as we were about to load him on to the truck, he had a severe coughing fit and by the time the doctor had been able to treat him, he died. Imagine being that close to freedom.

We were unable to bury him and had to leave him covered on a stretcher in the compound. The last I saw of him the stray dogs were sniffing around him at 0530hrs.

About 0530hrs on the morning of 15 September I left the compound on the last truck to the airport with two other police and a locally employed staff member.

The devastation in Dili was incredible. After assisting in the searching of the IDPs to be loaded onto the convoy of Hercules aircraft that continued to land in Dili that day, at about 1330 hours we got on to a Hercules with the remainder of the IDPs.

It was unbelievable returning to Australia after that experience. I spent the next seven days in Darwin as there was a chance that I was to be returned to Dili because I had only spent 18 days on the island – although they were an eventful 18 days.

I went and visited the refugees at the camp. It was wonderful to see them, you can imagine the change in them after receiving meals, medical treatment and a safe place to be.

Anyway, after taking some leave, I was asked if I wanted to return to East Timor in November. I was the only person to return as part of the second contingent.

Second time round was a different story. I was posted to a town called Baucau (pronounced bowcow). The living conditions were extremely difficult, no running water, no electricity, plenty of rodents, bugs and scorpions to sleep with each night. Eventually I found accommodation after bunking in with some colleagues for a few nights.

In Baucau there was still a fair bit of tension with a lot of fighting between villages. My colleagues and I were attempting to stop a machete/stone throwing fight between two villages when a 'softball' sized rock was thrown, narrowly missing my head. It damaged the car putting a large dent in the bonnet.

While patrolling the sub-district to which I was assigned, I did a lot of first aid, patching up victims of machete fights; children who had injured themselves; and head injuries.

On one occasion I was off duty and heard a radio call that two people had been seriously injured in a machete fight and the ambulance was needed. There were no telephones so I ran from my accommodation to the hospital and summoned the ambulance.

One of the injured had been struck twice in the head with a machete smashing his skull in seven places, the machete had even struck his brain. When the ambulance arrived on the scene, two soldiers were holding the victim's head together with a field dressing.

It was unbelievable returning to Australia after that experience. I spent the next seven days in Darwin as there was a chance that I was to be returned to Dili because I had only spent 18 days on the island – although they were an eventful 18 days.

One of my main reasons for staying was that I had witnessed the birth of a baby boy named Pedro UNAMET Rodriguez (the mission name being United Nations Assistance Mission in East Timor) and I couldn't bear the thought of that tiny little baby being slaughtered by the aggressors.

The interesting thing about Timor is that you don't talk in terms of distance, for example a 60km drive can take about 2.5hours.

I also went to a number of schools in the district and spoke to infants and primary school aged children about road safety. They have no idea about the danger of vehicles.

The hospital staff said that if he had not got to hospital when he did he would have died immediately. Unfortunately seven days later he died.

I had to investigate an horrific fatal motor vehicle accident involving a truck and an eleven year old child. The girl had been thrown from the rear of the vehicle and landed about ten metres from the side of the road. Her skull was crushed and scalped. This isn't the type of thing I deal with in my day-to-day policing duties. It was difficult at first and, as most police tend to do, I developed a mind-set of 'get over it and get on with it'.

I was selected to be Team Leader in charge of Recruiting (for the East Timor Police Service) in the Baucau District. We accepted about 2,000 applications. Our district had 100,000 residents located in six sub-districts. One of our sub districts was two hours drive from Baucau. The distances we covered were substantial with the closet sub district being about 30 to 40 minutes drive.

The interesting thing about Timor is that you don't talk in terms of distance, for example a 60km drive can take about 2.5hours.

Anyway, it was a big task advertising the recruiting campaign, distributing and collecting the applications. Of course all of this has to be done with the help of locally employed interpreters. The successful applicants were selected after I finished my tour. The college opened some time in May or June this year.

I also went to a number of schools in the district and spoke to infants and primary school aged children about road safety. They have no idea about the danger of vehicles.

The children were terrific. They are very polite and respectful to visitors all standing up when you enter the classroom and saying "Bom Dia Seniora" (Good morning Miss). I would then ask the class to sit.

On one particular occasion I forgot to tell a class of year three children to sit down. I didn't notice they were standing up as they were so tiny and they were standing behind big old fashioned desks. After about five minutes I realised my error and asked them to sit only to find that now I was talking to 30 sets of big brown eyes as the desks were so huge.

Our work in Timor is fairly varied but very satisfying I would highly recommend it as an interesting chapter in one's life.



News from Australia and New Zealand

Edna Ryan Award

Women in policing again showed their feminist credentials with another Edna Ryan award. In April the Women's Electoral Lobby presented Christine Nixon, President of the Australasian Council of Women and Policing and an Assistant Commissioner with the NSW Police Service with the Edna Ryan award for Mentoring. The award is for sharing knowledge and ideas generously with other women.

The Edna Ryan Grand Stirrer Award this year went to Jenni George.

Ann Summers spoke at the awards ceremony and reminded the audience of Edna Ryan and her strength and courage and what great work had been done in the early 1970s and the practical achievements that been made then, such as setting up ELSIE, a women's shelter.

The awards evening celebrated the work of feminists and encouraged women to make a feminist difference. Christine was not able to attend the awards ceremony and her award was accepted instead by Jill Bolen.

Tasmanian woman for world champions!

Congratulations to Constable Jacquelyn Cools from the Tasmania Police Service who has been selected for the Australian Women's Canoe Polo Team which will be competing in the World Championships in Brazil in July 2000. Of the eight women represented she is the only one from Tasmania.



Jacquelyn Cools, a Tasmanian police officer represents Australia in the Canoe Polo team.

Jacquelyn's competition gives her a whirlwind world tour going to Paris, Mechelan, Germany, Italy and then Brazil.

Australia's men and women canoe polo teams are ranked number one in the world. We wish Jacquelyn every success and look forward to her report.

Resource for women

Senator Jocelyn Newman launched a new resource for women thinking about policing as a career. The Australasian Council for Women and Policing developed a booklet that provides down-to-earth advice for women who are thinking about, or who have started their policing career. Launched in August, the booklet provides an honest, but yet hopeful, look at the perils and rewards women face in policing. See page 33 for details.

2002

The planning for the Council's 2002 conference is progressing well. The conference is being held in Canberra from 21 to 25 October 2002. There will be no shortage of work to be done for the conference and any interested Council members should call Melinda Tynan on 02 62587498 if they would like to get involved. We will bring you more information about the conference in the next edition of *The Journal*.

United Nations wants women as peacekeepers

The United National Development Fund for Women has asked that women be given a more active role in UN peacekeeping forces, notably in East Timor.

Thelma Kay, the head of the Women in Development section of the United Nations' Economic and Social Commission for Asia and the Pacific (ESCAP) said "Although women have participated in the peace process, the UN is unhappy with women's positions in the peacekeeping force in East Timor."

The issues and demands of women, including promotion, have been raised with the UN Transitional Administration in East Timor.

In June 2000, the 23rd special session of the UN General Assembly in New York adopted political resolutions to encourage the full participation of women in all levels of decision-making in conflict resolution, peacekeeping, peacemaking and preventive diplomacy.

Keeping in touch

Have you subscribed to the Council's email list yet? Are you keeping in touch with what is happening in Australia and overseas for women and policing? By subscribing to Wapnet you will receive emails every day or so from other members of the email list about information they have found that they think will be of interest of others on the email list. We also repost items of interest from other international and local email lists.

It is a great way to communicate with women who have an interest in policing from around Australia.

To subscribe, send an email message to majordomo@bit.net.au and in the text of the message write only the following: yourname@youraddress (ie your email address). Send it off and in a day or so you will be in touch with your colleagues from around Australia.

Are you a member of the Council?

Membership of ACWAP has been steadily increasing since its creation in 1998. But we cannot continue to provide services, advocacy, advice and this journal unless women in policing and who have an interest in seeing policing improve join and become active.

So get your voice heard, get involved. Join the Council. Membership information is on the back page.

Shhh...

In the next edition we will be reporting on some great achievements by women in policing in Australasia and how those achievements have been internationally recognised.



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International Perspective

Marion E. Gold

Women have sought, won and created larger roles for themselves in law enforcement. However, the rate of growth of women in law enforcement worldwide is painfully slow, with major breakthroughs coming largely due to laws prohibiting sex discrimination.

To pursue a career in policing, women must face a strongly gendered organization, where stereotypes of women in uniform and an outdated model of policing persist. Women are perceived by male officers to threaten public image, citizen respect, social status, and group solidarity. Public misperceptions persist about women who are macho enough to put on uniforms, patrol the streets, and command other officers.

Ironically, this is happening at the same time that the very nature of policing is also changing. The worldwide move towards community policing expands the definition of law enforcement to include greater interaction between neighborhood officers and community residents, and

to emphasize previously undervalued traits such as trust, interpersonal communication, compassion, and conflict resolution.

In the April 2000 issue of *Law and Order*, training consultants Wesley Harris and Aaron Kolkman said: "Rather than seeking officers locked into a simple crimefighting mentality, agencies now want people who can think on their own, are willing to seek solutions, and engage in activities that encourage community participation in problem-solving. The officers of the 21st century are not social workers. But much more is expected of them than just 'locking up the bad guys.'"

Perhaps the problem is that some hard-liners persist in the argument that such changes represent

a feminization of policing; that real policing was, and still is, the so-called masculine image of crimefighting. While this stigmatization may be considered a last-ditch effort by a minority of men to discriminate against women, it has great impact—especially when the direction comes from Top Command!

The result is that despite the trend towards community policing, women in law enforcement

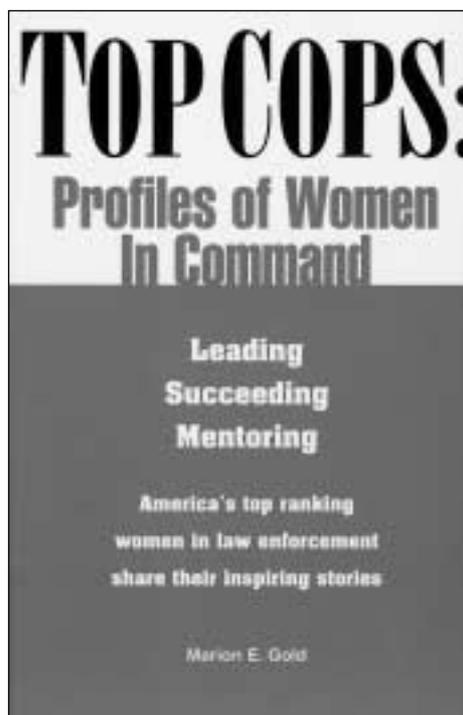
continue to swim against the tide, with professionally competent policewomen often stereotyped as bitchy, castrating, or lesbian by male co-workers. This continued covert and overt resistance by male colleagues limits women's progress in law enforcement, with capable women having fewer opportunities for advancement than men. Just like women in major corporations, women in law enforcement are often excluded from informal networking between line staff and ranking officers. Such isolation results in women not having access to important work-related, supportive managerial relations and patronage for advancement. Since sponsorship by superiors is a key for promotional consideration, female officers often find themselves lacking the credentials to legitimize their candidacy for higher ranks.

Sadly, it appears that image-building in law enforcement is being left to the television and motion picture moguls, whose portrayal of women in uniform leaves much to be desired.

Women in policing, with the support of their departments, need to create a new and realistic vision of their roles. It will take organized and efficient visibility programs that portray policing as a profession that welcomes women. It will take

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Just like women in major corporations, women in law enforcement are often excluded from informal networking between line staff and ranking officers.



It requires the outstanding women who have shattered law enforcement's glass ceiling to look back over their shoulders and encourage young officers to strive for command positions.

Unfortunately, there appears to be a perception among many younger women officers that to be mentored by a woman is not as important as being mentored by a man.

Organizations like the National Center for Women & Policing, the National Association of Women Law Enforcement Executives, the International Association of Women Police, and the Australasian Council of Women and Policing are making great strides in bringing together women in law enforcement and supporting the critical role women play in the profession.

positive images of women in policing—drawing upon women's documented abilities to defuse violent situations, communicate effectively with all segments of society, and provide effective responses to incidents of domestic violence, especially violence against women.

Where recruitment takes place also matters. If law enforcement agencies continue to rely heavily on ex-military personnel and focus recruitment efforts at military bases and male-oriented sporting events, they will be perpetuating the male stereotype. Hopefully, we will see more Career Fairs, like the types held by the Tucson and Albuquerque Police Departments in America that saw increases in both the number of women and minority recruits. Recruitment stations should be planned at places women frequent, such as bookstores, women's centers, supermarkets, women's sporting events and conventions, and even shopping malls. Community Centers in minority neighborhoods are another likely area to recruit this underrepresented group of citizens.

Will everyone who stops by or shows an interest be qualified? Of course not. But once the stereotypes are eliminated, and all the skills needed to be a qualified officer are recognized with equal emphasis, the outreach possibilities increase.

In addition, public information officers must do more than send out press releases when a woman is promoted, or hold press conferences when a woman officer arrests a bad guy.

To encourage young women to consider policing as a career requires enhanced visibility of same-sex role models in our schools and on our streets. It requires the outstanding women who have shattered law enforcement's glass ceiling to look back over their shoulders and encourage young officers to strive for command positions. Moreover, it requires young recruits to understand and appreciate the paths forged by today's women in command and a willingness to seize the opportunity to learn from them.

Unfortunately, there appears to be a perception among many younger women officers that to be mentored by a woman is not as important as being mentored by a man. Changing their attitudes may be facilitated by requiring 'mentoring sessions' with women commanders as a formal part of recruit training—for men and women recruits.

Organizations like the National Center for Women & Policing, the National Association of Women Law Enforcement Executives, the International Association of Women Police, and the Australasian Council of Women and Policing are making great strides in bringing together women in law

enforcement and supporting the critical role women play in the profession. The emerging role of the International Association of Chiefs of Police in supporting the importance of women officers, current and future, is also a major step forward. IACP reports that law enforcement agencies are optimistic that changing recruitment strategies and the growing number of women officers on the list and eligible for promotions will result in an increase in women officers and women supervisors during the next five years.

To meet these expectations will mean developing effective strategies for recruiting, integrating, and retaining women in policing, and expanding opportunities for mentoring women officers.

Law Enforcement organizations and agencies must embark on organized and efficient visibility programs that provide consistent, truthful, and positive images of women in policing—drawing upon women's documented abilities to defuse violent situations, communicate effectively with all segments of society, and provide effective responses to incidents of domestic violence, especially violence against women.

The underlying principle of such a program is a natural extension of the community policing philosophy. Public relations officers must set aside the notions of advertising and publicity as they are typically practiced, and move toward integrating communications with new or ongoing programs that interact with the public—and look for opportunities to expand those programs. It is, after all, the public from which departments recruit qualified candidates; and it is the public who benefits from the services provided by police officers. Not only can departments achieve positive media coverage, but also they will build better relationships with the community at the same time.

The relationship between the media and the law enforcement community is critical. It requires an on-going, two-way dialogue. Entertainment media must take a closer look at how it portrays law enforcement officers, particularly women, on the screen. If the purpose of the news media is to provide meaningful information when it interacts with viewers and readers, then television news producers and newspaper editors have more of a responsibility to give time and space to the many positive roles police officers play in the community.

Imagine the impact of a well-planned visibility program, built around the community services most departments already provide, on changing misperceptions and enhancing recruitment programs—not to mention strengthening the

partnership between the police and the community, and reinforcing the same sense of accomplishment the women in this book expressed over and over again.

All of the women interviewed for my book, *Top Cops: Profiles of Women in Command*, maintain strong partnerships with their communities through volunteer activities. From serving on boards, to helping the disadvantaged directly, these women are making a difference—and serving as role models for young women in their communities. What better way to recruit and retain women officers than leading by example!

There is nothing wrong with reaping the image benefits afforded by doing good deeds. Major corporations spend billions of dollars supporting charities just to look good to the public. Police departments don't have to spend billions, thousands, or even hundreds to accomplish the same goal. Police officers, men and women, do good work everyday. We just have to tell more people about it.

A well-planned visibility program should consider a variety of factors:

- the personal interests of the officers, men and women, who participate
- the demographics of the community
- identifying ongoing community programs that build stronger relationships between officers and the community
- taking a leading role in creating new programs based on needs identified by the officers, and by working with community leaders
- seeking corporate sponsors who will jump at the chance to associate their companies and employees with the outstanding efforts of local police

Besides the benefits of having officers involved in the community and building goodwill, with careful planning, departments of all sizes can increase the visibility of women officers of all ranks and create leadership opportunities. The image created will have an impact on recruitment, retention, and establishing women officers as role models.

A visibility program based on leadership activities also enhances other mentoring activities as officers work closely together and establish a rapport that transcends rank and gender. In fact, the real answer is not “gender” at all. The issue is that policing is an institution that requires a multitude of skills to meet the varied needs of the community, skills that are possessed, or may be learned, by some men and some women. The issue is whether or not those men and the few women who have achieved leadership roles will work closely together to mentor and to establish a rapport that transcends rank and gender.

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Events and Happenings

31 October - 1 November 2000

Women in Corrections: Staff and Clients, Australian Institute of Criminology, Hindley Parkroyal, Adelaide. Contact, Conference Co-ordinators, PO Box 139, Calwell ACT 2905, Phone: 02 6292 9000, Fax: 02 6292 9002
e-mail: conference@netinfo.com.au

26-30 November 2000

Violence in the Family - Plan of Action for the 21st Century, Nicosia, Cyprus

An international conference organised by the Cyprus Association for the Prevention and Handling of Violence in the Family, the University of Cyprus and an International Committee, will be under the auspices of the Ministry of Justice and Public Order of Cyprus. Further information: Pyrgos Congress, PO Box 25307, Nicosia 1308, Cyprus.

Email: pyrgos.com@cytanet.com.cy.

Web: <http://www.familyviolence.org.cy>

1-2 December 2000

Manning the Next Millennium - International Interdisciplinary Masculinities Conference, Goldcoast, Qld

A conference which will be of interest to a wide range of professionals, including academics, postgraduate students, teachers, policy makers, and social workers.

Further information: Sally Moloney, Events Coordinator, Continuing Professional Education, Queensland University of Technology. Tel: (07) 3864 2915. Fax: 07 3864 5160.

7 - 8 December, 2000

Stalking, Australian Institute of Criminology, Landmark Parkroyal, Sydney

Conference Co-ordinators, PO Box 139, Calwell ACT 2905, Phone: (02) 6292 9000

Fax: (02) 6292 9002, e-mail: conference@netinfo.com.au

30 November - 1 December 2000

Reducing Car Theft: How Low Can We Go? Australian Institute of Criminology,

Novotel Adelaide on Hindley, Conference Co-ordinators, PO Box 139, Calwell ACT 2905, Phone: (02) 6292 9000
Fax: (02) 6292 9002, e-mail: conference@netinfo.com.au

11-15 March 2001

3rd World Summit on Media for Children Thessaloniki Greece

The 3rd World Summit on Media for Children is being organised by the European Children's Television Centre. One of the aims of the summit is to bring the research community closer to industry. Further information : Email: summit@childrens-media.org. Internet <http://www.childrens-media.org>:

21 & 22 June 2001

4th National Outlook Symposium New Crimes, New Responses, Australian Institute of Criminology, Rydges Lakeside, Canberra

26 & 27 November 2001

Mental Health and Criminal Justice, Carlton Crest, Melbourne

4-8 April 2001

National Center for Women and Policing, 6th Annual Conference. Contact NCWP at 8105 West third Street, Los Angeles, CA 90048, United States. Ph +1 232 6512532 Fax +1 323 6532689, email: womencops@aol.com, website: www.feminist.org

23-25 April 2001

San Diego, California, **National Domestic Violence and Sexual Assault Conference**, PO Box 27480, San Diego, Ca, United States, Phone +1 858 5927933, Fax +1 858 5927979, www.stopdv.com

22-27 September 2001

International Association of Women Police, 39th Annual Training Conference: A Voyage of Discovery, Edmonton, Alberta, E-mail: eps@police.edmonton.ab.ca
Fax: (780) 421-2286

2002

Policing Women Globally, Australasian Council of Women and Policing, Australian Federal Police and the International Association of Women Police are jointly hosting an international conference for women in policing and law enforcement from 21 to 25 October 2002.



Australians Policing Cyprus

By Andrea Humphrys

Both Greek and Turkish Cypriots are also restricted and cannot travel freely between the North and the South. The United Nations plays no role in enforcing these restrictions.

The buffer zone extends the full length of the island – 225km. It varies from being a few metres wide in the world's last divided capital – Nicosia; to up to three kilometres wide in outlying agricultural areas. The Buffer Zone remains as a 'no mans land' as neither side will give an inch.

The AFP

In Australia, each State and Territory has its own police service. They look after the policing needs of that of the State or Territory, with a major focus on community-based policing.

The Australian Federal Police (AFP) has responsibilities both nationally and globally as well as being responsible for traditional community-based services in the Australian Capital Territory, Jervis Bay, Norfolk Island, Christmas Island and Cocos Keeling Island.

On a national level, the AFP has offices in every capital city and many major regional centres. Its primary focus is investigating drug importations and large scale Commonwealth fraud. Internationally, the AFP has 16 liaison posts in 15 countries. The liaison posts network with the local law enforcement agencies to provide a resource towards investigation and intelligence for current international crime trends.

The AFP also plays an international role with the United Nations as civilian police. Current missions are in Cyprus and East Timor. In the past the AFP has also provided an United Nations international policing presence in Haiti, Mozambique, Somalia and Cambodia.

Cyprus

Cyprus is the third largest island in the Mediterranean. Steeped in heritage and culture dating back to the dawn of civilisation, the island has enjoyed an unenviable place in history due to its strategic position. Successive invaders and conquerors have left their indelible mark on the island through ethnicity, religion and architecture. According to legend, it is the birthplace of Aphrodite, the Greek goddess of love and beauty.

The island is 80 km south of Turkey, 105 km west of Syria, 380 km north of Egypt and 800 km east of mainland Greece. It is about 225 km long, stretching from Cape Apostolos Andreas on the Karpasia (Karpasa) Peninsula (that extends eastwards towards the Syrian coast) to Cape Amaoutis, the western extremity of the island.

At its widest, Cyprus stretches 97 km from Cape Kormakatis in the north to Cape Gata in the south. Cyprus covers an area of 9,521 Square kilometres (3,572 square miles) and is as diverse in landscape as it is ethnically, culturally, architecturally and politically. Its current population is about 750,000.

International peace keeping in Cyprus began after the island was on the brink of war in late 1963. Greek Cypriots who comprised about three quarters of the island's population sought a union with Greece; a move resisted by the rest of the population, the Turkish Cypriots. Tension continued in one form or other for the next decade until in 1974 Turkey became more heavily involved by moving into northern Cyprus.

The invasion resulted in United Nations intervention and the establishment of the Buffer Zone (BZ) – a line dividing the north (Turkish Republic of Northern Cyprus) from the south (Greek Cyprus).

The Turkish Republic of Northern Cyprus (TRNC) is only recognised by Turkey even though it has its own Parliament and President. Greek Cypriot authorities restrict movement to the North. Tourists visiting Cyprus who have arrived in a southern port can only visit the North during daylight hours and paying a fee. Tourists visiting Cyprus who have landed in the North cannot travel to the south.

Both Greek and Turkish Cypriots are also restricted and cannot travel freely between the North and the South. The United Nations plays no role in enforcing these restrictions.

The United Nations Buffer Zone (UNBZ)

The buffer zone extends the full length of the island – 225km. It varies from being a few metres wide in the world's last divided capital – Nicosia; to up to three kilometres wide in outlying agricultural areas. The Buffer Zone remains as a 'no mans land' as neither side will give an inch.

The patrol track through the centre of buffer zone is narrow and rocky. It can be extremely

dangerous during wet weather when decaying landmines are washed onto the tracks. The tracks are only accessible by 4WD.

Civilian police

The United Nations Civilian Police (UNCIVPOL) in Cyprus evolved as the result of an appeal by the United Nations to provide a Civilian Police presence in order to maintain an observer and liaison role during the 1960's.

Australian Peacekeepers have been on the island since 1964 when they were drawn from the ranks of the then Commonwealth and State police services. The role was taken over completely by the Australian Federal Police (formerly Commonwealth Police) in 1979.

UNCIVPOL is made up of 35 members, 20 of whom are from the AFP on a six month rotation and 15 of whom are from the Irish Guardia on a 12 month rotation. They staff eight police stations along the buffer zone. UNCIVPOL, as well as performing its own functions, also supports armed troops from various nations in maintaining the integrity of the buffer zone. It provides a stable base and is able to organise and enhance indigenous resources aimed towards a peaceful and sustainable resolution.

The peacekeeping role in Cyprus offers traditional policing functions of patrol presence, liaison and investigation.

The Australian role is assisted by the fact that many Greeks have a relative in Australia and the Turks remember the Aussie bravery at Gallipoli during the Second World War.

UNCIVPOL members are unarmed and have no powers of arrest.

The respective Cypriot and Turkish police agencies carry out major policing duties, whereas UNCIVPOL members use a combination of tact and diplomacy to defuse tense and sometimes violent situations involving civilians who attempt to penetrate the buffer zone.

UNCIVPOL operates as the only non-military option in a military environment with attention to military procedures and regulations and an emphasis on the military hierarchal structure. The responsibilities of UNCIVPOL are many and varied, but can be split into two main categories, humanitarian and operations.

Humanitarian tasks

- facilitating visa applications to embassies located on the South (because of the non

recognition of the TRNC, there are no embassies located on the North).

- assisting in the transfer of medical emergencies from the North to hospital facilities in the South.
- facilitating family reunion meetings when families are divided by the buffer zone.
- supervising of mail and currency exchanges between the North and South.
- escorting prisoners and funerals.
- visiting prisoners.
- assisting the Red Cross in visiting elderly villagers both North and South. There are still some minority populations of elderly Maronites living on the north and Turkish Cypriots living on the south. UNCIVPOL undertake weekly patrols to these remote villages to ensure the people are all treated with respect and able to live under suitable conditions.
- encouraging formal bi-communal contact.

Operational tasks

- investigating criminal offences committed in the Buffer Zone by non-UN personnel.
- preserving civil order in the Buffer Zone and assisting to resolve disputes between civilians.
- controlling (trespass) civilians in the Buffer Zone and apprehending unlawful entrants.
- supporting UN forces control of civilians during demonstrations.
- monitoring UN authorised entrance to the Buffer Zone by Cypriot authorities.
- escorting civilian officials into the Buffer Zone.
- patrolling the Buffer Zone and liaising with UN troops.
- providing a point of liaison between the United Nations, Greek Cypriot and Turkish Cypriot police.

Recent events

In 1996 inter-communal violence broke out on the island which left one person dead and about 50 injured, including peacekeepers. Such outbreaks illustrate how volatile the situation is in Cyprus after 25 years.

Keeping the opposing armies and civilians apart is a daily routine, which is punctuated by acts of violence.

Given the restrictions to freedom of movement, there are continual issues raised with the United Nations pertaining to human rights violations and

UNCIVPOL members are unarmed and have no powers of arrest.

UNCIVPOL members use a combination of tact and diplomacy to defuse tense and sometimes violent situations involving civilians who attempt to penetrate the buffer zone.

There are continual issues raised with the United Nations pertaining to human rights violations and the preservation of basic freedom for the Cypriot people being.

Like most of us in any sort of policing role, we have a sense that we can make a difference. We hope to make a difference to the people of Cyprus.

Andrea is also the Regional Co-ordinator for the International Association of Women Police and is actively involved in the planning of the joint ACWAP and IAWP 2002 Conference being held in Canberra.

the preservation of basic freedom for the Cypriot people being. Allegations of violence are constant and are difficult to investigate.

A drive through the old section of Nicosia City close to the buffer zone leaves an indelible impression – barbed wire fencing, bullet-ridden buildings, sandbags and metal drums. A large Turkish flag is quite imposing painted on a northern hillside and is quite visible from all parts of Nicosia – north and south.

While many international efforts, including UN resolutions have been made in order to progress towards a peaceful resolution, the so-called Cyprus problem still remains tense.

Sometimes, as a member of the civilian police I had to ask the question: ‘what the hell are we doing here, it seems like a no win situation’?

But like most of us in any sort of policing role, we have a sense that we can make a difference. We hope to make a difference to the people of Cyprus.

The satisfaction from being able to achieve little things will go along way to hopefully achieving a unified Cyprus.

The author: Andrea Humphrys

Andrea Humphrys joined the Australian Federal Police in 1981. She has worked in a variety of operational areas and in all States in Australia. Her expertise is in drug surveillance, photography and Management of Serious Crime.

Andrea was a member of the 58th United Nations Civilian Police Contingent posted to Cyprus. She returned from Cyprus in June 1999 and is working in General Operations in the AFP’s Melbourne office.

Andrea is also the Regional Co-ordinator for the International Association of Women Police and is actively involved in the planning of the joint ACWAP and IAWP 2002 Conference being held in Canberra.



Promotion in Tasmanian - tough for police with families

Constable Debbie May of the Tasmania Police Service recently embarked on the Sergeants Development Course following successful completion of the qualifying exams. In this article she shares her experience, highlighting the impact of the process on family life. Debbie reports that while Tasmania has some policies that are working exceptionally well for employees with families, there is still some way to go.

By Debbie May



I must be truthful and say how difficult the promotional process was, and the huge effect it had on my partner (now husband) and my (then) nine-month old baby, Ben. My partner is a detective in the Criminal Investigation Branch and, without the support of his supervisor, I could not have entertained the promotional opportunities.

I made the decision to study for the exams while I was pregnant and six weeks after the birth of Ben, when still undergoing the sharp learning curve of being a new parent, started attending weekly study groups. At the time of the exams, I was breastfeeding and had to express in the middle of the day, which was not Ben's normal routine, in order to sit the two hour exams each afternoon.

After passing the exams, and following much consultation with my family, I decided to attempt the Sergeants Qualifying Course. This meant I had reverted to full-time employment.

Not wanting to place Ben in full-time childcare, my partner took annual leave. Although living in at the Police Academy for Phase 1 of the three phase course was not a requirement, not to do so would have been to my disadvantage. I was the only female officer with 18 male officers. I felt very emotional and found difficulty talking openly to other course participants or instructors about my feelings.

Never, in my ten-year career as a police officer had I felt so isolated. I think this was compounded because I had been non-operational for the previous five years, as a Crime Scene Examiner, and was being assessed in the operational policing environment.

If Phase 1 of the course had been longer than three weeks, I would not have completed it.

During a de-briefing session, despite my best intentions, I cried.

I now look back and giggle at the reaction of the three male board members sitting opposite me. They had no idea what to do, one offered me water and all three lent back so far they were nearly out of the window!

I informed the Board that if I failed Phase 1, I would not be returning - ever.

I was asked by an incredulous Inspector, "Why?" He couldn't comprehend the strain my family and I were experiencing.

During Phase 2, Ben contracted rotavirus, the creche refused to take him, and my partner's leave provisions had ended. Fortunately, his supervisor came to the rescue and allowed him more days off at a short notice. I caught a strain of Ben's virus which caused my left eye to haemorrhage and had to take a sick day during my out-station posting, affecting my assessment.

Phase 3 saw me heading back to the Police Academy for a further three days, my partner could not afford any more time off with Ben, so childcare it had to be.

Unfortunately, I had to repeat Phase 2 because of my sick day. I had to perform ten-hour shifts, finishing at 2am, then straight home to revert to parenting mode when my partner went to work at 7.30am. Luckily, Ben decided to lie in bed for each of the days, not waking before 10am!

Finally, it was all over and the waiting began. I did not feel confident but received a wonderful surprise when my Superintendent rang me at home one evening and informed me I had successfully completed the Sergeants Development Course.

Never, in my ten-year career as a police officer had I felt so isolated.

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I was asked by an incredulous Inspector, "Why?" He couldn't comprehend the strain my family and I were experiencing.

I do not believe it is a family-friendly process and, as it stands, is quite discouraging for officers, who have family responsibilities.

The lack of a support network for female officers on courses at the Academy was highlighted to me. As a result, I am keen to offer support to any female officers attending the Police Academy in the future.

For me, the entire promotional process was draining, and a great strain on both me and my family.

I do not believe it is a family-friendly process and, as it stands, is quite discouraging for officers, who have family responsibilities.

Interestingly, one of the men on the course with similar responsibilities agreed with my view about the huge disruption to family life.

The lack of a support network for female officers on courses at the Academy was highlighted to me. As a result, I am keen to offer support to any female officers attending the Police Academy in the future. Personally, I would suggest to any mums considering a similar path in the promotional stakes to think long and hard about the effect, not only upon their careers, but their families.

I now proudly wear my two stripes as one of three women who are qualified constables in the Tasmania Police. I have no immediate desire for promotion and am content in my job-share arrangement as a part-time Crime Scene Examiner within Forensic Services.

Thank you to Tasmania Police Service for job-share and part-time employment!

I can enjoy the best of both worlds - a fulfilling family life and a future career path.



“See, Bob’s willing to ‘kiss and make up’, Mrs Hemmings, so why can’t you forget this sexual harassment squabble?”

Postcard from East Timor

By Kate Ferry

Kate Ferry, a young AFP officer experiences new perspectives on life in Timor. She shares her remarkable story with us.

Last year I spent three months in East Timor as part of the United Nations Civilian Police. Our mandate was to monitor and advise the Indonesian National Police in the conduct of the Popular Consultation and to supervise the escorting of ballot boxes.

Those months, as well as the time before and after in my own life - have turned out to be probably the hardest I have ever faced.

One of the main reasons I was selected to go to Timor was because of my long held interest and knowledge of Asia and in particular Indonesia.

When I was 16, I was chosen as an Australian representative in a Lions Club youth exchange to Indonesia. I spent two months living with an Indonesian family who did not speak a word of English.

After completing my HSC I studied a bachelor of Asian studies at the ANU here in Canberra. I majored in Asian History and Indonesian. During this time I also spent several months backpacking through Indonesia and other parts of South East Asia.

After completing my degree I worked for an insurance company in Sydney. It was an American life insurance company that targeted the Asian market in Australia. All of the clients and staff were Asian and I was the only Caucasian person on staff.

My boss was a small Chinese woman who was as tough as they come and I remember one afternoon after a long and stressful day she sat me down, pointed outside a busy George street window and said: "Kate if you want to make it out there you are going to have to toughen up".

A few months later I applied to join the AFP. In the interview I remember trying to sell myself as a tough, young woman ready and capable of taking on the world. I spent about 50 minutes with the interviewing committee and after about 40 of those 50 minutes one of the members turned to me and said, "Kate, if you do get selected to join the

AFP you will be sent to the ACT to do community policing because you need to toughen up". I thought "Wow, these guys are good. I can't get anything past them". My cover was blown – they had seen straight through me.

Fortunately they had seen something because on 28 February 1999 I was sworn in as a constable of police in the AFP and commenced working in general duties in the ACT.

Not long after this I started to pay particular attention to the slow but gradual build up of tension and militia forces in East Timor. After the fall of Soeharto there had been a deliberate step towards democracy by the new Habibie government.

So I had anticipated the United Nations, and thus the AFP's, physical involvement in East Timor for some time and was not surprised when in early May the AFP sought expressions of interest to be a part of the UN's deployment.

I sent in a minute detailing my skills and suggesting that I may be of some benefit to the AFP here in Australia. I was thinking along the lines of pre-deployment language training or something. But they brought me in, interviewed me, asked me if I would go if I was given the opportunity. I said "sure".

Two days later I received a telephone call and was told I was going.

But as you can imagine my selection came in a wave of controversy.

I was a 22 years old with less than six months policing experience. Even now as I say it, sounds terrifying.

Both the AFP and I received a lot of criticism over the decision to send me to Timor.

Initially I suppose I was as surprised as anyone. I had simply sent in a minute.

As the personal attack against me grew I became more determined to go and to do the job I was selected for, and to do it well.. and I stopped

I sent in a minute detailing my skills and suggesting that I may be of some benefit to the AFP here in Australia. I was thinking along the lines of pre-deployment language training or something.

As the personal attack against me grew I became more determined to go and to do the job I was selected for, and to do it well..

We were going into a largely unknown environment and we were going to be prepared.

The children were the same as children the world over – happy. And you just could not resist them when they marched up to you, wiped the snot from their face and then stuck the same hand out in front of you for you to shake saying “hello mister”. They were dirty, filthy but happy.

questioning “Why me?” and started to ask “Why not me?”

I had proven knowledge and experience in that region, an understanding of the political and cultural sensitivities there and I had the language skills. As far as I could see the AFP had only recognised and was utilising these skills, some of the same skills I believe they had hired me for in the first place.

I joined a team of 50 (six of whom were women) and was immediately accepted as a member of the team.

We had a two-week pre-deployment-training course in Canberra where we were trained on everything from the East Timor language, Tetum, to bush survival skills and first aid; and from helicopter emergency procedures to grenade identification.

We were going into a largely unknown environment and we were going to be prepared.

I was part of the first 15 Australians to be sent to Darwin where we joined with contingents of police from New Zealand, England and Spain. We comprised the first 41 civilian police to arrive in East Timor on 21 June 1999.

We were unarmed.

From: “Kate Ferry” <Kate.Ferry@east timor>
To: <mum and dad@home.com.au>
Subject: Postcard from East Timor
Date: Fri, 30 June 1999 08:45:48 +1000

Dili is like no place I have ever seen before. I have seen many poor Asian cities before but this is different. There are some similarities: the markets, the animals, the motorbikes, the road rules (or lack of them), the one way streets without signs, the noises and smells.

It looks like a town abandoned.

The situation here makes you sad - the more you see, hear and learn.

Some of the stories I’ve heard and the things I have already seen make me physically sick.

There is a fear of the enormity and the impossibility of the task ahead. And the possible outcomes for these people. They have been through so much already - and I am wondering how much more can they take?”

On my first day in Dili I was taken to Dili’s main hospital where I was introduced to a woman who was lying on the filthiest bed in the filthiest room I have ever seen.

The woman came from a small village outside Dili. The villagers had heard there was going to be an attack on the village church by the Militia. The woman had raced to the church in order to save the statue of the Holy Mary. As she carried it out of the church she had met with a group of Militiamen who had shot her seven times for her trouble.

The only reason she was still alive was that the gun had been a home-made weapon.

What struck me most about this woman as she lay, pretty close to death, was that her biggest concern appeared to be the health of her young son whom she was still breastfeeding, but was not able to because of her wounds.

She lay in a hospital that I was told was renowned for letting pro-independence supporters simply die. In one moment this woman has taught me more about faith than my Sunday school teachers ever did in ten years.

She is was the first East Timorese I have met and my memory of her will stay with me forever.

Love Kate

Even back then when the Indonesians still had full control, it looked like a city left for dead. There was very little of the most basic infrastructure and the infrastructure that was there had been let go. The main roads were damaged, there were no major shops, the buildings looked like they were falling apart.

And the people.

That people were very poor that was obvious straight away. What was also obvious was that these were a people that were also very scared. And I soon realised why – at night the streets would become deserted and you would see truckloads of militia driving around wearing balaclavas and carrying weapons.

But the children.

The children were the same as children the world over – happy. And you just could not resist them when they marched up to you, wiped the snot from their face and then stuck the same hand out in front of you for you to shake saying “hello mister”. They were dirty, filthy but happy.

I was to learn they could take a hell of a lot more - and still come back fighting.

I learnt in Darwin that I would be positioned in Dili for the duration of my time in Timor. I ended up living in a four-bedroom house with six others. There were two from Britain, two Kiwis, one Irish

and two Aussies. Six men. One woman. One toilet. One bathroom. And a trail of guests who would frequently come into Dili from other parts of Timor.

At any time we would have up to 20 people living in the four-bedroom house.

Little did I know that the guys I was living with, several of whom were old enough to be my father, who were strangers at first, would become like family in the difficult and intense months to come.

I still have vivid memories of some nights when we would huddle in the lounge room listening to the gunfire outside, whispering possible escape routes to each other if and when, the gunfire got any closer.

It was also at these times when I would wonder why I still didn't feel very tough and when it was that I was finally going to toughen up.

As I was the only member of our house who could speak Indonesian I became a valuable asset. From the very beginning my language skills were utilised from everything to bartering for groceries to negotiating hostages from the militia.

For most of the time I was in Timor I was working in the Joint Operations Centre which was in Dili headquarters.

The operations room was the first point of contact for the whole region and was made up of military liaison, United Nations police, political officers and electoral staff, and air operations. The centre was staffed 24 hours a day and again I was the only woman working there.

It was a highly stressful and demanding working atmosphere in a strong multi national environment.

As well as being the first point of contact for all UN personnel across the region, it was also the first point of contact for people in Dili itself.

We would often get the Timorese bringing people to the operations room with machete wounds or other injuries before they even went to hospital. There was also a constant trail of victims with stories of Militia harassment, killings, rapes, kidnappings, beatings and the list goes on.

I forget how many faces I saw or stories of horrific incidents I heard.

This highlights what was perhaps the hardest part of our mission: our feelings of being inadequate.

Our mandate was to monitor and advise the Indonesian police and unfortunately we did not have any authority to do much more than this - however hard we tried.

We could not really investigate as such, only inform the Indonesian police, ask them to do it, and encourage them to do so while at the same time trying to maintain good relations.

I think in many ways the Timorese had seen us as their knight in shining armour however, it wasn't to be and this became more and more obvious as the militia continued and even increased their reign of terror and intimidation in the UN's presence.

This was demonstrated for me when my posting was rotated from the operations room and for three weeks before the ballot I worked in Dili Investigations.

There were so many times when I saw for myself people and houses being attacked and burnt - and was unable and powerless to intervene.

We could only watch as the Timorese defended themselves from automatic gunfire with rocks and sticks they found on the ground.

One other thing that hit me pretty hard was the displaced people and the sheer number of them that by the end of our mission were living in churches and schools.

And the night about 1500 of the displaced persons (who had been seeking shelter in the school next door) all jumped the razor wire fences and into the compound.

I, like everyone else who went to Timor, was in several fairly hairy situations while in Timor however, nothing was more disturbing than a mother throwing her six month old child at me through razor wire. Some knight in shining armour I turned out to be.

For the most part it had been a fantastic and in some parts, surreal experience. I met some wonderful people and I learnt a lot.

I learnt how to survive in a third world country.

I learnt how to live in a small house with six men, how to work in a multinational, environment, and how to gain the respect of colleagues, some of whom had never seen a woman outside of a bedroom or kitchen before.

I learnt how to stay calm when everything around you was falling apart.

I learnt to accept it when I was told the UN had been caught in the crossfire. There can only be crossfire when there are two sides shooting.

I learnt how to say good bye, and to let go and that sometimes the answers to your questions aren't always there, or aren't the ones you necessarily want to hear.

At any time we would have up to 20 people living in the four-bedroom house.

There were so many times when I saw for myself people and houses being attacked and burnt - and was unable and powerless to intervene.

Nothing was more disturbing than a mother throwing her six month old child at me through razor wire. Some knight in shining armour I turned out to be.

I learnt how to live in a small house with six men, how to work in a multinational, environment, and how to gain the respect of colleagues, some of whom had never seen a woman outside of a bedroom or kitchen before.

When I came back I was angry and disillusioned, upset and sad and for the most part pretty traumatised by the whole thing.

I reserve the right to be able to experience the diversity of human emotions and never be too tough to cry or more importantly as a police officer, too tough to care.

I also learnt to see the good with the bad. In that short time, while I saw the worst of humanity in East Timor, I also believe I saw the best.

I had met the East Timorese- the most inspiring of people. 'A people' I had studied and heard a lot about but still today I doubt I would have believed the extent of their courage, compassion and faith unless I'd seen it for myself.

I have no qualms in telling people that several times while I was in Timor I feared for my life or that when I came back I was angry and disillusioned, upset and sad and for the most part pretty traumatised by the whole thing. But as time has passed and I have watched things in Timor settle down and the Timorese start to rebuild their lives, the anger and sadness have faded and what has remained is the memory of the East timorese spirit, their courage and their resilience.

The experience made me a better person and my time in East Timor has made me a stronger one.

It dared me to have the courage and to take the extra step in everything I do.

As for toughness – it turns out my ex-boss and the AFP's interviewing panel had been right.

It is an attribute that has never been associated with my name and it never will be. I reserve the right to be able to experience the diversity of human emotions and never be too tough to cry or more importantly as a police officer, too tough to care.

Last but not least – and one which was important to me personally, was that I learnt how to slip back into general duties policing in the ACT as quietly as possible and become just another police officer who loves her job.

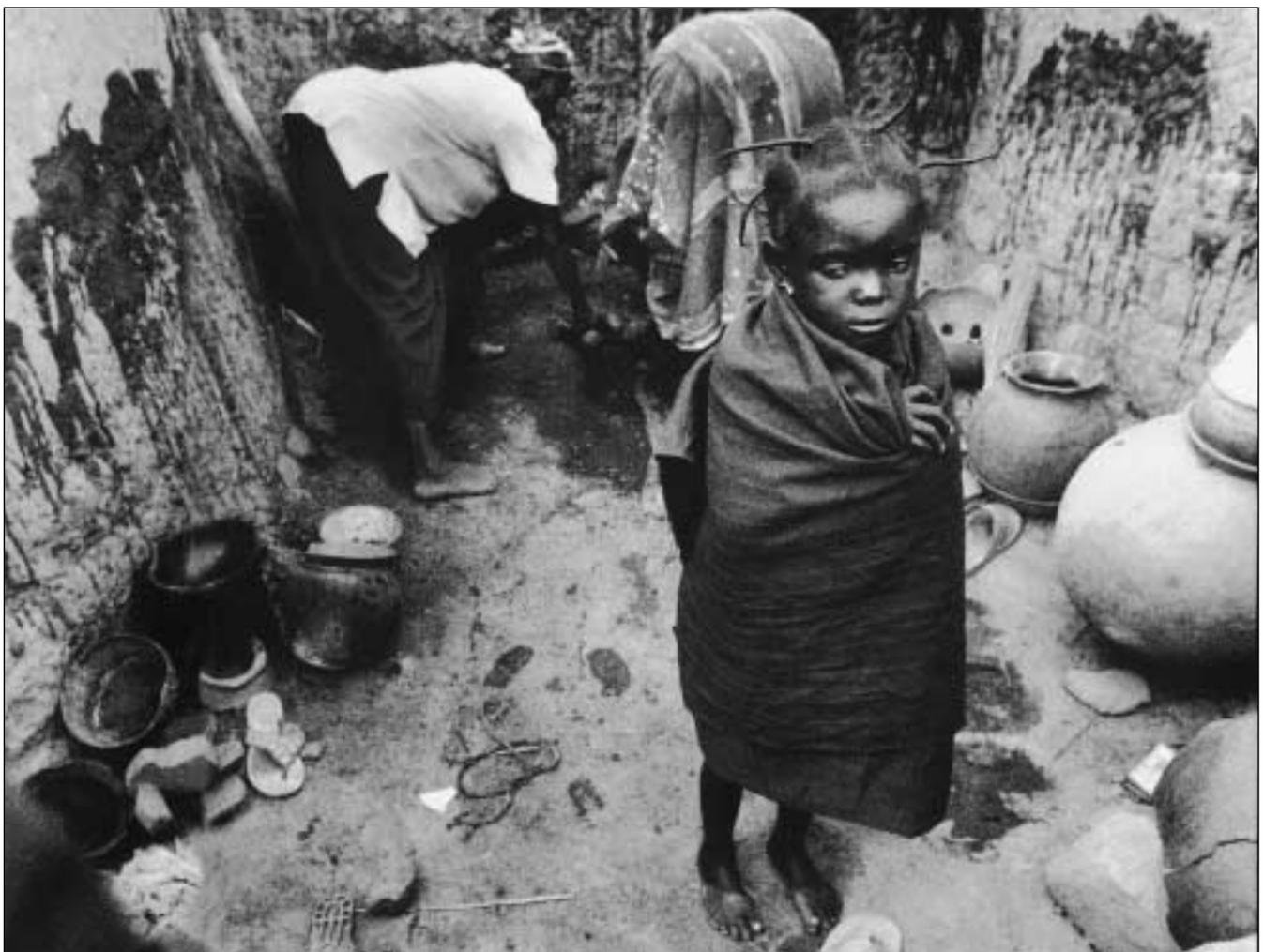


Female Genital Mutilation

The Day Kadi Lost Part of Her Life is a powerful book that uses the media of a photostory to tell the moving story of the day Kadi undergoes the honour of tradition which is female genital mutilation.

Using black and white photographs and a simple matter-of-fact accompanying text, Kim Manresa and Isabel Romos Rioja tell the story of a typical little girl who lives in a community where to be loved, married, and held in high esteem requires you to be genitally mutilated. Failure to undergo the operation leads to harassment, ridicule, abuse trauma, and eventually ostracism from one's community.

We 'meet' Kadi on the morning she is to be circumcised. We see her at home, going about her daily chores, eating her breakfast. We accompany her on the journey to the village where she is to suffer



female genital mutilation. We then witness as Kadi is taken by the buankisa (circumciser), made to undress, held down, and then cut.

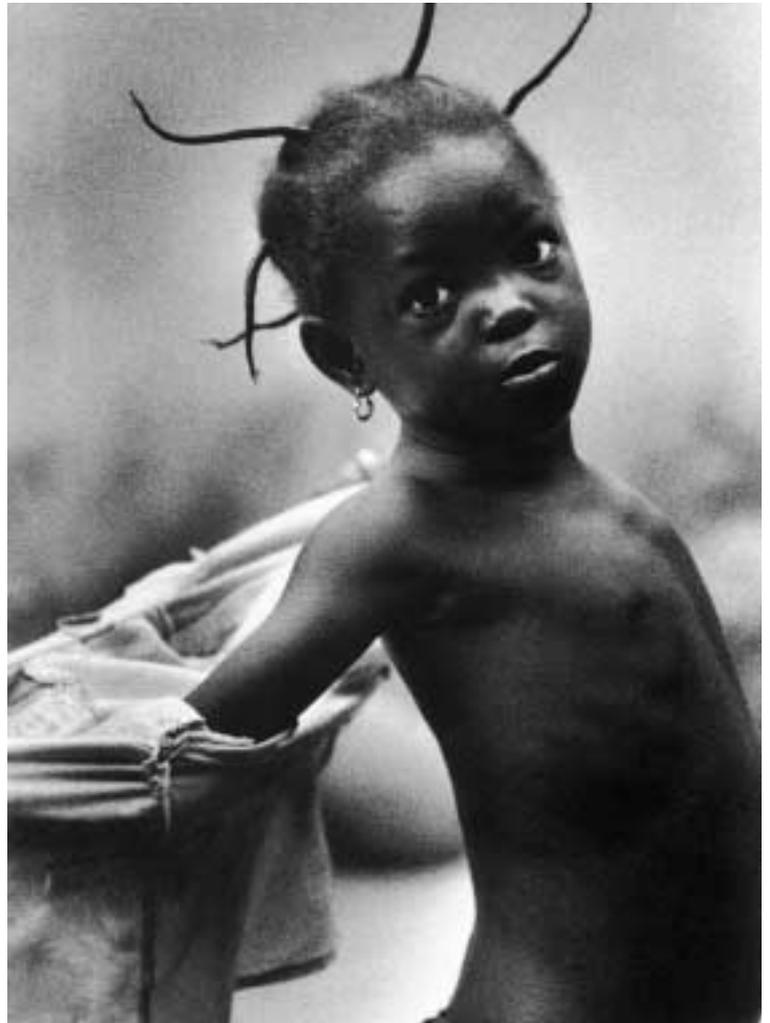
While the photographs are confronting, they portray the events with delicacy and sensitivity.

The book was shortlisted for The Australian Awards for Excellence in Educational Publishing. Accompanied by photographs taken by Kim Manresa, Isabil Ramos Rioja tells of how Kadi and three little girls travelled hundreds of kilometres to be subjected to this ancestral ritual. After Kadi had her all her clitoris and her labia minora cut away with a razor blade, so did two sisters: one three-years-old and the other one-year-old.

Things are gradually changing in Kadi's country, where for the last four years, the government has run an informative and persecutory campaign against female genital mutilation to which nearly all women and girls of certain regions have been subjected. Christians, Muslims and animists. However, the Imams are taking it on themselves to re-educate their followers and in a country where 20 per cent of the population is Muslim, the Imams reminder at the mosques that female genital mutilation is neither of Islamic origin nor obligatory, some girls are not being subjected to mutilation.

Part proceeds of sales of the book are being donated to FORWARD, an international NGO devoted to the eradication of this practice.

For more information on FORWARD, email forward@dircon.co.uk or write to 40 Eastbourne Terrace, London, W2 3QR, England.



Women and War

Common Grounds: Violence against women in war and armed conflict situations edited by InDai Lourdes Sajor and published by the Asian Center for Women's Human Rights is an important work in the telling of women's history. Too often women's lives are ignored in the recording of history, particularly when men's heroics can be recorded in preference to suffering of women as victims.

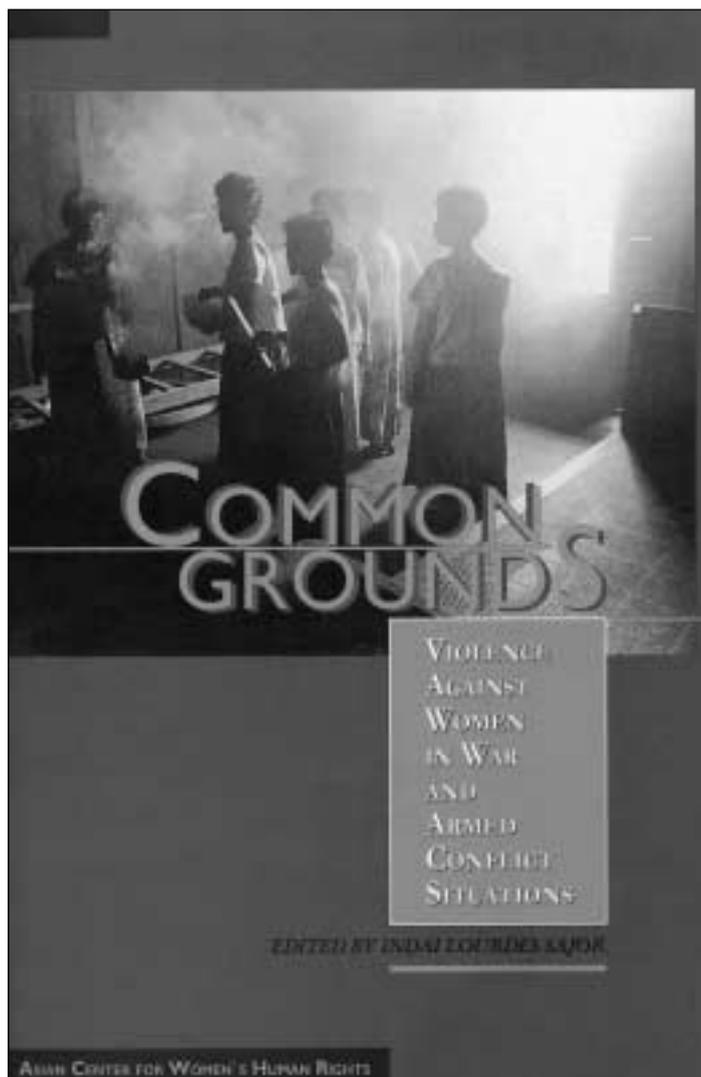
The International Conference on Violence Against Women in War and Armed Conflict Situations held in Tokyo highlighted the human rights violations done to women. The presentations focused on the enormity of the tragedy the women have had to live with, the unprecedented nature of human rights violations and the sheer ruthlessness of the perpetrators, the denial of justice and reparations, and the immeasurable ruin of human life.

The participants to the International Conference on Violence Against Women in War and Armed Conflict Situations, supported by several hundreds of Japanese women gathered to:

- identify the various manifestations of violence against women in war and armed conflict;
- redefine and broaden the definition of wartime rape to include sexual slavery, forced impregnation, mass rape, chemical warfare impact, military sexual slavery, genocide, trafficking, physical experiments, mutilations etc., as war crimes;
- gather statistics and cases of violence against women in armed conflict situations to assist in describing the issues and establishing the pattern of violations;
- concretise the role and capacity of women's human rights groups in advocating for the issues in armed conflict situations;
- explore legal strategies in national and international courts in defence of women victims of armed conflict, in order to demand accountability, justice and compensation; and
- submit the subsequent resolutions, recommendations and case studies to the United Nations Special Rapporteur

This book *Common Grounds: Violence against women in war and armed conflict situations* contains most of the papers presented in the conference by scholars, scientists, academics, researchers, women activities, parents and sisters who are actively involved in the issue of violence against women and violence against humanity in a broader sense.

The book tells the stories of women in a number of different conflict from Afganistan to Vietnam to Bangladesh. The expected stories are told, but also accounts of the behaviour of Australian soldiers:



US forces occupied the bulk of Japan, but some areas such as Hiroshima were occupied by British Commonwealth occupation forces (BCOF) composed of Australian, New Zealand, and Indian soldiers under the command of British officers. These forces also participated in the rape of civilians. A Japanese prostitute made the following comment about Australian soldiers who landed at Kure (the port of Hiroshima) in November 1945:

Most of the people in Kure stayed inside their houses, and pretended they knew nothing about the rape by occupation forces. The Australian soldiers were the worst. They dragged young women into their jeeps, took them to the mountain, and then raped them. I heard them screaming for help nearly every night.



Women in Uniform: Perceptions and Pathways

Edited by Kathryn Spurling and Elizabeth Greenhalgh

Rrp. \$20 plus \$5 postage and handling

This collection of essays is the proceedings from the first *Women in Uniform Conference* held by the Australian Defence Force Academy in Canberra in May 1999. While the work focuses largely on the challenges facing women in the military, there is a number of important contributions from women police and leading Australian feminists, including Anne Summers.

The work includes papers from Admiral Chris Barrie, Royal Australian Navy; Ms Susan Curtis, FBI; Air Commodore Cynthia Fowler, Royal Air Force; Major Sarah Garcia, USAF, NATO; Commander Vicki McConachie, Royal Australian Navy; Professor Judith Youngman, US Coastguard Academy and many others.

This work also includes the inaugural Clare Burton Memorial Address which was delivered by Senator Natasha Stott-Despoja, who confides that her only experience of life in uniform was being thrown out of the Brownies at the age of seven for refusing to swear allegiance to the Queen.

Women in Uniform is available from The School of History, Australian Defence Force Academy, Campbell ACT 2600. Fax: (02) 6268 8879

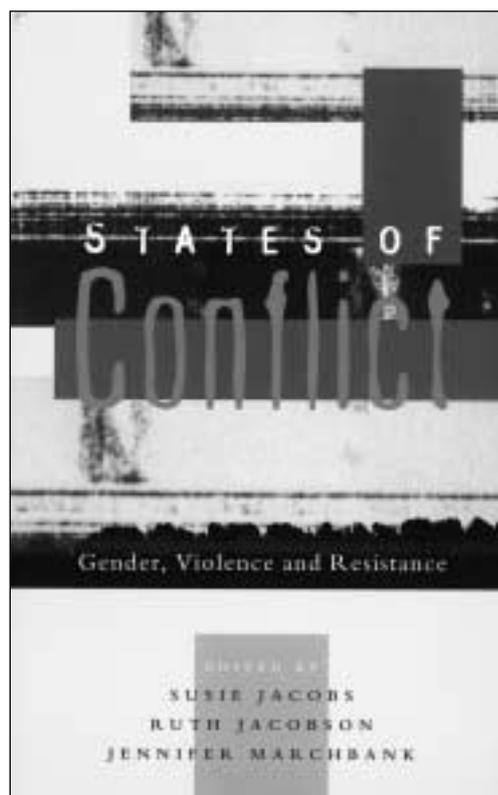


Gender Violence and Resistance

Exploring the multitude of layers that is state violence against women *States of Conflict: Gender Violence and Resistance* edited by Susie Jacobs, Ruth Jacobson and Jennifer Marchbank give us a theoretical analysis of gendered violence at various social and political levels. It builds on feminist scholarship, especially around questions of the state and agency and moves the discussion to a new direction.

Fiona Macaulay's article *Tackling Violence against Women in Brazil: Converting International Principles into Effective Local Policy* provides an insightful analysis of the Brazilian use of women-only police stations. She examines how they operate and the factors that must be considered for them to be successful.

States of Conflict: Gender Violence and Resistance is published by Zed Books, ISBN 1 856496562.



Police women and their partners: Influence and outcomes of work stress in the family

By B. Thompson, A. Kirk-Brown, and D. Brown
(Griffith University).

A paper presented at the Second Australasian Conference of Women and Policing, Brisbane, July 1999

Work stress may be transmitted to family members, and this may particularly be a problem in high stress occupations such as policing. However, little is known of the experience of women police and their families. A 1998 survey of 1,081 women police examined work stress levels, levels and sources of social support, and outcomes such as emotional exhaustion and family distress. This paper examines the experience of women with partners who are police, and those with non-police partners. Comparisons are made on the level of partner support, impact of work stress on partner support, and emotional exhaustion, family cohesion and conflict.

Work stress may be transmitted to family members, and this may particularly be a problem in high stress occupations such as policing (Thompson, Kirk-Brown and Brown, 1999), which has been ranked among the top five most stressful occupations (Dantzer, 1987). Much of the research on this occupational subgroup has centred on male officers. However, female police officers may experience qualitatively different sources of stress from male officers (Brown and Fielding, 1993, Thompson, Kirk-Brown and Brown, 1999). In addition, the interface between work and family is experienced differently for men and women, with women experiencing more role overload and work-family conflict (Thompson, 1997). Consequently, the experience of male officers, especially in terms of sources of stress and the impact of work stress on the family, cannot be directly applied to female officers.

Certainly, research indicates that male occupational stressors do impact on the family (Thompson, 1997). For example, Alexander and

Walker (1994) found that in their sample of police officers 40% admitted taking out stress on their families. Unfortunately they do not report on the number of female officers in their sample making it difficult to infer the extent to which these results reflect a primarily male perspective. Higher occupational demands experienced by men are correlated with dissatisfaction and distress in wives (Burke, Weir & Duwors, 1980), and police officers experiencing high stress are likely to be more angry, uninvolved in family matters, and have unsatisfactory marriages (Jackson & Malasch, 1982). In a sample of police officers (92% male), negative effects of work demands on family (in particular concerns about health and safety) were related to work attitudes and emotional wellbeing (Burke, 1994).

The Study

As a means of understanding the experience of women in policing, and the impact of their work on family members, a series of focus group interviews were conducted with 29 policewomen in and near Brisbane (Thompson, Kirk-Brown and Brown, 1999). The interviews aimed to understand sources of work stress, impact on the officers and their families, and factors which exacerbated spillover of stress from work to family, and family to work. Role overload and role ambiguity were frequently mentioned work role stressors. For the officer, this impacted on feelings of fatigue, irritability and a felt need to emotionally withdraw. It is not surprising then, that the most frequently mentioned outcome for family was reduced quality of family (especially partner) relationships.

Female police officers may experience qualitatively different sources of stress from male officers.

Police officers experiencing high stress are likely to be more angry, uninvolved in family matters, and have unsatisfactory marriages.

Role overload and role ambiguity were frequently mentioned work role stressors. For the officer, this impacted on feelings of fatigue, irritability and a felt need to emotionally withdraw.

Having a partner who was also a police officer was slightly more common than having a non-police partner with 52.3% of women police with partners reporting a partner who was also a police officer. Most of the women with partners did not have children (67.5%).

For women with police partners support from each of the three sources (partner, supervisor and co-worker) were significantly related to lower levels of emotional exhaustion. For women with non-police partners, only supervisor support was significantly related to lower levels of emotional exhaustion.

When interviewing these women it became clear that a significant number had partners who were also police. Comments on whether having a partner in the same type of work facilitated support varied, with some women commenting on shared understandings; others indicated a deliberate avoidance of work related discussion as a way of minimising stress spillover. We have previously suggested that female police officers may be particularly vulnerable to lack of support due to reluctance to share work stresses with family and difficulties accessing support in the workplace. Very little is known generally about how this type of work impacts on couple relationships, and how shared experiences of work may affect levels of support experienced. In this paper therefore, we examine relationships between work stress, its impact on perceived partner support, and outcomes such as family distress and emotional exhaustion in policewomen.

In August 1998 we posted out a survey on these issues to 1,081 policewomen in Queensland, and 865 non-operational women. The data we report below is part of a larger analysis currently being undertaken. For this analysis we used the following measures:

Work Stress was measured by two scales from the Occupational Stress Inventory (Osipow and Spokane, 1992). They were of Role Ambiguity ($\alpha=0.78$) and Role Overload ($\alpha = 0.83$). **Emotional Exhaustion** was measured by the Emotional Exhaustion Scale (Ray and Miller, 1994) with a reliability of 0.85. Social Support measures were also used in the study by Ray and Miller (1994), who report reliabilities of 0.92 for Supervisor Support and .90 for Coworker Support. Since we wanted perceptions of partner support, we developed a **Partner Support Scale** by rewriting four items from the Supervisor Support Scale which were relevant to partner support.

We measured the family environment using two scales from the Family Environment Scale (Moos and Moos, 1994). To measure conflict in the family we used the **Family Conflict Scale** (internal reliability (Chronbach's Alpha) of .75), and to measure the degree of felt togetherness in the family, the **Family Cohesion Scale** (internal reliability (Chronbach's Alpha) of .78).

In addition, we collected demographic information, specifically, employment classification (police officer or staff member), rank or classification level, partner status (police officer, staff member of QPS, not employed by QPS, unemployed), and age and number of children.

Results

Questionnaires were returned from 871 members of QPS, giving a return rate of 45%. Of these, 802 were useable responses. There were 421 police officers, including 283 (67%) with partners. Having a partner who was also a police officer was slightly more common than having a non-police partner with 52.3% of women police with partners reporting a partner who was also a police officer. Most of the women with partners did not have children (67.5%).

We wished to test a model of the impact of sources of social support (particularly partner support) on emotional exhaustion and family distress (family conflict and family cohesion) for women with partners in the Service and non-police partners. We also wished to examine whether the work stressors of role overload and role ambiguity impacted differentially on levels of emotional exhaustion for these two groups of women.

A series of multiple regressions were conducted to test these relationships. Multiple regressions are used to assess the extent to which of a group of variables predict an outcome variable, such as emotional exhaustion. The first regression indicated that for both groups of women, sources of social support were significantly related to levels of emotional exhaustion (women with police partners, $F(3,145)=7.74$, $p<.001$; women with non-police partners, $F(3,134)=3.14$, $p<.05$). Higher levels of support were predictive of lower levels of emotional exhaustion. However, when source of support was examined there were differences in the use of sources of support. For women with police partners support from each of the three sources (partner, supervisor and co-worker) were significantly related to lower levels of emotional exhaustion. For women with non-police partners, only supervisor support was significantly related to lower levels of emotional exhaustion.

The next regression examined the relationship between the work stressors of role overload and role ambiguity, and emotional exhaustion. Work stressors were also found to impact on levels of emotional exhaustion. For women with police partners, both role overload and role ambiguity increased emotional exhaustion ($t=5.572$, $p<.01$ and $t=2.38$, $p<.01$ respectively). For women with non-police partners, only role overload increased emotional exhaustion ($t=7.09$, $p<.01$).

The final set of regressions examined the relationship between sources of support and family distress. For both groups of women sources of support were positively and significantly

associated with levels of family cohesion (women with police partners, $F(3,145)=14.98$, $p<.001$; women with non-police partners, $F(3,134)=10.68$, $p<.001$). For women with police partners both partner ($t=6.17$, $p<.001$) and coworker support ($t=1.98$, $p<.05$) were significantly associated with higher levels of family cohesion. For women with non-police partners only coworker support was associated with higher levels of family cohesion ($t=5.55$, $p>.001$). For both groups of women sources of support were significantly associated with lower levels of family conflict (women with police partners, $F(3,145)=14.28$, $p<.001$; women with non-police partners, $F(3,134)=4.88$, $p<.01$). For both groups of women, only partner support ($t=6.17$, $p<.001$; $t=3.69$, $p<.001$ respectively) was significantly associated with lower levels of family conflict.

Discussion

As Ray and Miller (1994) note, human service workers may be particularly vulnerable to burnout due to the nature of their work. Consistent with the qualitative data from our previous study, those female police officers reporting higher levels of work stressors reported higher levels of emotional exhaustion, though the predictors of emotional exhaustion varied according to whether the partner was also a police officer. For women with police partners, both role overload and role ambiguity increased emotional exhaustion, whereas for women with non-police partners, only role overload increased emotional exhaustion. Women on operational roles are likely to work shift work, a circumstance likely to impact negatively on family members, and mentioned in our previous study as a source of stress particularly likely to impact on the family. As Simon (1990) indicates, shift work is likely to lead to lack of time with a partner, disrupted social life and fatigue for the worker and partner. This may be the case independent of the work role of the partner.

It might have been expected that a partner who has a shared understanding of some of the difficulties of working in an ambiguous job role could reduce the impact of such role difficulties on the female police officer. The present results, however, suggest that having a police partner may actually increase perceptions of role stress. This counterintuitive finding is consistent with the findings of Ray and Miller (1994) in a study of human service workers. They found that family and co-worker support increased burnout, and suggested a number of explanations of this finding, including that as family and co-workers are unlikely to be able to change the situation,

support is ineffective. However, this would not account for increased burnout as these support sources are utilised. In our study, role ambiguity increased emotional exhaustion only for women who had police partners. Perhaps the alternative explanation offered by Ray and Miller (1994), a contagion effect of negative talk is more accurate. Shared experiences of role ambiguity in the same role may increase feelings of powerlessness and frustration.

The present results demonstrated the importance of different sources of social support in assisting female police officers to cope with the experience of emotional exhaustion. Interestingly, women with police partners utilised all three sources of support, whereas women with non-police partners used only supervisor support. This suggests that having a partner who has a shared understanding of some of the difficulties involved in police work can reduce the negative emotional outcomes associated with such work. Greenglass, Fiskensbaum and Burke (1996) found informational support (ie the provision of useful information) to buffer the effects of stressors on emotional exhaustion, a type of support that may be more easily offered by a partner familiar with the work role.

Adequate social support may be more critical for women than men in reducing feelings of emotional exhaustion. In a study of men and women teachers, Greenglass and Burke (1988) found that higher social support from supervisors reduced burnout for women, but not men, and suggested this may be because women use social support more effectively, as asking for help is more consistent with the female role. Supervisors, and to some extent co-workers, may be in a key position to provide both informational and emotional support. In the group of policewomen examined here, those without police partners reported supervisor support to reduce emotional exhaustion, but for those with police partners, partner support and co-worker support also reduced emotional exhaustion. As we have suggested previously (Thompson, Kirk- Brown and Brown, 1999), policewomen may be vulnerable to lack of social support when they are unable to share work concerns with family members. In that case, developing higher levels of supervisor support, particularly with a view to clarifying roles and procedures in addition to emotional support, may be effective in reducing emotional exhaustion, especially for women who are combining work, parent and partner roles.

The present results confirm the crucial role that partner support plays in the maintenance of a

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positive family environment. For both groups of women, partner support was significantly associated with lower levels of family conflict. Partner support was also significantly related to higher levels of family cohesion, but only for women with police partners. These results suggest that where both partners are involved in the same high stress occupation, mutual understanding and supportiveness are key factors in maintaining a positive family environment.

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Acknowledgements

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Investigating Genocide in Rwanda

Julie Christoffel

In May 1999, I saw in our Queensland Police Gazette an advertisement seeking applicants to serve as Investigators with the United Nations/International Criminal Tribunal for Rwanda. Of course at that time I didn't even know there was a Country in the World called Rwanda, however I prepared my Curriculum Vitae and faxed it off to ICTR Headquarters in Arusha Tanzania.

In July, whilst on holiday with my children I received a telephone call to my mobile Telephone allegedly from Arusha, Tanzania, requesting my Facsimile Number. Having worked with Police for twenty years I was of course suspicious that this was a prank call from one of my colleagues. However I gave the Facsimile Number for Cairns Police Station. I then rang the station and explained I was away on leave and if a Facsimile arrived for me could they please ring me.

Some two hours later my colleagues from Cairns Police rang me and gave me a rundown over the Telephone of the Facsimile from Arusha offering me a twelve month contract to work with UN/ICTR, in Kigali Rwanda, and I had two weeks to reply. I discussed this with the children and we decided to cut short our holiday and return to Cairns.

I was separated from my husband and upon my return to Cairns I commenced Telephone inquiries with Arusha to ascertain safety, medical and schooling services available in Kigali Rwanda, as, if I were to accept the position, I would have to travel with my children as a single parent. Communication with Arusha was difficult (I soon found out this was the same for the entire Great Lakes Region of Africa) however the information I gleaned was to the effect that I would be able to travel with my children.

I then conducted what research I could about Rwanda and the picture that formulated did not look the best. I negotiated with the Queensland Police Service and was granted twelve months leave without pay so that I could accept the offer of appointment with UN/ICTR.

I then had to conduct sensitive negotiations with my estranged husband, as, to obtain Passports for the children I needed his permission to take them out of the country.

Of course at that point I believed that working for the United Nations would mean that I was working for a highly professional organisation. I indicated that I would be prepared to travel on 1 September 1999 and heard nothing more. At that point I should have become suspicious, but being the ever trusting Aussie I continued preparations and waited for information of my uplift to Kigali Rwanda.

Ultimately I received four days notice to depart Cairns, Australia, via KLM, Dutch Airlines on Sunday 29 August 1999. To this day I still do not know how I ever managed to accomplish what I did in those four days. I will be eternally grateful to my many girlfriends and even my estranged husband for the assistance I was given. I was renting a house which meant I had to contact packers to remove our furniture to Rwanda, have the house cleaned, disconnect services, make arrangements for pets and the list goes on.

I contacted KLM in Brisbane and was told they were still trying to get confirmation for one leg of our journey but they would contact me. Of course I received no word and then was left to ring Amsterdam on Saturday trying to get confirmation. At the end of the day we travelled Cairns-Sydney on boarding passes only and were issued tickets in Sydney for the rest of our journey. Another eternally grateful to the excellent staff at Qantas Cairns and Sydney Airports.

As part of the negotiations with my estranged husband, I had invited him to accompany the children and me to Rwanda so that he could be assured of their safety. We have three sons, Daniel Charles, 12 years, Matthew Rhys, 9 years, and Sean Patrick, 3 years. If there are any other single mums out there I am sure you can imagine the trepidation I felt at travelling all the way around the world with three young children.

Some two hours later my colleagues from Cairns Police rang me and gave me a rundown over the Telephone of the Facsimile from Arusha offering me a twelve month contract to work with UN/ICTR, in Kigali Rwanda, and I had two weeks to reply. I discussed this with the children and we decided to cut short our holiday and return to Cairns.

From the interviews that I have conducted I cannot to this day understand how human beings could commit such atrocities against each other. The authorities of the Hutu Government collaborated to ensure that every citizen was involved in the killings. Neighbours killed neighbours, teachers killed students, Pastors killed those who sought refuge in their Churches. There is one interview, which has remained in my mind, and I share a small extract.

"I was running in the hills. I had two small children with me and a baby on my back. I was caught and thrown to the ground. Interahamwe killed my two children next to me and I was raped, whilst my child was still on my back. After they finished raping me they took my baby by his legs and smashed his head against a rock."

After being issued with our tickets in Sydney, the journey was then Sydney-Singapore, Singapore-Amsterdam, Amsterdam-Brussels, and yes finally, Brussels-Kigali.

I then experienced problems each time I departed an Airport as at no stage had we been issued with a Visa for entry into Rwanda. I had the paperwork with me from UN/ICTR and was able to convince each Immigrations Officer that I was welcome in Rwanda. Finally we arrived in Rwanda at around 7pm on Monday night 30 August.

We were met by the UN/ICTR Travel Office and taken to a Hotel. I commenced duty the next day and life has never been the same since.

I have been placed with the Sexual Assault Team and we are tasked with conducting investigations to ascertain if our targets ordered or committed the rape, sexual assault and sexual mutilation of the Tutsi men and women during the genocide in 1994. I work with other investigators who have like me been recruited from Police Services and Legal Offices from around the world. I share an office with two former Police Officers, one from Niger and the other from Tanzania, as well as a solicitor from Nigeria. The greater percentage of staff are Francophone and luckily I studied French during High School. I can converse and write adequately in French and it improves daily.

Investigations entail travelling from the capital Kigali to the outer Prefectures where I must locate and interview survivors of rape and sexual assault during the genocide.

Rwanda is composed of two main Ethnic groups, the Tutsi (9% of population then) and Hutu (90% of population then) people. During the genocide the Hutu killed an estimated one million of the Tutsi people.

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The actual Court is convened in Arusha Tanzania whilst investigations are mainly conducted in Rwanda. I have met many Rwandaise people and discovered a wonderful insight into the culture and traditions. The rights of women and children here in Rwanda and over much of Africa have not been advanced as they have in the West. This makes it difficult in the work environment but you may all rest assured that I do as much as I can on a daily basis to ensure the advancement of women, both at work and in my personal life.

I have nearly completed my initial twelve months and have accepted a further twelve months. I have found the work exhausting but rewarding and my heart goes out to the many survivors here and their courage to continue life.

If anyone would like more information on the work and life here in Kigali, Rwanda, please do not hesitate to contact me via my Email address which is christoffeljulie@hotmail.com



Fitting in or Standing Out? Launch of Council book

Jennifer Bradley

In October 1999, the Australasian Council of Women and Policing was given a grant by the Commonwealth Office of the Status of Women to write and publish a guide for women considering policing as a career.

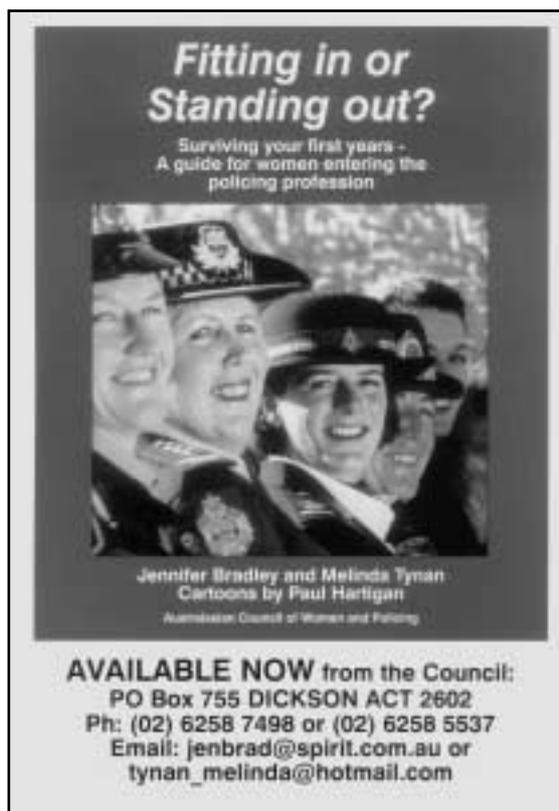
The resulting book, *Fitting in or Standing out? Surviving your first years – a guide for women entering the policing profession*, was written by Jennifer Bradley and Melinda Tynan of the Council, drawing heavily on the input provided by more than 60 serving women police. It takes the reader from the earliest stage of the recruitment process, through the academy and life on the street to career planning and promotion. On the way it looks at professional development, mentors, combining motherhood with policing, sexual harassment and the role of unions and women's networks.

The text is enhanced by quotations from contributors and cartoons commissioned from Paul Hartigan.

It was launched by the Minister for the Status of Women, Senator Jocelyn Newman on 17 July 2000, at morning tea in Parliament House.

In her speech, Senator Newman said:

“It gives me great pleasure to launch *Fitting in or Standing out?* It is a booklet that I am sure will make a difference in helping to achieve women's equality in the workplace, at least in one particular workplace.



Christine Nixon introduces Senator Newman.



Senator Jocelyn Newman launches the book.

“Australian Institute of Criminology statistics show that Australian policing remains an intensely male-dominated institution. At the end of June last year, only 16.5 per cent of police officers employed by the eight services throughout Australia were women. It gets worse!

- “of the 83 senior executive officers, only two were women;
- two women had reached the rank of chief Superintendent compared with 65 men;
- 17 women were superintendents compared with 392 men; and
- women chief inspectors were even thinner on the ground. There were just two out of 133.

“You might feel tempted to explain these figures away by pointing out that it wasn't until the 1960s that women achieved formal equality and there hasn't been time for them to move up the tree and secure some of the senior positions.

“But even lower down the ranking there are still significant differences in the number of men compared with the number of women officers. Only 472 out of over 7,500 are women sergeants. There is evidence to show that women ARE progressing up the ranks, but that the process is extremely slow.

“But unfortunately there are no adequate statistics to show if women police officers are still concentrated in more traditional areas of female employment such as juvenile



Listening to Senator Newman.



The cartoonist Paul Hartigan flanked by Jo Calwell (OSW) and Paul Mason.

aid and child abuse. However, anecdotal evidence supports the conclusion that women do not have equal access to jobs in the more elite specialist squads such as detective work or as members of the bike squads.

“There needs to be active strategies of support for women, including proper evaluation of achievements and barriers to advancement. This is what *Fitting in or Standing out?* does from the perspective of women police recruits.

“It is a frank, warts-and-all picture of what can happen to any woman police officer from the day she enters the police academy. More than 60 serving women police have contributed to the booklet.

“They share their experiences – good and bad – the wisdom they have accumulated and some practical advice. Sometimes the pictures they paint are shocking and depressing, particularly in an age where equality is accepted as a universal right. But they do provide a realistic view of what women entering the policing profession can expect. It will help those who are considering entering the service to make an informed decision.



Melinda Tynan at the display table.

“Nor is it all doom and gloom. Obviously you don’t stay 27 years as one contributor to the booklet has if you don’t find it rewarding. Plenty of positives are spelled out. There is also guidance on how to plan a career and progress through the service.

“The cartoons that poke fun at entrenched male prejudices also add some light relief.

“The booklet was funded by the Office of the Status of Women as part of last year’s National Women’s Non-government Organisations Project Funding Programme. The programme recognises the ability of the non-government sector to work effectively with women in developing confidence in their capacity to participate fully in Australian society.

“I sincerely endorse your conclusion that *Fitting in or Standing out?* should be compulsory reading for all police managers wanting to do the best by their staff. That would be a fitting outcome for a project that has aimed to achieve mainstream focus on the role of women in our police forces.”

The book is available free from the Council, with costs for packaging and postage. See page 33 for details.



Quite frankly, women just don't have the physical stamina to be cops.

Investigating War Crimes at the Criminal Tribunal for the Former Yugoslavia

Suellen Taylor

An experience of a lifetime, that's how I view the opportunity to live and work in the Europe whilst still being a member of the New South Wales Police Service.

This journey started unobtrusively enough with the delivery of a fax to the office of the National Crime Authority in late 1995. The ICTY sent notification of the vacancies for lawyers and investigators, the deadline being 3pm the following day. I hastily prepared a page and half resume and sent it off. Without warning in February 1996 I received a midnight phone call from the interview panel who wanted to interview me right there and then. They thought they were calling *Austria!* That interview did not occur due to a variety of reasons, and later I received a letter stating "We will keep you on file". In my experience that would have meant it was headed to the shredder, wrong!

Almost a year to the day, in early 1997 they called again. The interview went well and upon my return from a skiing trip in August was an offer of employment. I had 30 days to make up my mind. It is one thing to dream of something like this but quite another to actually pack up and leave family and friends and head off to Europe on your own.

With the full support of my then commander, Carolyn Smith and the current commander, Glynnis Lapham at the Internal Witness Support Unit, I was given the formal approval to take the position. At that time I had about 15 years of criminal investigation experience with the New South Wales Police Service, I needed a fresh challenge. It came in the form of the International Criminal Tribunal for the Former Yugoslavia, in The Hague, Netherlands and the journey began.

The United Nations Security Council established the ICTY as an *ad hoc* Tribunal to investigate and prosecute serious violations of International Humanitarian Law committed on the territory of the former Yugoslavia since 1991. There are three main organs, The Registry, The Office of the Prosecutor and The Administration.

Much of the jurisprudence is derived from the Geneva Conventions interpreted in the Nuremberg and Tokyo War Crime Tribunals as well as customary international law. The Tribunal has its own rules on procedures and evidence and the body of law is constantly evolving in response to issues concerning the right to a fair trial which are constantly raised pre trial and throughout the trial. The Tribunal's rules reflect a blend of both the adversarial and inquisitorial (civil system) practices.

Certain tensions between the systems are evident at both the investigative and trial stages. They stem in part from the substantially different roles of law enforcement personnel within a given system as well as different approaches to the admission of evidence in court. A degree of flexibility is essential to one's survival in this environment.

Some Significant Differences between the International Tribunal and Criminal Domestic matters in Australia.



All trials at the trial court level (ICTY) are presided over by a panel of three Judges. There are no jury trials provided for in the rules. The charging instrument is called an indictment. It is signed by the Prosecutor of the Tribunal and is subsequently presented for confirmation to a single Judge. Once the indictment has been confirmed the rules provide for notice of issuance and service of the indictment on the country of which the person is a National or in the country in which the person was last known to be located. Most arrests of persons who are still on the territory of the former Yugoslavia which consisted of six republics and until 1989 two autonomous regions, are effected by the NATO Stabilisation Force, known as (SFOR).

The tribunal has two official languages, English and French. All proceedings are conducted in English, French and Bosnian / Croatian / Serbian (BSC) through a sophisticated system of simultaneous interpretation. All documents / statements and other supporting materials once obtained are translated into the language of the accused.

There are eleven investigative teams at the Tribunal. Each investigation has a term of reference which are authorised by the Prosecutor. No specific blame has been assigned to any particular ethnic group. The perpetrators of the atrocities were Serbs Croats and Muslims and the victims were Serbs, Croats and Muslims.

Though some victims and witnesses of the atrocities remain in the former Yugoslavia, many have now spread far and wide across the globe. Locating and interviewing witnesses is conducted through the submission of formal requests to co-operative nation states of the former Yugoslavia as well as all United Nation member states. Under the rules of the Tribunal all UN members have a duty to co-operate, under the Dayton Peace Accord all “entities” have a duty to co-operate.



The investigations are complex and protracted. This is not surprising if one regards the countries of the former Yugoslavia as the crime scene and the population as the victims. Principally, many witnesses and victims have been “cleansed” from their own homes and have relocated to other countries or they have remained and live as displaced persons and refugees within the former Yugoslavia. Notwithstanding that “peace” came to the region in 1995 as a result of the Dayton Peace Accords, the root causes of the conflict persists as do the distrust and ill will. A strong NATO military presence known as SFOR remains throughout the former Yugoslavia. They are called upon often to provide information, security and protection to investigators in the field. My first experience in this regard came when I co-ordinated an examination of a crime scene of a house in a village where the locals were not friendly. Four years earlier it had been the scene of a massacre in which an old man witnessed the killing of his family one of which was a young baby. They had been shot with a high-powered weapon and set alight in the house. The roof of the house had collapsed onto the floor of the premises and with the passing of time a wall of soil had built up in the house and there were trees growing from within. Before an examination could commence the house had to be de-mined and checked for booby traps. Unfortunately due to the condition we found the house in, the de-mining took longer than it was expected. Patience, a necessary skill of all investigators was required. Consequently my three colleagues and I spent the entire day, lying on the road getting warm in the sun, between two very large SFOR tanks consuming

military rations and generous amounts of coffee supplied by the Dutch battalion of SFOR. Over the ensuing days, angry wives whose husbands were awaiting trial in The Hague, were yelling abuse and attempted to agitate the situation. Three days later after much digging and sifting the evidence, including bone fragments, shell casings and scorch marks on the flaws and walls were located.

Obtaining co-operation from witnesses can be difficult. Fear for them and their families is common and constant. As an investigator one of the greatest frustrations is our inability to offer appropriate witness protection measures for witnesses located in the territory of the former Yugoslavia. The issue foremost on their minds seems to be their housing situation. A significant number of these persons were forcefully removed from their rightful homes and are living in the homes of other persons who were forcefully removed from their homes. The prospect of the possibility of having to return to the areas from which they were forced to leave either actually or constructively, creates for them fears of reprisals if they give evidence in court. Many of the perpetrators are still walking around these places freely with seeming impunity. Although the countries of the former Yugoslavia could prosecute many of these alleged perpetrators they do not.

The crimes outlined by the witnesses are horrendous and saddening, and understanding that many of these crimes were committed by the former neighbours of each ethnic group, Serbs, Croats and Muslims, is disturbing and incomprehensible.

Investigating political and military leadership resembles an investigation of organised crime syndicates where those responsible are often many degrees removed from those who planned, instigated and or ordered the commission of the crimes. Investigations require the input of experienced investigators, lawyers, criminal and military analysts, language assistants, political / historical researches and exhumation and forensic specialists. In addition, the use of expert consultants and witnesses is frequently undertaken.

The Tribunal is an historic institution. In time to come, when people look back, the Tribunal will be judged on the fairness on which the investigations and court proceedings were conducted and the results it achieved. To quote my chief of investigations “the court room is where the rubber hits the road”.

With approximately sixty-seven countries represented at the ICTY, working at the Tribunal is an enriching experience, both personally and professionally. Law enforcement is global and the connections and relationships are cemented through collaboration in an institution such as the Tribunal.

I would urge anyone lucky enough to be given the opportunity to work in the international environment to accept the challenge and enjoy the experience.

