



# The Journal

for women and policing

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Cover:

Melinda Edwards and Jill Wood at the  
Gay Pride March Melbourne, 2002.

Photo courtesy of Jude Dennis, Lesbiana.

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**Don't change your body, change your mind.**

# editorial

Welcome to the first edition of *The Journal* for 2002!

2002 is shaping up as a critical year for the *Council* in many ways.

In January this year a new editor for *The Journal* was appointed. Margaret Rhodes is a member of the Australian Federal Police based in Melbourne and we consider she has accomplished a remarkable feat in bringing this, her first edition together in such splendid style. We know you will be happy with the results! Despite this, it is difficult for anyone to know what is happening in nine separate police services at any given time! If you have an event, celebration or story to tell don't keep it to yourself – tell the Editor! We are always pleased to receive news, articles, essays, photos and poetry from both individuals and organisations. Just contact the Editor at the number on the inside cover and we will work with you to include your contribution.

In October 2002, the Council will be jointly hosting not just the third Australasian Women and Policing conference, but the first International Association of Women Police (IAWP) conference ever held in the southern hemisphere. This conference will see women police officers from around the globe converging in Canberra. The opening ceremony itself, incorporating the All Nations Uniformed Parade from the Australian War Memorial to the National Convention Centre will be a truly spectacular event and not something to be missed! The next issue of *The Journal* will provide you with a clear picture of what to expect at the conference. You can find the registration form for the conference at pages 30 & 31 of this edition.

At the formal conference dinner at Parliament House, the Council will also be presenting its annual *Excellence in Policing Awards* for 2002. Award categories include Most Outstanding Female Investigator, Police Practitioner and Police Administrator, Best Police Employer for Women, Best Police Union and the Bravery Award. Nomination forms will be published in the next issue of *The Journal*, so look around you and consider whom you might nominate for their achievements.

Finally, is your membership of the Council up to date? Only paid up Council members can qualify for the membership discounted conference registration fee. Contact the Council by phone or email from the website to check your current membership status or renew your membership.

Melinda Tynan  
Secretary  
Australasian Council for Women and Policing Inc.  
April 2002

## Victoria Pride March

Twenty-seven Victoria Police Officers and twenty Australian Federal Police Officers rallied to support fellow officers at the Price March, which was held on January 20th in St. Kilda.

Victoria Police Chief Commissioner Christine Nixon led the contingent reinforcing her words which were reported in the Victorian Herald Sun Newspaper 18/01/2002 to the community that

*"Police involvement was an attempt to forge links with one of the under-represented groups in our cosmopolitan community. This is not like Sydney's Mardi Gras parade, but recognition of the gay community in our society. The people who asked me to join them in the Pride March have worked for the force and the community for up to 30 years. They are professional, dedicated, experienced and hard working officers who feel strongly about marching in uniform. They deserve a fair go".*

Two of the state's most senior police officers, Assistant Commissioner Noel Ashby and Commander Leigh Gassner, joined their Chief Commissioner at the march to accept the accolades of appreciation from those who lined the streets.

Gay and Lesbian Police Employees Network member Acting Superintendent Jill Wood (Cover photo) said:

*"The Pride March is really a celebration of the diversity in our community" and the decision of Ms Nixon to march is "showing that Victoria Police recognises the diversity in our community".*

Prior to the march the media reports were many and varied. In an editorial dated January 16th 2002 stated that:

*"Not only is Chief Commissioner Christine Nixon taking part on Sundays Gay Pride March, but also two of her senior police officers."*

*"Ms Nixon's decision to join the march has been seen as reflecting her New South Wales origins, where the Mardi gras has a uniformed police contingent. But Melbourne will be puzzled why the commissioner and her officers are paying homage to one particular minority pressure group. Their actions are out of step with community sentiment"*

As one who marched, it was truly an experience, to hear the roar of voices as we passed the Prince of Wales Hotel in Fitzroy Street, and see the crowd stand as one to emphasise appreciation for the officers and their individual decision to support the day.

*Showing their own individuality - a Drag Squad - six drag queens dressed as police officers, their blue uniforms complemented by large rhinestone necklaces, mini-skirts and stiletto heels cheering and carrying placards saying, "Thanks Christine" and "Thanks Victoria and Federal Police" showed the real feeling of the crowd.*

As Chief Commissioner Nixon stated after the march and as reported in the Herald Sun 21/01/2002:

*"It is a great moment, it is terrific to see the community like that. I think people of the community really hope that we have overcome some of the prejudices that used to be there".*

Ms Nixon went on to state "that she was surprised at the antagonism caused by her decision to join the march as many talk back radio callers denounced her break with past policy". She went on to say, "that it was important to support the officers when asked".

It was a great day, after being taken back to the St. Kilda Police Station, we dispersed retiring to the local, to tuck into a cold beer and a big dish of greasy chips.



## The AFP Gay & Lesbian Liaison Officer Network

*A personal perspective by*

Det S/Const Dee Quigley

Crime Prevention, City Station, Canberra, A.C.T.

*Dee Quigley joined the AFP in 1983 following 1 year with DIMA and 3 years in the RAAF. Since joining the AFP has worked in Melbourne and Canberra and undertaken duties including uniform, fraud, intelligence and overseas missions to Haiti, East Timor & Cyprus. As well as being a GLLO, Dee is also a Harassment Contact Officer, a workplace OH&S rep and a Confidante. Dee has a BA in Criminal Justice Administration and has just commenced Post-grad studies in Gender & Policing. Dee currently works with the Suburban Crime Prevention Team at City Station in Canberra and also does volunteer work with Aids Action Council.*

On the 9th of May 1996, The Australian Federal Police (AFP) commenced a 3 month pilot scheme to support the Australian Capital Territory (ACT) Gay, Lesbian Bisexual, Transgender and Intersex (GLBTI) community. The project coordinators Det S/Const Wayne Severs & Const Sue King, worked from the City Police Station.

The AFP recognised we needed to better service a section of the ACT community that had a tradition of under-reporting crime and that also previously had a poor relationship with police. Initial training for these officers was provided via the NSW Police Gay & Lesbian Liaison Officer training course.

On the 25th of June 1996 the ACT Gay community was shocked to hear of the murder of local doctor, Peter Rowland. Dr Rowland was murdered on his property near Yass, NSW approximately 50kms from Canberra. Dr Rowland ran a gay friendly practice and was extremely well respected for his work with HIV patients. His work and the esteem with which he was held is evidenced by the fact that ACT Aids Action Council (AAC) now has a memorial Dr Peter Rowland speech at its AGM.

Fortuitously, the newly founded AFP Gay & Lesbian Contact Officer (GALCO) scheme, which had only been running for one month, was in a position to receive numerous information reports from the ACT GLBTI community relating to the murder of Dr Rowland. The NSW courts were to later convict 2 brothers from Yass for the hate-crime murder.

The scheme evolved from its initial 3 month pilot program and during the first few years expanded to a strength of 18 GALCO's based at AFP office's throughout Australia. The GALCO's provide a 2-fold service within the AFP. An external role, of liaison with the ACT GLBTI community and an internal support network for GLBTI sworn (Police Officers) and unsworn (staff) members. Sexuality was not a basis for selection to becoming a GALCO, what was required was a willingness to learn and understand about the issues of GLBTI people.

In 2000 the Aids Action Council (AAC) of the ACT were invited to have members of their education unit talk to 3 courses of newly recruited Police Officers on HIV/AIDS, sexuality and diversity issues. The involvement of the ACT GLBTI community educators within AFP training was highly successful and in 2001 the AAC was invited to have involvement in the GALCO training course, which ran in June.

This is where my personal participation begins. Actually, it began slightly before then. I had returned to Canberra in November 2000 following 9 months with the UN in Cyprus. I had stepped back onto Australian soil wondering where I could next take my career, and after 18 years of service, what could I give back? This had been my 3rd overseas mission, previously I had been to Haiti and East Timor and I had a wealth of experience in other areas. Before long, I had the answer.

I wanted to stand up as a role-model.

In May 2001, I sat nervously at my computer, responding to an email calling for expressions of interest to undertake training as a GALCO. My work partner at Crime Prevention sat only a few feet from me, typing up a report of his own. He sensed my discomfort and enquired as to what was wrong. I gulped and replied "I am applying to do the GALCO training course... and I am actually outing myself on paper to the AFP after 18 years in the closet!" His response and that of others in the workplace following my personal disclosure was enough to give me the drive to 'Stand up and be counted'.

In June 2001 the AFP in conjunction with the NSWPOL conducted the training of 18 new GALCO's. The course contained a good cross-section of people from within the AFP, including; 2 Victim Liaison Officers, a Chaplain, 2 unsworn members from police communications, a member from IID and uniform members from around the various ACT police stations. The AFP GALCO numbers had just doubled!

In October 2001 the AFP Worklife Diversity Branch canvassed the GALCO's about a name change to bring the AFP into line with other policing services that were utilising the name Gay & Lesbian Liaison Officers (GLLO's, pronounced GLOW's). A consensus was reached that our clients would find it easier to locate and utilise the liaison service if every Police jurisdiction used the same acronym.

In January 2002 the AFP GLLO's met in Melbourne where we had the opportunity to show support to the Victoria Police by marching at Pride. This was VICPOL's first Pride march and it had created as much furore as when NSWPOL first marched at Mardi Gras. I had previously marched with UN peacekeepers on ANZAC day and UN day but that was nothing compared to the buzz and excitement of marching at Pride! My face still hurts from smiling!

After the AFP GLLO's forum, the day following Pride, discussions and workshops were held on the future directions and initiatives for the GLLO network. We are looking at producing new brochures and posters for the GLLO network; marketing GLLO's utilising more sustained methodologies; better Crime Prevention initiatives targeting the ACT GLBTI community and conducting future training for GLLO's from within the AFP. Our next training course is targeted to be held before the end of the financial year

Since undertaking GLLO training I have undertaken a variety of tasks within the ACT GLBTI community including; assisting with domestic violence orders against homophobic family members, hate-crimes by neighbours, community displays & education, talk-back radio interviews, coming out discussion panels, PFLAG picnics, Fair Day and World Aids Day public displays.

Within the AFP, I have assisted GLBTI members with putting forward issues to be raised with management, taken reports where members have been victims, posted GLBTI articles of interest on the intraweb and worked on the new AFP GLLO training package. My personal knowledge of issues that I had never even given second thought to previously has grown immensely, particularly those relating to Transgender and Intersex people.

It has been 8 months since completing GLLO training and in that time I have not had one negative comment directed to my face in relation to my sexuality or relating to my drive to assist in propelling the GLLO network forward so it is not just a lip-service to the community. I would encourage members of any of the Police services around Australia to apply to undertake GLLO training if the opportunity arises. Your personal growth and development of understanding of diversity issues will be immeasurable!

Further information and contact numbers for the AFP GLLO network is available at [www.afp.gov.au](http://www.afp.gov.au)

## The experience of an AFP Liaison Officer in Hong Kong!

Federal Agent Kylie Flower, Police Liaison Office, Hong Kong

Since June 2000, I have been posted to Hong Kong as one of four Australian Federal Police (AFP) Liaison Officers at the Australian Consulate-General. For the first 16 months of my posting I was actually one of two female officers at the Post: the first AFP Post in Asia to second female officers, however, since this time we have seen a female officer posted to Kuala Lumpur, and in the near future, to Bangkok and Papua New Guinea. The AFP has 38 Liaison Officers located in 23 countries around the world, in all continents.

The Hong Kong Posts areas of responsibility include: Hong Kong, Macau, Japan, Korea and Taiwan. Liaison Officers perform many functions including: the facilitation of inquiries between the host country law enforcement agencies and Australian law enforcement agencies, they establish and maintain contacts and information sharing between Australian and international law enforcement agencies (both within the host country and with third country law enforcement agencies, including the United States and Canada), they coordinate long-term multi-agency investigations which often involve several countries, which requires the Liaison Officer to become actively involved in the investigation in cooperation with the respective case officers, facilitate the attendance of host law enforcement officers on training courses and operational visits to Australia as well as facilitating visits to the host country for training and operational visits to the host country and attendance at conferences and workshops in the Region. A Liaison Officer is also a member of the diplomatic community, therefore, you are required to attend and participate in functions and activities of the mission (being the High Commission, Consulate-General or Embassy to which you are attached). This is not always an onerous task! This description is by no means exhaustive and I imagine that any Liaison Officer would be able to jot down hundreds of examples of tasks they have been



*R-L: Zhu Jiqing, Ministry of Public Security, China; Federal Agent Kylie Flower, Police Liaison Officer Hong Kong; Federal Agent Charmaine Quade, International; Federal Agent Andrea Humphreys, Melbourne and Constable Vanessa Stone, ACT Region.*

required to undertake over the years. I guess it would be fair to say that no two days are ever the same and the work never gets boring!

When I first discovered that I was moving to Hong Kong (I only had five weeks notice, so I didn't have time to dwell on what I was letting myself in for), I didn't really know what to expect. The first thing that struck my husband and I when we arrived on Hong Kong Island was the size of the buildings – they are so tall. Our apartment is located in Mid-Levels, half way up Victoria Peak. If you lean over the balcony we have a great harbour view! Thankfully we are only on the 3rd floor of our 34 storey building. Our apartment complex has a population larger than the country town that I grew up in: however, you never see anyone and no-one knows each other, which is so unlike my home town!

And speaking of views, the view from the Hong Kong Post window is unrivalled by any view I have ever seen from an office before: I think it is the AFP's best kept secret. We look out over Victoria Harbour, close to the Exhibition and Convention Centre and directly behind the Wanchai Star Ferry Pier. Every day I must admit I spend at least 10 minutes gazing out the window (our printer is on the window ledge to give us all an excuse to wander closer to the view) and thinking 'wow, how lucky am I?'. I am sure that I will never have an office with such a view again in my career!

Our first social function at the Consulate was intriguing: the most commonly asked question by the Department of Foreign Affairs and Trade (DFAT) officers is: 'Is this your first posting?' I think our open mouths and constant cries of 'have you seen how much things cost?' gives us away (the most useful piece of advice I remember reading on the plane on the way to Hong Kong was in the Lonely Planet which mentioned that as a visitor to Hong Kong don't mention how expensive everything is to your friends who live there: they already know. And isn't that the truth! But believe me, some days you just have to have that AUD8 cappuccino!) Most DFAT officers are career diplomats, therefore, experience multiple postings during their careers, whilst this is quite the opposite for an AFP officer, where a posting is more than likely to be a 'one off'. I think that this realization lets you enjoy everything so much more about your posting: both the professional and personal opportunities that living overseas for three years affords you. Other agencies represented in Hong Kong include: the Australian Trade Commission (Austrade) and the Department of Immigration and Multicultural and Indigenous Affairs (DIMIA). There are about 25 'A-based' staff in Hong Kong, being Australian based officers posted overseas. The consulate is a tight-knit community, with many of the spouses working part-time there also, performing role such as the Community Liaison Officer (CLO). The CLO performs many 'pastoral care' type functions, such as looking after new arrivals to ensure they settle in as well as providing guidance and assistance to officers prior to their arrival at Post.

My husband, Alex, was informed by many of the male spouses (who, at the time of our arrival, outnumbered the female spouses, which I thought was an excellent start to a posting), that he was now a STUD. He was soon to learn that this stood for 'Spouse Travelling Under Duress'. He was quite

happy with this label and will tell anyone willing to listen ... he has, however, been under anything but duress, but makes a lot of mileage out of the title. The male spouses, however, are generally not too impressed when they receive their Hong Kong Identification Cards, what state that they are the: 'husband of ...'. The wives all make a lot of mileage out of that one!

Alex's second introduction to Hong Kong was the local hardware, or should I say, the many little shops that appear to sell what resemble building materials. He soon realized that Hardware House has not yet hit Asia and he was in real trouble if he thought he was going to be a carpenter in Hong Kong! This fact was confirmed when the same 'tradesman' came to our apartment to fix the toilet, hang the pictures, install the dishwasher and wire the clothes dryer. However, this did not daunt him and he spent several months being a 'Hire a Hubby' for the many expatriates that love having a carpenter that can speak English. Alex has now found his niche in life. He is a Teacher's Assistant at the Australian International School. He assists an Australian teacher with a class of children who aged 4 to 5 years old. He helps with everything from painting, to gross motor skills to reading and writing and first aid. Judging by the Christmas cards and gifts he got from the kids (and some of the Mums too), his adoration of the kids is reciprocal. He absolutely adores them and couldn't wait for the end of the long Christmas holiday. The year was complete when he came home from school with a 'Principal's Certificate' for his outstanding contribution to the school: he does admit that that is his first! My only concern now is how I will extract him from his new life in 18 months time.

The Consulate organizes many social activities also (particularly the Social Club – they even let me be the Treasurer which is quite a worry), including: junk trips to some of the outer islands, Christmas Parties complete with Santa, social gatherings with members of the other Consulates, trivia nights, wine tasting (Australian wine and cheese of course) and pizza nights to watch the many nights of fireworks that Hong Kong provides us with.

Professionally, the work in Hong Kong is very rewarding. Hong Kong is a major hub within the Asia-Pacific Region and the post is extremely busy, illustrated by the office staff doubling in the past three years. Living and working in Hong Kong

has also given me an appreciation and understanding of a different culture, which you can't acquire on a holiday or during a brief stay in a country. My job has allowed me to meet so many different people in law enforcement, and from the wider community, and to form firm friendships that bridge the cultural differences. I have been invited to Chinese barbeques (now that is a different experience) and to take a colleague's young child for a ride on a bicycle, as she had never been on a bicycle before. I have learnt a lot from my exposure to the Chinese culture, although my Cantonese is only useful as a source of amusement to the taxi drivers I attempt to practice on but only end up entertaining! However, I have found that hand signals and 'sign language' are very effective.

To be honest, I was a little concerned about being a female LO in Asia, based on the perceptions some of my colleagues held on this issue and I guess, based on my own understanding of what I would face. However, at no time in the past 19 months have I ever had a negative experience with a law enforcement officer from the host country nor has an officer treated me any differently than my male colleagues or had an issue with my gender. I quickly understood that respect and trust from our host law enforcement agencies and officers must be earned, and this is achieved by being a competent and trustworthy officer: is it not based on age or gender. I must admit though, that at a recent conference on drugs in Japan, only four of the 120 delegates and observers were women, but one of my colleagues observed that this was four more than a few years ago, so progress has been made. I am also pleasantly surprised how many senior officers in the disciplined services in Hong Kong are women. Most families have a live-in maid, who also minds the children, which enables many women to return to the workforce three months after having children, which, by their own admission, ensures that they are not disadvantaged from being a parent. Many female police and customs officers that I speak to attribute their ability to continue their careers after the birth of their children to the fact that they have full-time domestic assistance. I guess that is a distinct advantage to women in Asia compared to in Australia.

As previously stated, I have been exposed to many different professional experiences, investigations and opportunities. Some of these include:

- Coordinating year long inquiries for a joint AFP/Hong Kong Police/National Crime Squad (UK) investigation involving money laundering and human smuggling, resulting in simultaneous warrants and arrests being executed in three countries and millions of dollars being restrained;
- Facilitating inquiries on behalf of the National Crime Authority which led to the seizure of 150kg of MDMA being seized in Australia and both Australian and Hong Kong citizens being arrested;
- Coordinating inquiries between the Hong Kong Independent Commission Against Corruption, the AFP and DIMIA in relation to a corrupt government official and migration consultant;
- Participation in a seminar involving money laundering experts in Hong Kong and the new anti-terrorism legislation being enacted internationally, providing an Australian law enforcement perspective;
- Representing Australia at an Asia-Pacific Drug Conference in Japan and liaising with other Liaison Officers from around the world as well as Japanese National Police Agency Officers;
- Attendance at functions including the Police Night (similar to a Military Tattoo), Police Passing Out Parades and liaison functions;
- Witnessing a Customs and Excise Ceremony where new vessels are taken to the Tin Hau Temple and blessed in a ceremony involving traditional Chinese customs;
- Attend a dinner with senior law enforcement officers, hosted by the Consul-General for Rear Admiral Shalders, the CEO of Coastwatch in Australia (at that time);
- Performed the role of a Senior Facilitator on the AFP's International Management of Serious Crime (IMOSC) course in Singapore for three weeks (a role I performed in Canberra prior to transferring to Hong Kong), which was attended by representatives from 10 countries in the Region; and
- I am about to attend the Hong Kong Police International Triad Course for two weeks and also the Transnational Organised Crime Conference, at which both the AFP Commissioner, Mr Keelty and the Victoria Police Chief Commissioner, Ms Nixon, will be keynote speakers.

These are few of the many things that I have been able to attend/do, however, it provides an overview of how diverse the role of an LO is. A major part of the Liaison Officers role also, is to represent the AFP and the Consulate at Diplomatic functions This can be a lot of fun, and often provides our spouses with opportunities to attend also. Some examples of the functions that we attend include:

- The Australian Centenary of Federation Races at the Happy Valley Racecourse, attended by many members of the Hong Kong Government, senior representatives of major companies and member of the large Australian community;
- Australia Day Receptions at the Hong Kong Country Club;
- Cocktail parties and receptions at the Consul-General's residence in Deep Water Bay (which are attended by people including Hong Kong business people, Australian media representatives, restaurant owners, members of the racing community, members of Australian companies based in Hong Kong and members of the Hong Kong Government);
- Dinner with the Honorable Jim Bacon, Premier of Tasmania on a visit to Hong Kong;
- Accompanying Senator Jeannie Ferris to the Anzac Day Dawn Service and Breakfast, attended by many Australian and New Zealanders and people from Hong Kong; and
- A cocktail reception on board the USS John C Stennis, a US aircraft carrier en route to Afghanistan. The highlight was our 'ride' to the flight deck on the aircraft lift to view the aircraft and the huge deck.

The social life of an LO is certainly different to the life we lived in Australia; with most nights of the week spent at functions, entertaining visitors to Hong Kong or enjoying the hundreds of restaurants that Hong Kong has to offer, not to mention the Happy Valley and Sha Tin Races and the many formal Balls that are held each year. Hong Kong also offers many bush walks, on both sealed and dirt tracks, on both the Island, the New Territories and on the many outlying islands. It is a fantastic way to spend a Sunday morning. Alex and I have also travelled extensively on holidays, as Hong Kong is an excellent springboard to travel in the Region. Our holidays have included:

Thailand, Vietnam, Malaysia (including Sarawak), Mainland China and Nepal. The two most amazing experiences, however, would have to be standing on the Great wall and flying over Mount Everest.

My time as an LO has given me an insight into the important role that Australia, and Australian law enforcement, plays internationally. Australia, and more importantly, Australians, have an excellent reputation overseas, as does the AFP and other Federal and State law enforcement agencies. Furthermore, most people that I deal with have either visited Australia, in a personal or professional capacity, have conducted investigations in cooperation with Federal or State Policing Services, or have family that live in or have visited Australia, so they have a genuine interest in what we do, where we come from and what our life is like in Australia. I consider the opportunity to serve as an AFP officer overseas an honour and I will always value this period of my career.



## The AFP Honours Women

Mrs Valda Mathers, a serving unsworn member of the Australian Federal Police, Melbourne Office, was awarded the National Australia Day Council Medallion at a special afternoon tea on 25th January 2002, by the General Manager Federal Agent Graham Ashton

Valda has been with the organisation for almost 16 years after being "head hunted" across from the Australian Taxation Office whilst on secondment to the AFP, taking up the position of Executive Assistant (EA) to the then Assistant Commissioner, Mr Colin Winchester.

During her time as EA, Valda has provided the long line of our senior executives (past Assistant Commissioners) with loyal and dedicated competence, adding value with a strong work ethic. Her long standing quality support holds, and has held, Valda in high esteem by those who know her.

Valda has seen many changes throughout the years with the organisation. One of the most recent aspects has been the levelling of rank structures and the adjustments required by those within the AFP. Sadness too has been experienced through the murder of Assistant Commissioner Winchester. Valda was EA to Mr Winchester who served in the Melbourne office before being transferred to Canberra where he met an untimely and brutal death.

Other Assistant Commissioners were, Assistant Commissioner Bates, recently retired Commissioner of Northern Territory Police, Fire and Emergency Services (NTPFES), Assistant Commissioner Walter Williams (Retired), Assistant Commissioner John Valentine, until recently Deputy Commissioner of NTPFES, Assistant Commissioner Nigel Hadgkiss now National Crime Authority National Director, and the present incumbent, General Manager, Federal Agent Graham Ashton.

The role which Valda occupies in the front office is one of diversity, from speaking to suspects or informants, to our Commissioner or Heads of Government Departments can be an every day occurrence and one which is always handled with unbridled enthusiasm and professionalism. Other roles Valda has found time to assist her colleagues in are, as a Confidant, Contact Harassment Officer and a Conflict Resolution member.



On being presented her award, Valda acknowledged and expressed her recognition of past and present staff members their support and for their assistance over the years, stating that the award was not hers alone. Unsworn members have been greatly valued by her and whilst Valda's role involves a diverse range of tasks, circumstances and challenges, it can also be isolating.

Commissioner Keelty added further congratulations with an expression of appreciation in a personal letter to Valda. Mr Keelty thanked her for her valued service to the Melbourne Office of the Australian Federal Police and the organisation as a whole.

## Children and Family Violence: Effective Interventions Now

Presentation to 'Children and Family Violence Effective Interventions Now ' Conference 4-5 July 1999

Summary of Presentation by Graham Barnes, Coordinator of Safer Hamilton's Zero Tolerance to Family Violence.

This presentation considers how social service agencies can improve their response to family violence, without changing their work focus or becoming family violence specialists. It explores help-seeking behaviour by family violence victims, and encourages practitioners not to join the backlash to social justice changes.

- Understanding help-seeking behaviour. When women who are in abusive relationships start to look for help, there is often a common pattern. By the time the police are called to a "first time offence" victims have typically sought assistance from several points. Typically women seeking help may not describe themselves as abuse victims.
- Generally women start to seek help from their informal network of friends. They often need two kinds of help: personal supports for themselves so they can consider what they want to do, and help to stop the abuse, which may involve someone intervening with their abuser. However many people blame victims for violence perpetrated against them, or may not want to hear about what's happening.
- Auckland's Safer Cities "Face Up To It" campaign is a useful model for educating whanau and friends about what to do when victims of family violence need assistance. Key messages include: Abuse takes many forms, We all have the right to be safe from abuse, No matter what the victim does, the perpetrator is 100% responsible for their abuse, Specialist services best support women's safety and autonomy.
- Abuse victims typically seek help next from a health professional or from the church if they are strongly involved in a church. Neither of these sectors have a track record for effective response. Health professionals (Plunket, marae-based health services, public health nurses, practice nurses, general practitioners, midwives, etc) are mostly not trained to ask about family violence nor how to respond. Often they may be aware violence is a problem, feel unable to "fix it," so do not ask about it. They may respond unhelpfully by prescribing medicine or hold the victim responsible for abuse done to her or her children.
- Church based workers often reinforce the need for women to be submissive to men, or look at how she can change her behaviour to reduce abuse done to her. Health and church responses need training and effective policy so they can screen for family violence, assess needs and then refer the person on to a family violence specialist agency. Zero Tolerance to Family Violence has developed the Safe Practice Package for these workers, which along with training, provide most of the resources an agency would need to respond effectively.
- The next point of call for family violence victims may be community social service agencies, either government or non-government. Unless these agencies are family violence specialists, their response is also typically unhelpful. They may offer counselling on relationship skills; self esteem courses, problem-solving or even worse anger management. These strategies may be helpful in other settings, but they do not put the safety of the victim first, nor do they hold offenders accountable. The Safe Practice Package offers a guide for agencies to develop their response.
- Many other sectors of our communities could also benefit from some simple strategies to respond to family violence. These include employers, employment training programmes, schools, counsellors, therapists.
- Ideally we can live in a community where no matter which way we turn, there is a consistent message that family violence will not be tolerated, and victims are entitled to support and information to

restore their autonomy. This is a cultural change, similar to what has been recently achieved with smoking and drink-driving.

- Understanding family violence is key to making these changes, because how we think about it shapes our response to it. Overwhelmingly it is a social problem of men's violence against women and sometimes children, and it is based in deep-seated beliefs in male superiority. When men and women achieve equality, family violence will reduce by 90%. That is not to say that women or children are not violent, but the impact of their offending is 90% less than what men are currently committing. Men can change- we just need to want to.
- Also we need to understand that women who are in abusive relationships go through a process of change. In the early stages, they may not see themselves as abuse victims. We cannot effectively make referrals to family violence specialists until they are able to name the abuse against them. We can all assist that process by naming abuse when we see it and not condoning it by silence.

- We need to break out of dualistic thinking. Pro woman or feminist ideas are not necessarily anti-male. This is not an effort to just turn the power pyramids in our society upside down. This is an opportunity for power sharing and partnership. Since the feminist movement has started to name the power imbalance in our cultures, there has been a backlash to these ideas. This is predictable- who wants to give up power? A similar backlash to Maori autonomy is now popular. I am proud to be male, working in a woman lead area. I am proud to be a Pakeha, working in a Maori led area. We have a place to stand. Don't be sucked into the backlash to the work done by feminists and Maori. Lets celebrate the leads both have taken in challenging the lies about "traditional family values" and the good old days. Being "politically correct" is about justice, not about apologising for who you are.



On 7 December 2001 *Journey to Equality: An Illustrated History of Women in the Queensland Police, 1931-2001* was launched to celebrate 70 years of women in the Queensland Police. The function was attended by Commissioner Atkinson and the book was officially launched by Mr David Gill, Director, Human Resources Division, who provided seed publishing funding. About 100 interested women and men, both past and present members, gave their support to the celebrations and enjoyed the chance to view the parade of uniforms worn by women police between 1965 and 2001.

The authors Tim Prenzler, Senior Lecturer, School of Criminology and Criminal Justice, Griffith University; Lisa Jones, Curator, Queensland Police Museum, Griffith University, enjoyed the opportunity to show off *Journey to Equality* since it had taken almost four years to compile.

This 84 page coloured book, published by the Queensland Police Service, is packed full of

photos, letters, memos, cartoons, graphs and other documents tracing the struggle for equality of women in policing. It has it all: villains and heroes, conspiracies and intrigue, scandals, crime, fashion, squabbles, power struggles and much more.

*Journey to Equality* includes an accompanying text, outlining the critical turning points and key players in a story that contains many twists and surprises. It has a list of firsts for women in diverse police jobs, a list of valour and sporting awards, and a special section on sensationalist press coverage.

The book retails for \$7.10 (GST inclusive) and can be obtained by visiting Media and Public Relations, ground floor, Police Headquarters, 200 Roma Street, or by posting a cheque (payable to the Queensland Police Service) for \$11.70 (postage inclusive) to Maree Bonney, Media and Public Relations, GPO Box 1440, Brisbane, 4001.



## Power Tools for Women

Plugging into the Essential Skills for Work and Life

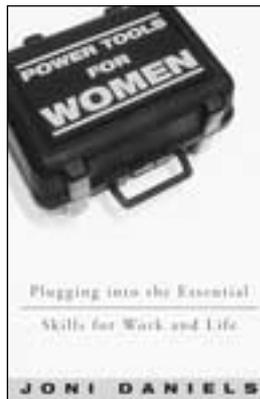
Joni Daniels

Business & Economics - Careers; Self Help; Social Science - Women's Studies | Three Rivers Press | Trade Paperback | February 2002 | \$14.00 | 0-609-80955-5

### ABOUT THIS BOOK

Your Personal Tool Kit for Power—at the Office and at Home

In her popular “Power Tools for Women” workshop, management consultant Joni Daniels teaches women how to be more effective and efficient at work and at home. The key is to tap into the metaphor of the tool kit. Too few women grow up wielding power tools and enjoying the sense of accomplishment and self-sufficiency they impart. With her new book, Daniels equips you with eleven power tools—invaluable skills you can transport between work and home. With conviction and a dose of humor, she explains how and when to use them to be more successful in every part of your life. Your new tool kit includes:



- \* The Demolition Hammer: to break the rules
- \* The Electrical Sensor: to follow your intuition
- \* The Power Drill: to get the right information
- \* Safety Goggles: to create your vision of success . . . and more

Whether you're juggling work/life responsibilities, reentering the employment market, or striving to achieve your goals, this book will give you the right tools for the job.

“This is an excellent book! As director of the Wharton Small Business Center, I know that self-awareness, along with confidence and abilities, are major keys to success. Having the ability to transform your life to achieve your goals is a precious gift. Thanks to Power Tools for Women, that vehicle now exists for women in any field.” —Leslie Mirabeau, director, Wharton Small Business Development Center

### AUTHOR BIOGRAPHY

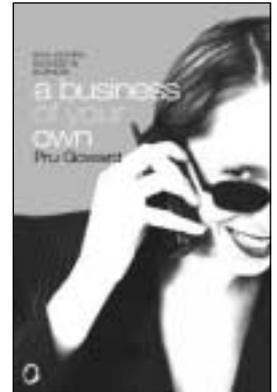
Joni Daniels is the founder and principal of Daniels & Associates, a consulting group specializing in personal and professional development. Her clients include FannieMae, Educational Testing Services, Marriott International, Merck, the Department of Defense, AIG Life Companies, and more. She lives outside Philadelphia, Pennsylvania.

## A Business of Your Own

Pru Goward

How women succeed in business

Draws on the stories of the winners of the from Australia and New Telstra 'Businesswoman of the Year' awards to show how these women have succeeded in business.



A critic once said of Ginger Rogers, the acclaimed dance partner of Fred Astaire, 'she did everything Fred Astaire did, but backwards and in high heels'. Women in business, either as owners or as managers, would fully agree.

Women in business today face an array of challenges specific to their gender. Often trying to balance family and household responsibilities, social expectations and upbringing—and not least, their own desire to succeed—they strive to combine their roles not only as business managers and owners, but as partners, wives and mothers as well.

A Business of Your Own is the story of thirty two of Australia's most successful business women, all recognised as category winners in the Telstra Business Woman of the Year awards. In their own words, these talented women share their personal stories of perseverance, struggle, passion and good management which helped them on the often difficult journey to business success—and recognition.

Through their achievements, these women describe the different strategies they implemented to overcome some of the hurdles facing women in business...from the lack of established business networks, to difficulties getting finance, re-entering the workforce after a period of leave or a maternity break, and lack of management experience.

Their personal stories will inspire and often sadden, and their advice on business planning, mentoring, surviving the first twelve months and getting over their mistakes is honest and practical. Set backs and difficulties can happen to any aspiring business woman; this book tells you how they managed their way around them and generally emerged the better for it.

### About the Author:

Pru Goward is a former head of the Office of the Status of Women. Pru has nineteen years of writing and on-air broadcasting experience and has written this book with the full support of Telstra.

## RESEARCH PUBLICATION

### Women in senior police management, ACPR

Publication No. 138.2

Author: Kim Adams

Publication Date: September 2001

Summary: The principal objective of this study was to identify the experiences of, and issues relevant to, women in senior police management with a view to identifying barriers and opportunities for women who reach senior management positions (i.e., at the level of Inspector or above, and equivalent nonsworn levels). Male and female participants, both sworn and nonsworn, from all Australasian police jurisdictions were mailed a survey which included a wide range of questions regarding personal characteristics and experiences within the police organisation. These included issues such as career barriers, self esteem, organisational commitment, experience with mentors, and personal and professional development opportunities. A total of 127 surveys were returned. The findings suggest that women experience discrimination and not being a part of 'the men's club' to be barriers to their career. In addition, the conflict between work and family due to inflexible working hours was more of an issue for women. On the other hand, there were many similarities between male and female managers which may be due to the fact that women in this study had already successfully negotiated through a strongly masculine organisation and had adapted to the culture. Recommendations are provided to assist in the management of diversity in police organisation.

## Hecate's Australian Women's Book Review

### PAST ISSUES

Volume 13.1 2001



Journey of the Goddess  
Kay Singleton Keller

Volume 12 2000



Set in Stone  
Adele Flood

AWBR is the review magazine of the feminist journal Hecate. It is the only Australian review of books by women.

AWBR aims to provide women throughout Australia, urban and rural, outside and within universities, with information on small-press publications and books that might otherwise not form part of mainstream reviewing. In addition, it brings feminist perspectives to the reviewing of more "mainstream" publications.

## CONFIRMED CONFERENCES

**6-7 May 2002**

Melbourne, Australia

### **Housing, Crime and Stronger Communities**

With the Australian Housing and Urban Research Institute.

Organiser: Marianne James

**2-3 September 2002**

Melbourne, Australia

### **Current Issues in Regulation: Enforcement and Compliance**

With the Regulatory Institutions Network and Division of Business and Enterprise, University of South Australia – CALL FOR PAPERS

Organiser: Natalie Taylor

**12-13 September 2002**

Sydney, Australia

### **Crime Prevention**

With Crime Prevention Branch, Attorney-General's Department

Organiser: Marianne James

**23-24 September 2002**

Perth, Australia

### **Probation and Community Corrections: Making the Community Safer**

With the Probation and Community Corrections Officers' Association Inc. – CALL FOR PAPERS

Organiser: Peter Marshall

**30 September - 1 October 2002**

Melbourne, Australia

### **The Role of Schools in Crime Prevention**

With the Victorian Department of Education and Crime Prevention Victoria

Organiser: Marianne James

## YET TO BE CONFIRMED

**October 2002**

Canberra, Australia

### **Criminal Justice Evaluation: Methods, Process and Outcomes**

Organiser: Toni Makkai

**20-23 October 2002**

Canberra, Australia

### **Women and Policing Globally**

Organiser: APWAC, AFP, IAWP  
National Convention Centre

**March 2003**

Adelaide, Australia

### **Child Abuse and the Law**

With the University of South Australia

Organisers: Marianne James and Peter Marshall

**May 2003**

Sydney, Australia

### **Juvenile Justice**

Organiser: Peter Marshall

# Courtroom exchanges

These are from a book called Disorder in the Court. These are things people actually said in court, word for word, taken down and now published by court reporters who had the torment of staying calm while these exchanges were actually taking place.

Q: Are you sexually active?

A: No, I just lie there.

Q: What is your date of birth?

A: July fifteenth.

Q: What year?

A: Every year.

Q: What gear were you in at the moment of the impact?

A: Gucci sweats and Reeboks.

Q: This myasthenia gravis, does it affect your memory at all?

A: Yes.

Q: And in what ways does it affect your memory?

A: I forget.

Q: You forget. Can you give us an example of something that you've forgotten?

Q: How old is your son, the one living with you?

A: Thirty-eight or thirty-five, I can't remember which.

Q: How long has he lived with you?

A: Forty-five years.

Q: What was the first thing your husband said to you when he woke up that morning?

A: He said, "Where am I, Cathy?"

Q: And why did that upset you?

A: My name is Susan.

Q: Do you know if your daughter has ever been involved in voodoo or the occult?

A: We both do.

Q: Voodoo?

A: We do.

Q: You do?

A: Yes, voodoo.

Q: Now doctor, isn't it true that when a person dies in his sleep, he doesn't know about it until the next morning?

Q: The youngest son, the twenty-year old, how old is he?

Q: Were you present when your picture was taken?

Q: So the date of conception (of the baby) was August 8th?

A: Yes.

Q: And what were you doing at that time?

Q: She had three children, right?

A: Yes.

Q: How many were boys?

A: None.

Q: Were there any girls?

Q: How was your first marriage terminated?

A: By death.

Q: And by whose death was it terminated?

Q: Can you describe the individual?

A: He was about medium height and had a beard.

Q: Was this a male, or a female?

Q: Is your appearance here this morning pursuant to a deposition notice which I sent to your attorney?

A: No, this is how I dress when I go to work.

Q: Doctor, how many autopsies have you performed on dead people?

A: All my autopsies are performed on dead people.

Q: All your responses must be oral, OK?

Q: What school did you go to?

A: Oral.

Q: Do you recall the time that you examined the body?

A: The autopsy started around 8:30pm.

Q: And Mr. Dennington was dead at the time?

A: No, he was sitting on the table wondering why I was doing an autopsy.

Q: Are you qualified to give a urine sample?

Q: Doctor, before you performed the autopsy, did you check for a pulse?

A: No.

Q: Did you check for blood pressure?

A: No.

Q: Did you check for breathing?

A: No.

Q: So, then it is possible that the patient was alive when you began the autopsy?

A: No.

Q: How can you be so sure, Doctor?

A: Because his brain was sitting on my desk in a jar.

Q: But could the patient have still been alive, nevertheless?

A: Yes, it is possible that he could have been alive and practicing law somewhere.

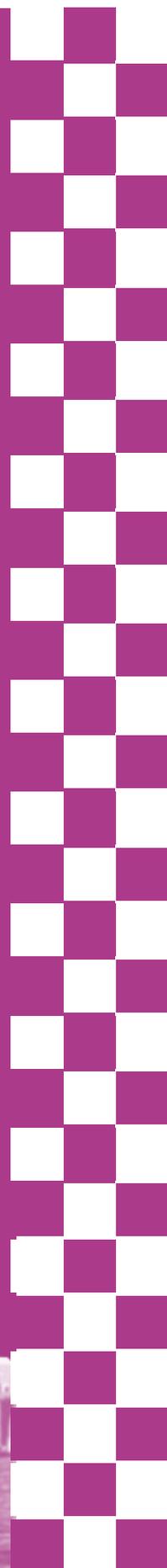
# Women & Policing Globally

2   2

Canberra, Australia

An International  
Conference and  
Training Symposium

National Convention Centre Canberra  
20-25 October 2002



## Your Invitation to Attend Women and Policing Globally

The Australasian Council for Women and Policing extends to you a warm invitation to attend this exciting event. This is the third in the series of Australasian Women and Policing conferences to be hosted by the Australasian Council for Women and Policing and the first International Association of Women Police event ever held in Australia.

We look forward to proudly welcoming you to Canberra and what we know will be a most memorable event.

*Christine Nixon  
President*

*The Australasian Council for Women and Policing Inc*

If we have learned one thing in policing over the last decade, it is that together we can make a difference.

We are living as part of a global community, where criminals can commit crimes in a range of jurisdictions without even leaving their home country. With the widespread adoption of modern information systems these challenges will only increase.

Just as the criminal environment has changed so too has policing. Modern policing requires a policing approach that demonstrates openness, service orientation, innovative/creative thinking and problem solving.

We need to make best use of our personnel and women have much to contribute in this new environment.

The challenge for this conference is to identify programs that have worked and to share this experience with each other.

I urge you to attend Women and Policing Globally so we can work through these issues together.

*Mick Keelty  
Commissioner, Australian Federal Police*

It is with great pleasure that I invite you to the 40th Annual IAW P Training Conference in Canberra, Australia. This will be the first meeting of the IAW P ever hosted in the Southern Hemisphere. The International Association of Women Police strives to create a supportive network for women police around the globe and this conference creates valuable opportunities for you to network and consider how our ever-shrinking world affects women and policing organisations globally. We look forward to meeting with you in Canberra at this truly international event.

*Terrie Swann  
President, International Association of Women Police*

## The Australasian Council for Women and Policing Inc. (ACW A P )

Formed in 1997 as a recommendation of the First Conference of Australasian Women Police, the Australasian Council for Women and Policing Inc. (ACWAP) has three primary aims.

These are:

- to improve the position of women in policing;
- to improve the relationship between policing and women in the community; and
- to create an Australasian link in the global network of women in policing.

Members pay an annual or life membership fee and receive a free subscription to the Council's publication, *The Journal For Women and Policing* and discounts to members lunches, conference, and other events. Members include individual and corporate members and membership is not restricted to serving police officers.

## The Australian Federal Police (AFP)

The AFP enforces Commonwealth criminal law, and protects Commonwealth and national interests from crime in Australia and overseas. The A F P is Australia's international law enforcement and policing representative, and the chief source of advice to the Australian Government on policing issues.

AFP priorities are set through ministerial direction. Our areas of focus include handling special references from Government, and combating, organised crime, transnational crime, money laundering, major fraud, illicit drug trafficking, e-crime and people smuggling.

We work closely with other Australian and international law enforcement bodies to enhance safety and security in Australia and to provide a secure regional and global environment. We have an extensive network of liaison officers in more than 20 countries. Our officers contribute to overseas peacekeeping missions.

We provide protection services to dignitaries and crucial witnesses, and community policing services to the Australian Capital Territory, Jervis Bay, and external territories such as Norfolk Island, Christmas Island and Cocos Islands.

## International Association of Women Police (IAWP)

The IAWP strives to ensure equity for women in the criminal justice field by utilising, investing, and celebrating the individual strengths, talents, and skills of their members.

The IAW P are committed to the following goals for fairness and service.

- Act as a strong, interrelated network and support system
- Provide training and networking opportunities
- Serve as a comprehensive source of information and referral
- Provide professional and technical expertise
- Require organisational and individual ethical behaviour and accountability
- Encourage women to enter the criminal justice field

### Aims of the Conference

This is the third Australasian Women and Policing Conference and the 40th Annual Training Conference of the IAWP.

This conference will provide an exciting and unique opportunity for everyone interested in improving policing for women. It will be an interactive forum aiming to:

- examine and share models of policing from around the world with the potential to improve policing for women and children;
- inform Australian policing of issues for women and policing globally;
- provide a platform for meetings of women police and law enforcement officers from around the globe;
- provide an opportunity for academic debate and recommendations for further research into women and policing on a global scale; and
- develop and expand the global networks of women and policing.

Attendance at the conference will attract Continuing Education Units certified by East Kentucky University, USA.

### Who Should Attend?

Police officers, police practitioners, law enforcement officers, federal agents, customs, immigration, quarantine, and corrections officers, investigators, managers, police administrators, lawyers, researchers, academics, activists, students, and advocates for women's human rights.

### The Conference Themes:

The conference will examine a broad range of issues, including:

- women in regions of conflict and women as peacekeepers;
- international comparisons of women in policing and law enforcement around the globe;
- investigating and prosecuting war crimes, including rape and genocide;
- trafficking in women;

- international networks for women in policing and law enforcement;
- improving the status of women within policing and law enforcement;
- all forms of violence against women including domestic violence, sexual assault and female genital mutilation;
- increasing diversity within policing and law enforcement environments;
- the roles of police and law enforcement officers in protecting women's human rights; and
- best practice in policing for women.

### Venue for the Conference

The National Convention Centre is located on picturesque Glebe Park, with its lawns, landscaped gardens and elm trees. Just minutes away are the National Gallery of Australia, and the Australian War Memorial. On your doorstep is the Canberra Business Centre and Casino Canberra. Gorman House Markets, the city shopping centre and a number of traditional pubs, cafes and restaurants are just a short stroll away.

### About Canberra

#### A Brief History

It is believed that Aboriginal people used the area which is now the Australian Capital Territory (ACT) as a meeting place, possibly for corroborees held to mark the migration of the bogong moth, which was hunted and eaten. Europeans first settled Canberra in 1824.

By 1845 a town had grown up in the shadow of the mountain, with the newly built St John's Church and the nearby school at its centre. The idea of establishing a national capital and surrounding ACT was created when the colonies were federated into Australian states in 1901. The site was selected in 1908 - diplomatically situated between arch rivals Sydney and Melbourne.

Canberra was named in 1913, from an Aboriginal term believed to mean 'meeting place', and an international competition to design the city was won by the American architect Walter Burley Griffin. Development of the site was slow and although parliament was first convened in the capital in 1927, it was not until after WWII that the dream of a national capital began to reach fruition.

In 1957 Canberra was established as the seat of government and over the next 20 years it was full steam ahead - bridges were built over a hypothetical lake, then a year later the lake followed; the Mint, the National Library, the Botanic Gardens and the Carillon sprang up; the civic centre was packed full of offices, shops and theatres.

For further information about Canberra visit [www.canberratourism.com.au](http://www.canberratourism.com.au)

## Women and Policing Globally

### An International Conference and Training Symposium

	0900-1100	1130-1300	1400-1500	1530-1730	Evening
<b>Saturday</b> 19 October		IAWP Board Meeting	Registration  IAWP Board Meeting	IAWP Board Meeting	
<b>Sunday</b> 20 October	Registration	Registration	<b>All nations parade and flag presentation</b> Assemble at Australian War Memorial for March and Regional Photographs	<b>Opening Ceremonies &amp; Keynote Address</b> Convention Centre	<b>Welcome Reception</b> Trade Show Opening Convention Centre
<b>Monday</b> 21 October	<b>Plenary Session</b> Welcome Keynot address	<b>Plenary Session</b> International Status of Women and Policing Globally	<b>Concurrent Sessions</b> International Comparisons	<b>Panel</b> International Status of Women and Police Globally	ACWAP AGM <b>Hospitality</b> IAWP Region Meetings
<b>Tuesday</b> 22 October	<b>Plenary Session</b> Women, violence and policing globally	<b>Concurrent Session</b> Women, violence and policing globally	<b>Concurrent Sessions</b>	<b>Concurrent Sessions</b> IAWP AGM	<b>Awards Dinner</b> IAWP Officer of the Year Awards ACWAP Excellence in Policing Awards Parliament House
<b>Wednesday</b> 23 October	<b>Plenary Session</b> Future of Women and Policing Networks Internationally	<b>Panel Session</b> Future of Women and Policing Networks Internationally	<b>Workshops</b> Conference outcomes and future directions	<b>Commissioners Panel</b> (International) "What are the 3 key components female police need to succeed?"	<b>Aussie BBQ</b>
<b>Thursday</b> 24 October	<b>Optional Field Trips and Training Sessions</b> program updates will be available at <a href="http://www.auspol-women.asn.au">www.auspol-women.asn.au</a>				

### Call for Papers

The opportunity to submit an abstract to be considered for presentation at this conference is available to all. This conference will focus on women and policing globally and will bring together practitioners and other experts from criminal justice, policing and law enforcement, research, and academia. Issues for consideration include, but are not limited to:

- Improving the status of women in policing;
- International trends for women and policing;
- Global issues for women and justice;
- Defending women's human rights;
- Gender and policing;
- Best practice in policing violence against women;
- International networks for immigration, customs and quarantine services; and
- Women in the criminal justice system.

### To Present a Paper

Please forward an abstract of no more than 100 words to:

The Academic Committee  
2002 Women and Policing Globally Conference  
PO Box 139  
CALWELL ACT 2905 Australia

or email to: [confco@austarmetro.com.au](mailto:confco@austarmetro.com.au)

Deadline 30 May 2002.

*Please note that no assistance is available to defray the costs of registration, travel or accommodation.*

To discuss your proposal for a paper or other inquiries, contact Melinda Tynan on +61 2 62783069 or email: [Melinda.Tynan@pmc.gov.au](mailto:Melinda.Tynan@pmc.gov.au) or Helen McDermott on +61 2 62715113 or email: [helenmcd@ozemail.com.au](mailto:helenmcd@ozemail.com.au)

### Speakers at the Women and Policing Globally Conference

**Mrs Mary Robinson**, High Commissioner for Human Rights, United Nations (TBC)

Former President of Ireland, Mary will provide a key note address and take part in a panel discussion on the role of police in protecting human rights.

**Professor Jennifer Brown**, United Kingdom

Jennifer is the Director of the Forensic Masters Program at Surrey University and senior lecturer in the Department of Psychology. Her research includes, police stress, cross cultural comparison of the experiences of police women, investigative aspects of crime, notably sex offences, the detection of false rape allegations and Munchausen By Proxy Syndrome.

**Professor Frances Heidensohn**, University of London, United Kingdom

Frances will Reflect on the changing nature of womens participation in policing, in particular mapping and focusing on identity and choices made by women in the twentieth and twenty-first century.

**Margie Moore**, Director National Center for Women and Policing, USA

Prior to being appointed as Director of the NCWP, Margie over-saw its federal section and has been involved in a number of projects within the federal government and women police organizations aimed at improving the representation of women in law enforcement. She retired after 23 years from the Bureau of Alcohol, Tobacco and Firearms as the Deputy Assistant Director for Science and Technology. She was also the first woman to become Special Agent in Charge within that Bureau.

**Ms Anna-Lena Barth**, Director, European Network of Policewomen (ENP), Sweden

Director of the ENP since 1999, Anna-Lena has presided over a period of change in the European policing. As well as presenting on issues in European policing, Superintendent Barth will also take part in a panel session on international comparisons for women officers.

**Hellen Alyek**, Uganda

Helen established the first unit to investigate female genital mutilation in Uganda.

**Ms Kathy Burke**, USA

Kathy will give a presentation on her role as a grief and trauma counsellor at the World Trade Centre disaster on September 11, 2001 and her ongoing work.

**Chief Commissioner Christine Nixon**, Victoria Police Australia

Appointed Australia's first female Commissioner of Police in 2001, Christine is also the President of the Australasian Council for Women and Policing Inc. a position she has held since its inception in 1997.

**Anne O'Dell**, USA

After retiring from the San Diego Police, Anne is now Training Director of STOPDV, one of the leading US trainers of police officers, prosecutors, the judiciary and law enforcement professionals in domestic violence and sexual assault matters. Anne will be presenting several sessions to the conference.

**Tim Prenzler**, Griffith University, Queensland, Australia

Based at the Centre for Criminal Justice Studies at the Griffith University, Tim recently published the first history of women police officers in Queensland. Tims paper will examine the relationship between police and equal employment opportunity (EEO) agencies in Australia in relation to gender equity.

**Professor Dorothy Schulz**, John Jay College, New York, USA

Dorothy Schulz has published widely on women in policing over the past fifteen years, most recently in Police Chief Magazine. She currently teaches criminal justice at the John Jay College.

**Terrie Swann**, President, International Association of Women Police (IAWP), USA

President of the IAWP since 2000, Terrie works with the US Marshall service, based in Oklahoma. Terrie will take part in an international panel session on the future of women's organisations.

Other presentations from:

- Australian Federal Police Peacekeeping in regions of conflict
- New Zealand Police Flexible employment and best practice
- New South Wales Police Policing and ethics
- Project Respect Trafficking in Women
- Queensland Police Sexual assault
- Tasmania Police - Drugs and date rape
- UNIFEM - Violence against women
- Victoria Police - Homophobia and policing

## Registration Fees

### IAWP and ACWAP Members Registration Fees

**Standard**  
(payment received by 30 August 2002) A\$700.00

**Late**  
(payment received after 30 August 2002) A\$900.00

### Non-Members Registration Fees

**Standard**  
(payment received by 30 August 2002) A\$750.00

**Late**  
(payment received after 30 August 2002) A\$950.00

### Full Registration Includes

- Attendance at all Conference sessions (Sunday - Wednesday)
- Morning tea, lunch and afternoon tea as per the Conference program
- 1 ticket to the Welcome Drinks, Sunday
- 1 ticket to the Awards Dinner at Parliament House, Tuesday
- 1 ticket to the Aussie Bush Dance and Barbeque, Wednesday
- Conference satchel and materials

## Day Registration Fees

### IAWP and ACWAP Members Registration Fees

Registration fee per day A\$300.00

### Non-Members Registration Fees

Registration fee per day A\$350.00

## Day Registration Includes

- Attendance at all Conference sessions on the day of registration
- Morning tea, lunch and afternoon tea as per the Conference program on that day
- Conference satchel and materials

*NOTE: All prices are quoted in Australian dollars and are inclusive of GST*

## Companions Registration Fees

**Standard**  
(payment received by 30 Aug 2002) A\$425.00

**Late**  
(payment received after 30 Aug 2002) A\$450.00

## Companions Registration Includes

- 1 ticket to the Welcome Reception, Sunday
- 1 ticket to the Awards Dinner at Parliament House, Tuesday
- 1 ticket to the Aussie Bush Dance and Barbeque, Wednesday
- Canberra Highlights Tour (Monday)
- National Aquarium and Wildlife Park, Telstra Tower and Botanic Gardens Tour (Tuesday)
- National Gallery of Australia, High Court of Australia Tour (Wednesday)

## Cancellation Policy

All alterations or cancellations to your registration must be made in writing and will be acknowledged by post, facsimile or e-mail.

Notification should be sent to:

Conference Co-ordinators  
PO Box 139,  
CALWELL ACT 2905  
Facsimile (02) 6292 9002  
E-mail [confco@austarmetro.com.au](mailto:confco@austarmetro.com.au)

If you are unable to attend, substitutes are welcome at no additional cost. However the following fees (inclusive of GST) apply to registration cancellations:

Received before 30 July 2002	NIL
Received before 30 August 2002	\$88.00
Received before 30 September 2002	\$220.00
Received after 30 September 2002	Full registration fee

By submitting your registration you agree to the terms of the cancellation policy.

## Conference Social Program

### All Nations Uniformed Parade

Australian War Memorial to National Convention Centre

Sunday 20 October 2002

Buses will depart from the National Convention Centre at 12.30pm. Regional photographs will be taken at 1pm. Family and friends are encouraged to attend and view the Parade from a number of optimal viewing positions that will be marked out on the route map included in conference satchels. The Parade will be followed by the formal conference opening including the IAWP International Scholarship Award at the National Convention Centre.

### Welcome Reception and Exhibition Opening

National Convention Centre

Sunday 20 October 2002

6.00pm - 7.30pm

- No charge for full registered delegates
- No charge for registered companions
- A\$35.00 per person for day delegates and guests

### Officer of the Year Awards Dinner

The Great Hall, Parliament House

Tuesday 22 October 2002

7.00pm - midnight

The awards being presented will include the IAWP's Officer of the Year and the Medal of Valour. Contact the IAWP for further information or to nominate for an award. ACWAP will also present its Excellence in Policing Awards.

Dress: Formal

- No charge for full registered delegates
- No charge for registered companions
- A \$ 110.00 per person for day delegates and guests

Please note numbers are limited

### Aussie Bush Barbeque

Wednesday 23 October 2002

7.00pm - 11.00pm

An unforgettable night featuring a hearty Aussie barbecue and unique Aussie entertainment.

Dress: Casual (bring a jumper or a jacket)

- No charge for full registered delegates
- No charge for registered companions
- A\$65.00 per person for day delegates and guests

## Companions Tours

### Highlights of Canberra

Monday 21 October 2002

10.00am - 4.00pm

Departing from the foyer of the Crowne Plaza Hotel, this tour will give you a good overall view of Canberra, taking in the Embassy District, New Parliament House, Mt Ainslie Lookout and will include a luncheon cruise around Lake Burley Griffin.

- No charge for registered companions
- A\$85.00 per person for guests

### Australian Nature Tour

Tuesday 22 October 2002

10.00am - 4.00pm

Departing from the foyer of the Crowne Plaza Hotel, this day tour to the National Aquarium and Wildlife Park will see koalas, kangaroos, dingos and many other native animals. Lunch will be at Telstra Tower on top of Black Mountain where you will have stunning views across the city and the Brindabella Mountains.

The afternoon will be a leisurely stroll through the National Botanic Gardens

- No charge for registered companions
- A\$85.00 per person for guests

### Art, Culture and Shopping

Wednesday 23 October 2002

10.00am - 4.00pm

Departing from the foyer of the Crowne Plaza Hotel the morning will take in the National Gallery of Australia and the High Court of Australia, the afternoon is free for shopping or if you prefer, the coach can take you to the National Museum of Australia where you can spend the afternoon investigating the newest of Australia's National attractions at your leisure.

- No charge for registered companions
- A\$65.00 per person for guests

## Optional Post Conference Field Trips

### Goulburn Police Academy

Thursday 24 October

9.00am - 4.00pm

Departing from the Crowne Plaza Hotel the NSW Police College is located approximately one hour north of Canberra in the regional New South Wales township of Goulburn. The Police College provides both initial and on-going training to the New South Wales Police Service, Australia's largest police force with over 15,000 sworn officers.

Your visit to the NSW Police College will showcase the training received by police officers and trainees in the Scenario Village, the Driver Training School, through Critical Incident Response Training and on the Pistol Range. Enjoy the atmosphere at lunch with 800 police officers in the College Dining Room.

- Cost: \$50.00 (Numbers are limited)

### **Australian Federal Police Tour**

**Thursday 24 October**  
**9.00am - 1.00pm**

Departing from the Crowne Plaza Hotel this tour will visit a number of Australian Federal Police (AFP) facilities based in Canberra. In particular the tour will include a visit to the AFP's \$5 million Forensic Science complex located in Weston. Opened in January 2000 the complex provides state of the art forensic services to the A F P. This tour is a unique opportunity to get a behind the scenes look at this world-class facility.

You will also visit the Australian Federal Police Museum. The Museum offers a unique insight into the history, development and role of the AFP.

Then travel to the Australian Federal Police College where you can enjoy morning tea in this heritage listed building. You may like to take time to visit the AFP Memorial while you are here. AFP community policing facilities are also included on the tour.

- Cost: \$50 per person (Numbers are limited)

### **Optional Post Conference Training Sessions**

#### **Promotion and Police Assessment Centres**

**Thursday 24 October**  
**10.00am - 4.00pm**

Designed for the aspiring officer, this one day workshop will prepare you for promotion and the assessment centre process.

- Cost: \$250.00

#### **Policy Development in Law Enforcement**

**Thursday 24 October**  
**10.00am - 4.00pm**

Designed for those who needing an understanding of policy development in policing and law enforcement, this one day work-shop will provide an outline of the various policy development processes and contexts.

- Cost: \$250.00

### **Leadership and Policing**

**Thursday 24 October**  
**10.00am - 4.00pm**

A workshop to help you develop a successful leadership style within a law enforcement environment.

- Cost: \$250.00

### **Optional Post-Conference Tours**

#### **Australian Wildlife Day Tour**

**Friday 25 October**  
**10.00am - 4.00pm**

Departing from the Crowne Plaza Hotel, this tour will go to the Tidbinbilla Nature Reserve where many of our native animals can be seen in their natural surroundings. After stopping at the visitors centre a gourmet picnic lunch will be served in the great bush setting and your lunch companions may include kangaroos, walla-bies and emus!

After lunch the tour will set off to see kangaroos, koalas and many types of birds such as kookaburras, black and sulphur crested cockatoos, parrots and wattlebirds.

- Cost: A\$95 per person (Numbers are limited)

#### **Sydney, Great Barrier Reef and Far North Queensland**

Apost-conference tour is being organised for conference participants departing Canberra by coach on Saturday 26 October - 4 November 2002. The tour includes three days sightseeing in Sydney before travelling on to Queensland. Highlights of the tour include:

- Sightseeing of major attractions in Sydney including Sydney Opera House, harbour ferry trip and Bondi Beach
- Sunset walk over the Sydney Harbour Bridge
- Free time in Sydney for shopping
- Tropical island explorations
- Snorkelling and underwater viewing of coral on the Great Barrier Reef cruise
- Crocodile farm visit

For more information on the Post-Conference Tour, contact [melinda.tynan@pmc.gov.au](mailto:melinda.tynan@pmc.gov.au) or telephone +61 2 6278 3069

(Numbers are limited)

## Accommodation

To book your accommodation at the rates listed below, complete the appropriate section of the registration form. Bookings are subject to availability and should be made prior to 20 September 2002.

All cancellations or amendments must be made in writing to Conference Co-ordinators and will be acknowledged by facsimile. Please note your credit card details are required to guarantee your room. Neither Conference Co-ordinators nor the hotel will make any charges against your credit card unless you fail to give sufficient notice in writing of your cancellation. Full payment of your account will be required at the time of your departure.

### **Crowne Plaza Canberra** 1 Binara Street, Canberra

Adjacent to the conference venue, the National Convention Centre complex, and overlooking Glebe Park, the hotel is within walking distance of Civic, the city business district and main shopping complex.

- Single/twin/double \$185.00 per room per night

### **Novotel**

#### **65 Northbourne Avenue, Canberra**

Canberra's newest hotel which opened in January 2000. The Novotel is centrally located and only 5 minutes walk from the National Convention Centre.

- Single/twin/double \$139.00 per room per night

### **The Rex Hotel**

#### **150 Northbourne Avenue, Canberra**

This economically priced hotel is approximately a 15 minute walk from the National Convention Centre.

- Single \$95.00 per room per night (including breakfast)
- Twin/double \$107.00 per room per night (including breakfast)

### **Waldorf Apartments**

#### **2 Akuna Street, Canberra**

Located in the city centre and only 3 minutes walk from the National Convention Centre this property, which opened in November 1999, offers all the benefits of a 4-5 star hotel with the choice of studio, one and two bedroom apartments. All apartments have washing machine, dryer and cooking facilities.

- Studio \$137.00 per room per night
- 1 bedroom apartment \$157.00 per night
- 2 bedroom apartment \$206.00 per night

## James Court Apartments

Just 5 minutes from the National Convention Centre and 2 minutes from Civic's restaurants and shopping. The apartments are fully serviced and offer the services you would expect from a hotel such as room service, hair dryers and 24 hour reception. The complex also offers a swimming pool, gymnasium, spa and sauna. All apartments have washing machine, dryer and cooking facilities.

- 1 bedroom apartment \$155.00 per night
- 2 bedroom apartment \$195.00 per night

## Domestic Airline Travel

We are pleased to announce Qantas has been appointed official airline for travel within Australia to the Women in Policing Globally Conference.

As a special conference airfare has been negotiated for delegates attending, we suggest you contact Qantas Association Sales (details below) to avail yourself of this offer.

A discount of up to 40%\* off the full economy airfare (excluding taxes) at the time of booking has been negotiated for this conference. These discounts are valid on \*Qantas domestic scheduled services subject to group class availability at time of booking. Should the \*40% discount economy class fare not be available on a required flight the fare may be upgraded to the next available economy class conference fare ie: 30% and 10% discounts.

\* Conference Airfare are not available on Qantaslink (Sunstate Airlines) to/from the following ports: Thursday Island, Whitsunday Connections (South Mole, Daydream, Shute Harbour, Hayman Island).

Please quote your Association Profile Number, which is "294686" and destination and date of conference when making your reservation. Please note that the applicable discount is available for domestic travel within Australia only and is subject to payment and ticketing conditions.

The Qantas Association Sales telephone number for Australian delegates is:

**TOLL FREE: 1 800 684 880**

International delegates can contact their local Qantas office for the best available fare of the day.

## Transport

### On Arrival Saturday 19 October 2002

Bus transfers will be provided between the Canberra Airport and Conference Hotels (those listed in this brochure) on Saturday 19 October between 7.30am and 10.00pm.

### Awards Dinner - Parliament House

Buses will collect delegates from all Conference hotels at approximately 6.40pm. A return shuttle service will operate between 10.30pm and 11.45pm.

### Aussie Barbeque

Coaches will collect delegates from all Conference Hotels at approximately 6.40pm. Return coaches will operate between 10.00pm and 11.00pm.

## Australia at a Glance

### VICTORIA Capital: Melbourne

Distance from Canberra - 8 hour drive  
Average Spring weather 10C - 20C  
Web page: [www.visitvictoria.com](http://www.visitvictoria.com)

**City Highlights:** Victoria Markets, galleries, shopping and cosmopolitan restaurants

**Regional Highlights:** Wineries, Mornington Peninsula, Fairy Penguin Colony at Phillip Island

### NEW SOUTH WALES Capital: Sydney

Distance from Canberra - 3.5 hour drive  
Average Spring weather 11C - 20C  
Web page: [www.tourism.nsw.gov.au](http://www.tourism.nsw.gov.au)

**City Highlights:** Sydney Harbour Bridge, Opera House, Bondi and Manly Beaches

**Regional Highlights:** Hunter Valley Wine District, beaches of the North and South Coast, The Blue Mountains

### QUEENSLAND Capital: Brisbane

Distance from Canberra - 11 hour drive  
Average Spring weather 12C - 26C  
Web page: [www.queensland-holidays.com.au](http://www.queensland-holidays.com.au)

**City Highlights:** The tropical weather and outdoor eateries, Botanic Gardens and Southbank

**Regional Highlights:** Great Barrier Reef, Tropical Cairns in Far North Queensland, the Gold Coast, The Whitsunday Islands

### TASMANIA Capital: Hobart

Distance from Canberra: 2.5 hour flight generally via Melbourne

Average Spring weather 8C - 17C

Web page: [www.discovertasmania.com.au](http://www.discovertasmania.com.au)

**City Highlights:** The Antarctic Centre, Salamanca Place, Cadburys Chocolate factory, local gourmet produce

**Regional Highlights:** Cradle Mountain, Historic Port Arthur, the many picturesque towns throughout the island

### WESTERN AUSTRALIA Capital: Perth

Distance from Canberra: 6 hour flight

Average Spring weather 9C - 25C

Web page: [www.westernaustralian tourism.com.au](http://www.westernaustralian tourism.com.au)

**City Highlights:** Historic Fremantle and the Fremantle Markets, the city beaches, Swan River Wineries

**Regional Highlights:** Rottnest Island, Monkey Mia where dolphins can be hand fed, Kimberley Region famous for Broome Pearls and Argyle Diamonds

### NORTHERN TERRITORY Capital: Darwin

Distance from Canberra: 6 hour flight

Average Spring weather 14C - 30C

Web page: [www.ntholidays.com](http://www.ntholidays.com)

**City highlights:** Crocodile Fam, Barramundi Fishing, spectacular sunsets

**Regional Highlights:** Kakadu National Park, Ayres Rock (Uluru), the Olgas and Kartherine Gorge.

### SOUTH AUSTRALIA Capital: Adelaide

Distance from Canberra: 2.5 hour flight

Average Spring weather 9C - 18C

Web page: [www.southaustralia.com](http://www.southaustralia.com)

**City Highlights:** National Wine Centre, Historic Buildings, Glenelg Beach

**Regional Highlights:** The Barossa Valley Wine growing district, Kangaroo Island, the Flinders Ranges, Coober Pedy an underground opal mining town

### Passports and Visas

Everyone entering Australia must have a valid passport and visa and to make this process easy, Australia has the most advanced and streamlined travel authorisation system in the world. Australia's Electronic Travel Authority (ETA) is an electronically-stored authority for travel to Australia for short-term visits or business entry. It replaces the visa label or stamp in a passport and removes the need for application forms. Conference participants require a Business (Short Stay) visa, even if some tourism activities are planned for part of the stay in Australia. When issued as an ETA (electronically) it is called a 977 visa and allows for a single visit for up to three months within 12 months of it being granted. It is called a 456 visa if it is issued as a label into a passport (fee of \$A65 payable). The 456 visa can be applied for at an Australian diplomatic office overseas.

ETAs are available for passport holders from 32 nationalities: Andorra; Austria; Belgium; Brunei; Canada; Denmark; Finland; France; Germany; Greece; Hong Kong; Iceland; Ireland; Italy; Japan; Liechtenstein; Luxembourg; Malaysia; Malta; Monaco; The Netherlands; Norway; Portugal; Singapore; South Korea; Spain; Sweden; Switzerland; Taiwan; UK - British Citizen or UK - British National (Overseas); USA; and Vatican City.

For more information visit the Australian Department of Immigration website at [www.immi.gov.au](http://www.immi.gov.au)

### Customs

Australia enforces strict customs and quarantine laws. Visitors can find out more information through their travel agent or at [www.aqis.gov.au](http://www.aqis.gov.au) and [www.customs.gov.au](http://www.customs.gov.au)

### Electricity

Australia uses 240V AC power. The Australian three pin power outlet is different from many countries so visitors need an adaptor socket. Most hotels provide universal 110V outlets for electric shavers.

### Tipping

There is no tradition of tipping in Australia, however, where service has been outstanding you may tip if you wish.

### Partners and Family

For partners and family who are coming to Australia as a tourist only, your travel agent may be able to make all your travel arrangements, including obtaining a visa or an ETA. If the ETA system is not available to you, you can obtain a visa application form from the [www.immi.gov.au](http://www.immi.gov.au) or they are available from any Australian Embassy or consulate.

For non-ETA country nationals, the 456 visa can be applied for at an Australian diplomatic office overseas. It is very important that if you are from a country that does not qualify for an ETA visa, that you apply for your visa well ahead of your travel.

# Registration Form

## Women and Policing Globally

National Convention Centre, Canberra, Australia, 20-23 October 2002

For more than one delegate please photocopy

Return to: Conference Co-ordinators, PO Box 139 CALWELL ACT 2905 Australia  
Phone + 61 2 6292 9000 Fax + 61 2 6292 9002 Email [confco@austarmetro.com.au](mailto:confco@austarmetro.com.au)  
Australasian Council of Women and Policing ABN: 35 250 032 539

Title \_\_\_\_\_ Name \_\_\_\_\_

Surname \_\_\_\_\_

Position \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Postcode \_\_\_\_\_ Country \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Name for Badge \_\_\_\_\_

### Conference Registration

Payment received	By 30/03/01	By 30/8/02	After 30/08/02
Member IAWP/ACWAP	<input type="checkbox"/> A\$600	<input type="checkbox"/> A\$700	<input type="checkbox"/> A\$900
Non-Member	<input type="checkbox"/> A\$650	<input type="checkbox"/> A\$750	<input type="checkbox"/> A\$950

### Companion Registration

Member / Non-Member	<input type="checkbox"/> A\$400	<input type="checkbox"/> A\$425	<input type="checkbox"/> A\$450
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Companions Name for Badge \_\_\_\_\_

### Social Functions

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

#### Welcome Drinks (Sunday 20 October 2002)

I/we will attend: Registered Delegates  Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A\$35.00 each Total \$ \_\_\_\_\_

#### Companions Tour - Highlights of Canberra (Monday 21 October 2002)

I/we will attend: Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A\$85.00 each Total \$ \_\_\_\_\_

#### Companions Tour - Australia Nature Tour (Tuesday 22 October 2002)

I/we will attend: Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A\$85.00 each Total \$ \_\_\_\_\_

#### Officer of the Year Awards Dinner (Tuesday 22 October 2002)

I/we will attend: Registered Delegates  Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A \$ 110.00 each Total \$ \_\_\_\_\_

#### Companions Tour - Art, Culture and Shopping (Wednesday 23 October 2002)

I/we will attend: Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A\$65.00 each Total \$ \_\_\_\_\_

#### Aussie BBQ (Wednesday 23 October 2002)

I/we will attend: Registered Delegates  Registered Companion  I would like to purchase \_\_\_\_\_ additional tickets @ A\$65.00 each Total \$ \_\_\_\_\_

#### Special Requirements

(eg dietary) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



# Australasian Council of Women and Policing Inc.

(Incorporated under the Associations Incorporation (ACT) 1991)

## Application for Membership

Secretary PO Box 755, Dickson, ACT 2602  
Telephone: 02 6278 3069 Email: [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au)

I, .....  
(full name of applicant)

of .....

.....  
(postal address)

hereby nominate to become a member of the Australasian Council of Women and Policing Inc.  
I agree to be bound by the rules of the council.

Enclosed is cheque/money order for \$..... for annual/life/corporate (cross out those not applicable) membership of the council.

.....  
(signature of applicant)

.....  
(date)

### Membership fees:

Lifetime Membership (individual)	\$300
Annual Membership (individual)	\$35
Corporate Membership	\$65 per year

Complete this form and mail with payment to:  
Treasurer, ACWAP, PO Box 755, Dickson, ACT, 2602, Australia.

Please make cheques payable to:  
Australasian Council of Women & Policing

Email Address: .....

