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POLICEWOMEN IN UNITED STATES AIR FORCE LAW
ENFORCEMENT: AN OPINION SURVEY

KENNETH E. MASSICK

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AN OPINION SURVEY

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ENFORCEMENT: AN OPINION SURVEY

A Thesis

Presented to the Faculty of
the Department of Administration of Justice
San Jose State University

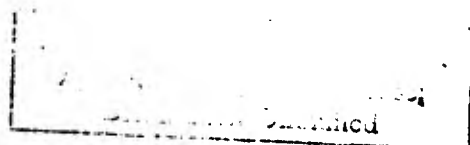
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Chapter 1

TRADITIONAL LIMITS ON THE EMPLOYMENT OF POLICEWOMEN:

AN INTRODUCTION TO BASIC ISSUES

Women are being introduced into the law enforcement profession at an ever-accelerating rate. The employment of policewomen is expanding both in terms of quantity and functional utilization. That is, women are not only being employed in greater numbers, but additionally, they are being assigned to the previously all male, "gut level" policing jobs such as patrol duty.

This study is primarily concerned with the latter, that is, the functional expansion of the female police officer role. More particularly, this study will attempt to collect and analyze a sample of opinions most likely to have a direct influence on the utilization of security policewomen in the United States Air Force law enforcement.

STATEMENT OF THE PROBLEM

Background Information

Women were assigned to police duty in the United States Air Force (USAF) in the summer of 1972. It is the stated policy of USAF headquarters that these security policewomen be employed in all law enforcement functions with discrimination as to sex.¹ However, the

¹In the pilot program assigning the first women in the Air Force (WAF) security police to duty on a trial program, it was

tendency to discriminate has been culturally imposed, it has a subtle influence, and is not so simple to avoid.

The successful utilization of women in all law enforcement functions is, at least to a great degree, contingent upon those opinions which influence the judgment of security policemen who manage this female personnel resource. Since all novice security police enter the profession at the lower levels of influence, the new security policewoman starts out her career subordinate to nearly all of her professional counterparts. This means that the newly assigned woman is dependent upon the subjective judgments of males in her attempt to achieve a successful career. She is being assigned specific duties, and rated upon the performance of those duties by her senior professionals, the security policemen.

For all these reasons, the opinions of security policemen must be recognized as critically relative to the successful employment of women in USAF law enforcement. The duties assigned, the methods for performing those duties, the performance ratings administered, and career progressions pertaining to security policewomen are all contingent upon the most subjective of influences.

The Problem

The subjective influences of the security police and their administrators may create a formidable barrier to the maximum utilization of female personnel in USAF law enforcement. This

stipulated that the women would not be shown any preferences in duty assignments. "Report, WAF Security Policewoman Test Program 1971-1972." (Headquarters USAF/IGS, Washington, D. C., courtesy of R. E. Blauw, Colonel, USAF, Director of Security Police, TIG.) Hereafter referred to as, "USAF WAF Test Program."

maximum utilization of female personnel in USAF law enforcement. This potentially negative influence is both immoral and contrary to USAF policy. It thwarts human self-actualization, and further, it is poor managerial economy--wasteful of a valuable personnel resource.

The Objective

This study proposes to collect and analyze opinions of USAF security police concerning the feasibility of unlimited utilization of women in USAF law enforcement. Findings and conclusions will be reported to the highest levels of USAF security police management. The quantity of information and quality of analysis must be sufficient to provide for policy development directed to counteract and limit those subjective influences at base level which might otherwise tend to limit the realization of USAF goals of equal opportunity for all employees.²

LITERATURE REVIEWED

The literature reviewed will be found in the bibliography. Certain illustrative excerpts from that literature add support to the narrative and will be quoted or paraphrased in the footnotes, serving in this manner to acquaint the reader with the salient points therefrom. The introduction of women into the law enforcement profession,

²"Statement of Air Force Policy. It is the policy of the Air Force to conduct all its affairs in a manner which is free from discrimination and provides equal opportunity and treatment for all members irrespective of their color, race, religion, national origin or sex, consistent with requirements for physical capabilities." Department of the Air Force, Headquarters USAF, Equal Opportunity and Treatment of Military Personnel, AF Regulation 35-78, 18 May 1971, (Washington, D. C.), par. 1.

at least as pertains to their utilization in those stereotyped masculine police functions, is so recent as to limit the available literature on the general topic. Most literature on policewomen is predisposed to the more traditional roles of the matron function. Although this prejudicially oriented literature is predominantly at odds with the concept of unlimited utilization of female personnel in law enforcement, it nevertheless provides an invaluable trail of concept formulation.

Policewomen's Manuals or Texts

There are a few books written about the traditional role expected of the policewoman. These books reject the unlimited functional utilization of women in other than the woman's bureau stereotype. As such, the literature is often cited as demonstrative of traditional rationale tending to support sexual discrimination in police employment. The use of these manuals, as related to this thesis, is limited to a demonstrative function in that the writing of such a text must be predicated upon a prejudicial assumption--namely, that women require special instruction beyond that provided to male police.

Periodical Literature

Occasionally periodical literature will be cited. In most cases, this material will be used to demonstrate the expression of current opinion on the employment of women. It is also used sparingly as evidence of significant decisions influencing the employment of women in policing.

Women in Policing³

A significant text which merits singular review is Women in Policing. Catherine Milton presents a concise explanation of the basic issues applicable to the utilization of women in general policing functions. The book is definitive and serves as a reference point because of its in-depth analysis of the alternatives available for recruiting qualified police personnel.

Initially, Milton describes the functions which have been performed by women in policing since the turn of the century. These traditional policewoman duties tend towards rear echelon support. They are more likely to be clerical or technical services rather than actual police functions. In those exceptions that occur, women are observed to exercise limited police powers such as those related to traffic control, custodial duties in cases involving women or children, and investigative work--either undercover decoys or interview assistants.

Additionally, the author observed that there were many reasons for the limited roles of women in law enforcement. Among these reasons are existing quotas in many departments restricting the number of females to be employed. For those who are hired, the entrance requirements are often much higher for female applicants. Further, training programs are geared to prepare women for their traditionally limited role, restricting their performance capacity in jobs normally assigned male officers.

³Catherine Milton, Women in Policing (Washington, D. C.: Police Foundation, 1972).

There also appears to be a tradition of segregation which places women in specialized bureaus. These bureaus keep women separated from men as to competition for promotion. It also justifies differential pay scales which often prove to be lesser for the women than for men of comparable skill.

The discrimination which constrains the expansion of the roles women play in law enforcement is justified by the allegation that women, being the weaker sex, are not strong enough to handle the dangerous situations they might encounter. Milton observes that this allegation is not proven to be either factual or related to job requirements. In either case, it should not be permitted to deny the law enforcement profession of a most valuable resource.

Milton concludes that women want to be assigned police jobs on an equitable basis with male candidates. She further points out that discrimination against women in law enforcement is a violation of federal law if based solely on the basis of sex. Finally, Milton points out the complete lack of any objective data on the controversy. It is this latter observation which, at least in some part, prompted this research attempt.

Catherine Milton's book, Women in Policing, is cited more often than any other publication in this thesis and for a good reason. The treatment of this vital topic clearly supports the conclusion that women are a valuable but virtually unexploited personnel resource available to police managers.

Other Studies

Studies relative to the acceptance of women into all law enforcement functions are limited. Only one of these is an empirical

attempt. The results of this attempt, being conducted in the Washington, D. C. Metropolitan Police Department under the auspices of the Police Foundation are not published as a completed report. An interim report of this study was published in February, 1973, and warrants special comment.

Additionally, two field study reports have been provided for general consideration during the conduct of this research. The first was conducted by the Los Angeles Police Department, and the second by the Department of the Air Force, Directorate of Security Police. Both agencies have provided this writer with reproduced copies of staff papers, complete with attached interagency correspondence, from the transitional files. Neither of these reports is published, but copies may be requested from the respective agencies.

The Washington, D. C. study.⁴ This report is a preliminary publication on an extensive study underway in the Washington, D. C. Metropolitan Police Department. The purpose of the study is to provide objective data on how well women perform the most important of all police jobs--the job of patrol.

To provide this data, the performance of 80 female officers is compared to a control group of 80 male officers based on their first four months of patrol duty. The study was made possible by Chief Jerry V. Wilson's decision in early 1972 to hire a substantial

⁴Peter Block, Deborah Anderson, and Pamela Gervais, Police-women on Patrol (Washington, D. C.: Police Foundation, 1973).

number of female recruits for patrol duty. Chief Wilson's strong commitment to the program made the study possible. Others have alleged that this strong commitment has also contaminated the study's objectivity with a pro-female patrol officer bias.⁵

Ninety-five women officers were placed in two of Washington's seven districts. Of these, 80 were the newly assigned recruits and 15 were reassigned policewomen from supporting functions more in the "traditional policewoman" role. The 15 veterans were not compared to a control group as it was not possible to obtain an adequate comparison group. They were evaluated but less intensively.

Placing such a large number of women into two districts makes this study of unique interest. The result is a truer test on the impact of foreseen equitable hiring practices. With such a large number of women assigned, the enforcement agency must make legitimate use of the personnel resource to accomplish the job. True assimilation is called for which might otherwise be avoided.

The newly assigned male recruits were assigned to two other districts chosen for characteristics similar to the districts where the women were assigned. Each male recruit has been matched against a female officer in one of the other districts for statistical

⁵In commenting on administrative personnel support, the Los Angeles Police Department Field Study observed, "...personnel interviewed reflect a high degree of support for the program which was, undoubtedly, at least partially predicated upon the strong commitment of the Chief of Police to the success of the program." "Report, Policewoman Field Study." (Los Angeles, California: Submitted by E. M. Davis, Chief of Police to The Honorable Board of Police Commissioners, April 24, 1973.) Hereafter referred to as LAPD Policewoman Field Study.

comparisons.

The study concentrated on three areas of concern. First, the study attempted to determine if the treatment afforded men and women was equal. The test group had to have equal achievement opportunities, background, assignments, and equal treatment from peers and supervisors if the findings were to be free of bias.

Second, questions were presented relating to the police performance of the recently hired men and women. Data was collected on both the activity of the officers and the performance ratings given by the supervisors. As an additive measurement of performance, citizen satisfaction questions were presented in this study.

Third, the Washington study attempted to answer questions relative to attitudes of the public and other police towards the women officers. Not only do these attitudes have a potential of affecting the performance of the women officers, the attitudes may further reflect upon the quality of the performance in an evaluative sense. That is, high quality duty performance tends to bring high esteem from citizens and police contemporaries alike.

In the reported findings, the women in the Washington, D. C. department are receiving equal treatment, are performing their duties well, and are being well received by their communities and police contemporaries. Although this is a most generalized statement of the findings, specific quotes from the findings will appear in the footnotes throughout this thesis. It is sufficient at this time to simply conclude that the interim report of the Washington, D. C. study indicates that women are making a valuable contribution to

policing on patrol in the first and seventh districts of the nation's capital city.

The LAPD policewoman field study. At the direction of the Board of Police Commissioners, two representatives of the Los Angeles Police Department (LAPD) visited Peoria, Illinois; New York City, New York; Washington, D. C., and Miami, Florida. The purpose was to survey the respective police departments and determine the extent of the utilization of policewomen. Interviews were conducted with administrative personnel, supervisors, policewomen, and policemen in each of the departments. The representatives of the LAPD observed women police working in the field alone, with a female partner, and with a male partner.

In his intradepartmental correspondence, Chief Davis questioned the ability of women to handle situations in which physical strength might be a factor. He recommended only those women who meet rigid height minimums, applied equally to male and female, as a means of coping with the limited strength of the female candidate. Chief Davis concludes that the field study gives evidence of police consensus that the question of physical inadequacy is so great a degree of importance as to mandate the assignment of women to nonpatrol functions.

In his correspondence to the Board of Commissioners, Chief Davis indicated that empirical data was gathered. However, that data is not presented or subjected to analysis in the field study report. Only those statements tending towards the subjective are presented. Without being able to review the analytical basis for the expressed

Just as Chief Jerry Wilson is known for his strong commitment to the success of his attempt to employ women on patrol in Washington, D. C., Chief E. M. Davis is well known for his opposition to this nontraditional employment of women.⁶ This negative position on the part of Chief Davis has the potential for a malevolent influence upon the objectivity of the LAPD Policewomen Field Study as does the strong commitment of Chief Wilson in his study. Without the availability of empirical data coupled with descriptions of methodology, and in the face of this alleged bias by Chief Davis, even the reported general conclusions are suspect.

Excerpts from the LAPD Policewoman Field Study will appear in the footnotes as examples of position statements on the relevant issues. The Los Angeles Police Department was not convincing in the presentation of its argument in that the City Council ordered the department to let policewomen try the men's jobs on January

⁶In personal correspondence to this writer, the President of the International Association of Women Police commented on her personal opinion that big changes occur as departmental chiefs or commissioners change. Then stated, "Right now, as with the city of Los Angeles, where there is a drastic change under a chief who was unutterably opposed to the idea of women on uniform patrol in marked cars only a year ago, radical changes are taking place in many cities." This statement alludes to the known bias of Chief E. M. Davis of the Los Angeles Police Department. Letter of August 21, 1973 from Lieutenant Felicia Shpritzer, President, International Association of Woman Police.

18, 1973.⁷

The USAF WAF test program. Much like the LAPD field study, the USAF WAF Test Program was not an empirical attempt. It consisted of assigning 12 security policewomen to several USAF installations for a period of time and then collecting opinions from contemporaries at those locations. The primary value of this study comes from the background material reported relative to decision-making at policy level and resultant history. As such, this study will be the basic source of information provided for in Chapter Two of this thesis.

The U. S. Army pilot program. The United States Army is currently evaluating the performance of 21 Women's Army Corp (WAC) military police (MPs). It is considered almost definite there will be many more lady MPs in the fiscal year 1974. Tentative Army plans call for training an additional 120 WAC MPs if the final reports are favorable. Military police officials are reportedly pleased with the

⁷The LAPD, which had not hired a policewoman in more than three and one-half years, was ordered to assign women on a trial basis to traditionally male law enforcement activities. The pilot program was designed to evaluate performance as well as physical and training requirements for women in some less safe jobs on the force. It also targeted the removal of sex as a barrier to promotion and rank within the department. The article in the city's primary newspaper quipped, "Davis, who has been widely quoted as allegedly wisecracking at a Policewomen's Association banquet that he would hire women to patrol when the Los Angeles Rams hired women to play football, now faces the prospect of eating those words. . . Davis. . . now must assign women officers, at least on a trial basis. To such primary law enforcement activities as patrol and traffic investigation, the 'gut police work'" Los Angeles Times, January 19, 1973, Section CCB, Part II, pp. 1 and 4, cols. 3-4.

performance of the women,⁸ but reports of the evaluation are not available at the writing of this thesis.

Guidelines for the test were given to Army commanders on the utilization of the women MPs. Women were not to be assigned to an MP unit in which participation in extended field exercises would be required. Further, the assignment of WACs to duties involving care, custody or correctional treatment of military prisoners, handling of military dogs, the manning of sentry posts, or duties involving patrol of isolated areas or the preservation of wildlife, was prohibited.

On the other hand, WAC MPs could be assigned to patrol, MP desk, intelligence, and traffic. They were to be armed with a .38 caliber revolver when performing duties normally requiring the availability of a weapon.⁹

The periodical articles referring to the Army Test will be utilized in an illustrative manner as footnotes to the narrative of this thesis.

HISTORICAL BACKGROUND

The employment of women in the criminal justice system dates back to 1845. Women have been working within the enforcement system itself since 1876. Since the history dates to nearly a century pertaining to women in the broad spectrum of the criminal justice system,

⁸The Army Times (Washington, D. C.), April 4, 1973, p. 23, cols. 1-4.

⁹The Army Times (Washington, D. C.), April 25, 1973, p. 38, col.1.

it may be superficially surprising that their current attempts to gain employment would spark such controversy as can be observed in the literature.

A review of this history of the American policewoman reveals the elements leading to the controversial issues. Firstly, women have been kept out of the labor force except for small quotas hired for special roles. Secondly, when hired, the women have been employed in those functions which were assumed to be within their feminine capacity and excluded from those believed to be beyond their performance potential.¹⁰ Since the beginning, women have been hired for limited and specialized duties in the criminal justice system.

Prison Matrons

The first women to be employed in the criminal justice system of the United States were called prison matrons. They were hired to supervise females in government custody at jails, detention homes, hospitals, and other similar public institutions.

¹⁰"The role of women in policing traditionally has been limited. The major reason is the preconceptions of most men in control of police departments which, to a degree, reflect general social attitudes of a large part of their communities. They, and the women they hire, assume that policing is a man's job and that women should be used in only those few positions that obviously require a woman--such as work with juveniles. Few stop to ask themselves why a woman couldn't be used for more general jobs. They just assume that the right way is the traditional way. These attitudes, which have led to the creation of formidable obstacles that a woman seeking or pursuing a career in policing must face--some obvious, many subtle--have limited both the numbers and the effectiveness of the women." Milton, Women in Policing (op. cit., p. 16.

The first of these prison matrons were appointed by New York City in 1845. Their appointments were secured through the efforts of the American Female Reform Society. Two matrons were employed at "The Tombs," New York City prison, and four others were employed at Blackwell's Island Prison.¹¹

Police Matrons

The functions of the prison matrons in the criminal justice system soon expanded beyond the prison. It became clear that matrons were valuable for more than mere custodial duties. As the matron services began to localize around the police station more than at the custodial facilities, the women became known as "police matrons." Police matrons became involved in courtroom hearings, police interrogations, and certain types of special investigations.

The increasing use of police matrons for these functions was due in large part to pressures brought to bear upon officialdom by the Woman's Christian Temperance Union (WCTU). In fact, this organization paid the wages of the first police matron. The WCTU salaried a police matron in the city of Portland, Maine for one year beginning in 1876. The city approved the salary for payment to this first police matron in 1877, at which time her appointment was confirmed on a permanent basis.

Police matrons performed nearly the same tasks as policewomen

¹¹Historical information on policewomen in American law enforcement is adapted from Chloe Owings, Women Police (Montclair, New Jersey: Patterson Smith Publishing Co., 1969), pp. 98-99.

in the traditionally limited sense with one exception--matrons were not granted even a limited power to arrest.

The First Policewoman

The first woman ever granted the power to arrest was Lola Baldwin. She was employed to deal with the social conditions threatening young girls and children during the 1905 Lewis and Clark Exposition in Portland, Oregon.

With a few isolated exceptions, perhaps the first genuine policewoman was appointed in Los Angeles, California in September of 1910. After seeking the office, primarily through a community-backed petition to the mayor, Mrs. Alice Stebins Wells was appointed. As the first policewoman, she was hired to supervise and enforce laws concerning dance halls, skating rinks, penny arcades, and picture shows to suppress unwholesome activities, provide assistance to women and juveniles, and search for missing persons. In 1911, the city of Los Angeles placed the office of Policewoman under Civil Service and by 1912, three policewomen and three police matrons had been hired.

The appointment of Mrs. Wells was a matter of much comment and jest in the news columns. She was pictured in caricature as a masculine monster of low mental caliber and questionable motive. In fact, Mrs. Wells was a graduate theological student and a social worker who felt that her social efforts could be better accomplished with the supporting authority of public office supporting her.

Mrs. Wells became a very popular lecturer sponsored by the Woman's Christian Temperance Union of Northern California. She spoke in 73 cities throughout the length and breadth of the country in 1912,

1913, and 1914. The influence of Mrs. Wells had a considerable impact. Sixteen of the cities she lectured in had appointed female police officers by 1915.

The First State Policewomen

Lotta Caldwell and Mary Ramsey are the first recorded female state police officers. They were enlisted by the state of Massachusetts in May of 1930. In 1943, the state of Connecticut enlisted 11 state policewomen. The hiring of women to state police duties remains a contemporary police issue.¹² Many of these issues stem from specialized matron-type requirements rather than the more general policing utilization.

Female FBI Agents

Perhaps one of the more significant barriers to women in law enforcement fell in late summer of 1972. The Federal Bureau of Investigation (FBI) announced that two women agents had completed their training and were soon to be assigned. When the late J. Edgar Hoover was the director, he banned women from the department in the capacity

¹² A judge ruled that the appointment of four of New York State's first female state troopers over a male applicant who placed higher on the examination was sexual discrimination, but was justified because women are needed for certain duties. Although the judge conceded that Thomas Button had a higher score than the four women, the lawsuit was turned down because female troopers are needed for some tasks, such as searching female prisoners and certain kinds of undercover work. The judge ruled that the appointments were "reasonable, that sexual status is reasonably related to the job performance ability in the present case, and that the sexual discrimination is based upon a bona fide occupational qualification." The Stars and Stripes (U.S. Forces in Europe), September 6, 1973, p. 3.

of agent stating that the work was too dangerous for a woman.¹³

Policewomen in the Military

The first women assigned to the law enforcement career field in the United States Air Force were 12 ladies in an evaluation that began in the summer of 1972. A report from the Security Police Directorate at Headquarters, USAF, IGS, gives the particulars of the program and will be detailed in Chapter Two.

The security police career development officer at the Military Personnel Center, Headquarters, USAF at Randolph Air Force Base, Texas advises that tentative plans call for the training and assignment of 112 more security policewomen to the career field in fiscal year 1974.¹⁴

The United States Army also began a pilot program to evaluate the performance of women in the military police profession. Although the results of this evaluation seem difficult to obtain, periodicals of a semiofficial nature are optimistic concerning the future of WAC MPs.¹⁵

¹³San Jose Mercury, October 26, 1972, p. 17.

¹⁴Based on personal correspondence between Lieutenant Colonel Carl B. Denisio, USAFMPC/Palace Badge, and the writer, 27 March 1973.

¹⁵The WAC's future was reportedly "rosy" by the analysis of U. S. Army officials. In addition to the 21 WAC MPs in the test program, WAC officers are being moved into the military police specialty. Five were reported in training at the Fort Gordon Academy with 13 more scheduled for entrance into training in April of 1973. Tentative plans call for an additional 120 enlisted women as MPs in fiscal year 1974. Army Times (Washington, D. C.), April 4, 1973, p. 23.

Current Trends

The assignment of women to many, if not all, functional law enforcement areas previously reserved exclusively to male applicants, is inevitable. The accelerating assignment of women to policing may be attributed to many factors. First, with recent amendments to public law, discrimination against women in hiring on a sole basis of sexual status is not illegal. The proponents of the legislation making discrimination illegal meet with subtle political pressures and manipulating in an effort to sidetrack the legislation. Seeing that it was nearly impossible to prove the ugly, subtle tactics of discrimination, the courts shifts the burden of proof to the accused. This, then, released the ill-equipped accuser from having to prove illegal discrimination, but rather caused the discriminator to justify that discrimination before the tribunal.¹⁷

¹⁶Title VII of the Civil Rights Act of 1964, which made discrimination against women illegal ". . . was submitted as an amendment by Rules Committee Chairman Howard W. Smith of Virginia and adopted with strong southern support, despite opposition by the U. S. Department of Labor and the objection by House Judiciary Committee Chairman Emanuel Celler that it was 'illogical, ill-timed, ill-placed and improper.' It is widely believed that southern support for the amendment was an attempt to hamstring the agency which would administer the title by taking resources and energy away from its handling of race-discrimination cases." Alice S. Rossi, *Job Discrimination and What Women Can Do About It*, Liberation Now, ed. Deborah Babcox and Madeline Belkin (New York: Dell Publishing Co., Inc., 1971), p. 71.

¹⁷"In March, 1972, Title VII of the Civil Rights Act which prohibits discrimination by employers on the basis of race, creed, color, sex, and national origin was amended and its provisions extended to cover public (i.e., police departments and other government agencies) as well as private employers. Under the provisions of that Act and of the Equal Employment Opportunity Commission guidelines, a police department which did not hire or assign women on the same basis as men would

Another factor influencing the hiring of females is the necessity to conserve resources. Effective managers of police administrations must avail themselves of all possible alternatives in order to achieve the goals of the organization. The obvious means to this end is the exploitation of potential resources, the most valuable of which is qualified personnel.

Women want to be employed, they want to be employed as police officers, and they are often more qualified¹⁸ for the assignment than their male competitors.¹⁹ A large number of women work²⁰ and they

be required to prove that sex is a 'bona fide occupational qualification'--that is, that there were shown to be significant differences between men and women in terms of job performance." Thomas F. McBride in the foreward to: Peter Block, Deborah Anderson, and Pamela Gervais, Policewomen on Patrol, op. cit.

¹⁸"Because women have had higher educational qualifications generally, it has been easier for administrators to place them in specialized jobs and thus break the long-engrained tradition that all personnel should start on patrol before they are given the chance to enter the more specialized fields." Milton, Women in Policing, op. cit., p. 19.

¹⁹"Whatever reasons police departments have for limiting the number of women they hire, they certainly cannot argue persuasively that there is a lack of women who are eager to enter careers in law enforcement. . . . Practically every department has a waiting list of women. Police science courses are filled with women." Ibid., p. 33.

²⁰Women, like men, tend to work throughout most of their lives, if, in fact, they do work. Thirty-eight percent of mothers of children under eighteen do work. The median age of women workers is but one year younger than the median age of the male worker, indicating that the employment of a female tends to persist to her late years, as for the male. United States Department of Labor, Woman's Bureau, Handbook on Women Workers, Bulletin 294 (Washington, D. C., 1969).

represent both a substantial and growing portion of the labor market.²¹ The foregoing, coupled with the law enforcement's problems of recruiting qualified applicants,²² mandates the abolishment of purely prejudicial discrimination against women applicants. Prejudice in this light must be seen as something more than immoral: it is poor management.

The remaining questions have only to do with the identification of those functions which cannot be performed by a female. Further, a body of knowledge is required concerning the prejudice itself so that the police profession can counteract those influences which tend to cloud the wise use of a potentially valuable personnel resource.

LIMITED UTILIZATION OF POLICEWOMEN

The history of the woman in policing reveals a long tradition tending towards a specialized and limited role in law enforcement. She has been employed in those areas which fit an assumed feminine role

²¹The number of working women is increasing rapidly. For example, the increase was from 16.9 million in 1957 to 24 million in 1962. The total growth of the labor force in 1962 owed 55 percent of that increase to women workers. Ibid.

²²"...approximately two-thirds of the police departments in medium-sized and big cities are below their authorized personnel strength. On a national average, cities are 10 percent below strength. This is not due principally to a shortage of police candidates, but to a shortage of successful ones." U.S., Superintendent of Documents, The Challenge of Crime in a Free Society; A Report by the President's Commission on Law Enforcement and Administration of Justice (Washington, D.C.: Government Printing Office, 1967), p. 109.

and excluded from nearly all others. It is not possible to correlate this limitation with any factor quite so readily as to the attitudes and opinions which cause one to assume that policing is a function best performed by men.

The assignment of women to police functions thought to be exclusively the functions of male officers is a matter of deep controversy. It is a matter believed by many to be predetermined--women have their proper role and policing is not one of them. It is quickly discovered that deep feelings are attached to the issues. Statements of opinion tend more towards an attitudinal position with cultural values attached.

Value systems run deep below a superficial statement of opinion. Often one is least aware of the influence of value systems when the systems are most influential. It is unlikely that the author of a statement condemning the use of females in general police work for purely traditional reasons is aware of his prejudice. He may recognize that his opinions are strong, but all such opinions tend to appear to be logical.

Value statements tend to include attitudinal, moral pronouncements using words such as "proper" or "should." While these instructive statements seem to prescribe correctness, they have a more restrictive effect of a judgmental nature, that is, a quick damnation for the nonconforming.²³ Few men are so blessed with

²³Parentally instilled value systems are described in judgmental terminology more often than not. These value systems, once instilled, remain as an influence throughout life, and reenforce the

objectivity as to be free of bias. When this bias begins to display the influence of value systems so engrained as to be detrimental to rational judgment, it has deteriorated to a prejudice.²⁴

Cultural Pronouncements

It is entirely possible that society has been victimized by its own self-fulfilling prophecy. This self-fulfilling prophecy predicts that women are to act in a certain manner because they are endowed of certain capacities as a natural phenomenon.²⁵ When the members of society believe the pronouncement and act out its stipulations, it is logically concluded that women are of the nature stated.

It is not accidental that women, and likewise men, act according to the feminine and masculine roles which have been taught them. The cultural system is self-correcting and censures those who

acceptance of things as they seem to be, occasionally disregarding the conflict of reality and bearing the force of fact. See the discussion of parent, adult, and child in Thomas A. Harris, I'm OK--You're OK, A Practical Guide to Transactional Analysis (New York: Harper and Row, Publishers, 1969), pp. 16-36.

²⁴"Prejudice implies a preconceived and unreasonable judgment or opinion, usually an unfavorable one marked by suspicion, fear, intolerance, or hatred; bias implies a mental leaning in favor of or against someone or something." Editors, Webster's New World Dictionary of the American Language, College Edition (Cleveland and New York: The World Publishing Co., 1962), see "Prejudice," p. 1150.

²⁵"...much of the behavior that we commonly think is the sole result of biological differences in sex is actually influenced to a large degree by cultural expectations. . . . It is quite likely that standards of adult society that specify vigorous physical activity for boys and quieter activities for girls have much to do with the kind of behavior they come to prefer for themselves." Henry Clay Lindgren, Psychology of Personal and Social Adjustment (New York: American Book Co., 1959), p. 176.

act inappropriately. Young fellows who play with dolls are named "sissies," since doll playing is assumed to be maternal or feminine in nature and not manly. Young girls may be called "tomboys" for fighting or playing football, since these pastimes are considered to be manly.

Policing has always been considered a manly employment. In the initial years when women were first assigned to the law enforcement profession, it became the logical pronouncement that policewomen were freaks tending more towards masculine than feminine characteristics. Apparently the assumption was that the feminine nature had no place in police work.²⁶

Police administrators also seemed to expect that a big burly woman, hard and gruff, conditioned to withstand the cold realities of the masculine world was required for the allocated slots for females in law enforcement. Based on the assumption that this type of woman was required, many were hired fitting the description and confirming the self-fulfilling prophecy.

The image of the brawny creature of masculine character in a female body has been displayed in more than a few Hollywood productions. With such an understood description of the female who would perform police duties, it is a wonder that many would apply as candidates for employment in law enforcement. The appearance of a "feminine"

²⁶ Although Mrs. Alice Stebbins Wells was a graduate theological student and a social worker, she was the subject of much comment and jest in newspapers that questioned her motives in becoming the first policewomen in the United States. In an accompanying caricature, she was pictured with burly masculine characteristics. Owings, Women Police, loc. cit.

policewoman is often a shock to those who would expect to see a "masculine female."²⁷

The specialization of women within limited areas of policing became a compromise with these cultural pronouncements as to what was feminine or masculine behavior. Culturally, the police had been taught that women are gentle, understanding, compassionate, and intelligent.²⁸ They are endowed with innate maternal characteristics that make them ideally suited to handle matters involving children. Why not assign them to police functions which call for those characteristics?²⁹

²⁷One policewoman finds this surprise, which results in compliments concerning her feminine appearance, to be so uncomplimentary as to anger her. In the words of Dorothy Uhnak, ". . . 'But you don't look like a policewoman!' It has been a source of deep annoyance to me. . . . A policewoman, apparently, is supposed to look a certain way: big, heavy, hard, tough, obvious. She is generally expected to wear her experiences on her face--to have them glaring from her eyes or resounding in her voice." Dorothy Uhnak, Police-woman (New York: Simon and Schuster, 1964), p. 9.

²⁸"Policemen and (police) officials--think that men are more likely to be calm and cool, courageous, persuasive, strong, decisive, aggressive, observant, and emotionally stable. Women are thought more likely to be understanding, compassionate, and intelligent." Bloch, Anderson, and Gervais, Policewomen on Patrol, op. cit., p. 10.

²⁹"There are approximately 6000 policewomen in the United States. The vast majority of these women have been hired to do jobs that women are thought to perform better than men, such as working with juveniles, female prisoners, or typewriters. . . . In 1972, most of the policewomen doing law enforcement work--as opposed to clerical work--were immediately assigned to specialized jobs, most commonly to work with juveniles. The women, unlike the men, are not required to begin their law enforcement careers on patrol." Milton, Women in Policing, op. cit., p. 8.

In this manner, women who accepted that police work was principally a man's job,³⁰ that a specialized role exploiting assumed feminine characteristics was the proper role of women in policing, and who were willing to accept the consensus of male police administrators restricting women to supporting functions, were the only ones hired to policing roles.³¹ The traditional policewoman, previous to current debates of the 1970s, was content with confining her efforts to feminine duties.³²

Nothing is so apparent in today's culture as drastic and accelerating change. Previous to World War II, the American culture was disapproving of working mothers. This disapproval has been diluted (as evidence of changing cultural values). Changes of such

³⁰"Both men and women officers, it should be emphasized, have their proper role, and it is obvious that routine police work is principally a man's job. Most crimes are committed by men. . . . The apprehension of most adult male criminals, who make up, by far, the largest proportion of the criminal population, is properly a man's work. This is not to say that women officers cannot be extremely useful associates of male officers in cases involving adult male offenders, especially as decoys and in questioning the girl friends or victims of male suspects. But their principle usefulness lies elsewhere. . .there is general agreement among police administrators on the proper role of the policewoman." Lois Lundell Higgins, Policewoman's Manual (Springfield, Illinois: Bannerstone House, 1961), p. 90.

³¹Milton, op. cit., p. 16.

³²"In the future there will be more policewomen. The field of service, however, will not change. Women protective officers will always confine their efforts to work with children, girls and women." Mary E. Hamilton, The Policewoman--Her Service and Ideals (New York: Frederick A. Stokes Co., 1924), p. 199.

magnitude do not often occur except in the face of resistance.³³ So it is to be expected that women will face resistance as they are seeking to be employed in what has been assumed to be the jobs of men. The resistance will not simply subside as women obtain these jobs. It will continue to be a factor for a long time. Attitudes change more slowly than do opinions. Some attitudes persist in the face of complete change,³⁴ but the change may prevail. There are some observations which tend to indicate that women will be more acceptable as police officers in the eyes of tomorrow's administrators.³⁵

Police Work Is Too Dangerous for a Woman

Nearly all the reasons given for keeping women out of general policing have their roots in cultural pronouncements. None of these reasons is stated more often, nor as emphatically, as the belief that policing is dangerous work, that women are not equipped to cope with this danger physically or emotionally, and should therefore be

³³"...even in our emancipated society there remains persistent and important pressures tending to preserve the roles of women as mothers and homemakers. . . . The family system is made partly compatible with the employment of many married women by: (1) low birth rates and small families; (2) extrafamily service agencies providing certain household aids and child care; (3) the tendency not to employ women in jobs that compete with those of men in the same socioeconomic class." Robin M. Williams, Jr., American Society (New York: Alfred A. Knoph, 1965), p. 65.

³⁴"Policemen had roughly the same negative attitudes toward policewomen before they were assigned to patrol as they do now. The formation of those attitudes cannot be attributed to the women's performance. Work experience with policewomen has not had much effect on the pre-existing attitudes." Bloch, Anderson, and Gervais, op cit., p. 9.

³⁵"Younger patrol officers are more favorable to women than older patrol officers." Ibid., p. 11.

assigned other duties.³⁶

Policework is dangerous--men are killed every year in the line of duty. Logically, a woman cannot be killed more often than a man--only once. The danger spoken of must, of course, have further implications. The implied dangers formulate from two value judgments. First, it is the apparent belief of many officers that women are not capable of resisting attack with physical, nondeadly force.³⁷ The assumed danger is that more police officers will be forced to kill or be killed as a result of having the lesser capacity women employed.

Second, the cultural heritage seems to insist that men do combat; women go to the rear with the children.³⁸ The place where men do combat--that, street patrol--is not the place or the function of a woman, or at least not the average feminine creature. Seen from this viewpoint, policewomen endanger the pride of the male officer.

³⁶"The reasons police give most frequently for not expanding the role of women in policing are based on two notions--that law enforcement is a dangerous profession and that women, the weaker sex, cannot handle the dangerous situations they might encounter." Milton, op. cit., p. 27.

³⁷For example, the following is a summarized account of a newspaper article reporting on a female deputy sheriff and her partner, a 27-year-old deputy assigned to the Los Angeles Sheriffs Department who figures he got his female partner "because I stepped on somebody's toes." Huffman, the deputy, and his partner, Mrs. Caples, "get along fine" but Huffman feels that patrol duty is no place for a woman. He says he is hesitant to pull over vehicles that have two or more men who could cause trouble. Huffman worries that he would not be able to protect her and that she would have difficulty handling even medium-sized men. San Jose Mercury-News, January 14, 1973, p. 12, col. 1.

³⁸"...it is advisable to summon a male officer to aid in the arrest." Higgins, op. cit., p. 90.

Nondeadly force as an issue. There has been a genuine concern in law enforcement for many years that the dangers to a policewoman exceed those which confront the policeman. Policemen are convinced that a woman on patrol must be protected. She becomes a liability to the officer she is supposedly to assist.³⁹

There is some preliminary evidence that self-generated activity decreases when men must depend upon a policewoman as backup.⁴⁰ The security of an officer is obviously jeopardized by less than effective patrols to respond to the signal, "Officer needs aid."

Some may argue that the threat to women police will increase as they become less a novelty. Now, it might be suggested, women are still viewed with a sense of cultural respect.⁴¹ This chauvinism tends to discourage physical assaults and abuse of the female officer. As the society changes towards a unisexual viewpoint, the policewoman

³⁹Since it is assumed that women should hold desk jobs, she is not trained in matters of self-defense. Then when she is assigned to street duty, her function is not only among the most dangerous (usually decoy work), but the danger is increased because the policewoman is ill-prepared for the dangers to be encountered. The author concludes, "As a result, the male officers feel forced to 'protect' the women, a role that can be dangerous for both the men and the women." Milton, op. cit., p. 19.

⁴⁰"Observers found that male-female teams are less likely than male-male teams to initiate traffic or nontraffic incidents, such as questioning suspicious persons, stopping vehicles for traffic problems, spot checks for stolen autos, and business or bank checks." Bloch, Anderson, and Gervais, op. cit., p. 8.

⁴¹"... 'You know we can't have women on the street; they might get raped,' said a precinct captain even though women in his department were often detailed at policemen's request [sic] to some of the most dangerous jobs, such as decoy--or that all women face this possibility every day." Milton, op. cit., p. 24.

will be called upon to prove herself more often and with physical force.

The fear of real danger prompts dispatcher hesitance to send women officers to violent or potentially violent situations.⁴²

Although most tend to agree that women are less capable of handling these situations, the men would point out that the screening of calls increases the percentage of violent situations the male officer would otherwise confront.

The fear of danger would most likely restrict the activities of those least capable of confronting it. It may be assumed that women, if indeed they are less capable of handling violent situations, would be more likely to avoid dangerous situations. There is no conclusive evidence that would demonstrate whether or not this is characteristic behavior of women police. However, there is evidence that suggests men do, in fact, suspect that less aggressive police activity will come to policewomen as a result of their fear of danger.⁴³ Confidence in a patrol partner's ability is essential to form an effective police team. The confidence in the male officer's ability is apparently greater among contemporaries, whether male or female.⁴⁴

⁴²"Policemen, policewomen, and (police) officials agree that fewer women than men can handle violent or potentially violent situations satisfactorily." Block, Anderson, and Gervais, op. cit., p. 10.

⁴³"...the new policewoman was more likely to have made no felony arrest. The new policewoman made fewer misdemeanor arrests and gave fewer moving traffic citations." Ibid., pp. 7-8.

⁴⁴"Policemen and policewomen both prefer to have a male patrol partner, but the women's preference is less pronounced than is the men's." Ibid., p. 10.

Women are noncombatant. The traditional status of women as noncombatants has restricted both the numbers of women in policing and the functions they perform. Not that their noncombatant roles are not dangerous, for indeed the duties of a decoy are among the most dangerous police jobs, but the assigned duties are generally not the front lines of policing--street patrol.

The traditions of war place women in supporting roles rather than direct conflict. Women have historically been charged with the care of convalescing warriors, tending to the children, or giving moral encouragement. The role of the woman in combat certainly did not commonly include the bearing of arms.

So it has been with women in policing. Whatever her role, the woman was not normally expected to carry a weapon, let alone require its use.⁴⁵ Certainly, it is not within the feminine image to have a weapon strapped to her curvaceous hip. Instead it has been decreed that women in policing shall conceal a weapon in her purse (where her public will not have to face the combatant implications of a woman bearing arms instead of children) where the weapon is neither comfortable, available, or its theft avoidable. If police duty is more dangerous for a woman than a man, the traditional means of arming her with a deadly handbag has made that duty even more dangerous.⁴⁶

⁴⁵"Policewomen do not ordinarily need to use weapons, but like other police officers, they should know about their use and misuse." Higgins, op. cit., p. 69.

⁴⁶Mrs. Lovette Caples is one of 20 female deputies trained for patrol duty by the Los Angeles Sheriffs Department. One handicap reported immediately by Mrs. Caples is her uniform, a shirt and blouse

Milton points out that the decision to limit women to presumably safer law enforcement duties denies to law enforcement a very valuable resource. When women have been employed in the various mental wards housing violent and dangerous inmates, the effects have been the lessening of those dangers.⁴⁷ Women must be aware of their physical limitations on an individual basis. The same realization of limitations is necessary knowledge for a policeman. In the mental wards, women have demonstrated the ability to deal with dangerous situations very effectively. Law enforcement must attempt to attract talented individuals, of both sexes, to do those duties they are capable of performing.

As police administrators attempt to protect women from real and imagined dangers of patrol duty, the effect is to prevent them from being promoted, to deny them their shot at achieving maximum career progression to the highest level of competence. The "gut" of police work is patrolling. All police officers, male and female, must begin there.⁴⁸ To say that women are incapable of patrol is

with a shoulder purse. Her heavy revolver is kept in her purse with her while she is in the field. "Actually, this strap ripping a hole in my shoulder feels fine," she said. San Jose Mercury-News, loc. cit.

⁴⁷A high degree of success in various experiences, at state hospitals and with police departments, is cited by Catherine Milton to back her claims. "On the basis of evidence available, there is reason to believe that even if women are physically weaker than men they may have certain psychological advantages. Police departments that do not use women for general law enforcement jobs because of the belief that women are the 'weaker sex' may in fact be neglecting a valuable resource." Milton, op. cit., pp. 28-32.

⁴⁸"Given the prevailing organization of police departments, the lack of street experience for policewomen--the kind they would gain only by starting on patrol--limits both the range of their

to say they are incapable of policing.

Police Work Is Too Strenuous for a Woman

The reason most given as logic in supporting opposition to women in general policing is that the work is too dangerous. Most believe it is too dangerous because the woman is not physically strong enough to do what is required of a police officer, namely, she cannot wrestle a resisting offender into submission.

There are several questions that would need to be answered to validate this objection. Are all, most, or a few women weaker than men? Or for that matter, how strong must a man be to perform police duties? More pertinent still, is strength related to the successful performance of police duties? It has been submitted by one author that few departments test their applicants for strength.⁴⁹ It is certainly apparent that data is conspicuously absent to determine how strong women are or must be to perform police duty.

Strength and stamina are assets to the achievement of any duty, police or otherwise. Policemen have long been expected to rescue

experience and. . . jobs to which they can be assigned. When. . . a woman is denied patrol experience, it also means that she will be denied the opportunities for promotion that depend on that experience." Ibid., p. 19.

⁴⁹"The argument (that policing is too dangerous for a woman) is based primarily on the premise that women are physically weaker than men. Yet many departments make no effort to test the strength of anyone applying for a job, and consequently cannot say with certainty that a woman applicant is not as strong as a man applicant." Ibid., p. 27.

drowning persons, haul down drunks to shelter,⁵⁰ assist motorists changing tires, and all other sorts of duties which in themselves may have a questionable relationship to policing. Just the same, male officers are of different physical capacities and are expected to make compensating adjustments in order to complete the job. Is it not possible that females may also do the same?

Physical strength has an assumed relationship to a police officer's ability to cope with danger in policing.⁵¹ Perhaps it is logical to assume that strength plays a large role in determining the outcome of physical apprehension and restraint attempts. But how does the smaller, less athletic officer cope with this work? Every person will meet his match given enough exposure. In those cases, the force must be increased to the minimum required.

This then brings the discussion back to the danger which is imposed upon law breaking and resisting citizens--the less capable the officer is of nondeadly force, the sooner will the officer resort to the application of potentially deadly force. If this danger is an

⁵⁰"Officials, policemen and policewomen said that a significantly higher percentage of males than females were capable of handling 'disorderly males,' 'drunks,' and 'threatening situations where someone has a knife or gun.' However, 31 to 38 percent of the women disagreed, feeling that as many or more women than men could handle these three situations satisfactorily. Bloch, Anderson, and Gervais, Policewomen on Patrol, op. cit., p. 39.

⁵¹After pointing out that the largest single factor resulting in the deaths of police officers in fiscal year 1971 was ambush, Milton states, ". . .the level of one's physical strength may be a moot point in most dangerous situations. . .strength was an irrelevant factor since the outcome was almost inevitable. . .training and the ability to think clearly and quickly are more important than physical strength." Milton, op. cit., p. 27.

accepted correlation, police managers must be very careful to hire and maintain a force of maximum capability. Physical conditioning would become paramount over many accepted discrepancies and all obese male and female officers would be discharged as a starter.

Females assigned to patrolling must know the potential dangers and be trained, equipped, and dressed accordingly. Female candidates should be subjected to physical strength examinations along with the males, providing a rational connection is established between the "required" strength and the duties to be performed. Even if the female candidates volunteer intelligently and are trained for the duties of a police patrol officer, there is a real danger that they will not be accepted by the communities they serve or permitted to compete for positions of supervision and management. It seems that women are preferred in subordinate positions as compared to the male authority figure.

Women Should Not Be Placed in Authority Over Men

All cultures exhibiting heavy influence of the Judeo-Christian ethic tend towards an authority structure within the home centralized upon, vested in, and represented by the father. The transference of authority vestment to the male throughout other organizations in the American society is easily observed.

The Mexican-American or Chicano subculture is a more obvious example of male supremacy as a social stereotype. The Chicano is instilled with a value system called for "machismo" or manliness. This manliness is exhibited in the home as the patriarch is dominant

in nearly all matters of leadership.⁵²

The black community tends more towards a matriarchal society.

There is a disagreement as to the cause of the matriarchal tendency.

Some say it is an aftereffect of slavery which removed the father from the home and the family.⁵³ The acceptance of a woman authority figure,

⁵²In defining the social culture of the Mexican-American, Celia S. Heller observes, "In its authority structure, the family is also highly traditional. Family authority within the nuclear unit is vested in the father or, in the case of his absence, in the oldest male wage earner. According to the traditional norms, the husband is regarded as the authoritarian, patriarchal figure who is both head and master of the family and the mother as the affectional figure in the family. . . . In the Mexican-American home the division of labor between the sexes is sharply defined, resting on a sexually based dichotomous set of cultural expectations: throughout life males are accorded higher status than females." Celia S. Heller, Mexican-American Youth: Forgotten Youth at the Crossroads (New York: Random House, 1966), p. 34.

⁵³Many black writers of the day take violent exception to reasons of slavery for the alleged matriarchal society. Dr. Jacquelyne J. Jackson being one states, "Census figures clearly show that there is a tendency for the proportion of female-headed households to increase as the supply of males decreases. Conversely, when the supply of males increases, the proportion of female-headed households decreases. Contrary to popular belief, slavery is not an explanation of 'illegitimacy' or female-headed households." Dr. Jackson points to an unfavorable male-to-female ratio in the black culture as being responsible for female-headed households. The reasons to which the crisis level shortage of males include chronic alcoholism, suicide, drug overdose, heart and lung disease, industrial and automotive accidents, war casualties, prison terms, interracial marriages that involve more black males than black females, and homosexual unions. All of these above factors deplete an already unfavorable black male-to-female ratio of 90.8:100 as compared to 95.3:100 for the white ratio. Dr. Jackson concludes, "Black women have been damaged historically by the myths that they are 'matriarchs' and that they emasculate their men. . . . What must be done is to end the debate over female matriarchy and begin the discussion of tactics and programs to improve the lives, opportunities, education, and incomes of black women. For many (black women) have, and most likely will continue, to carry the responsibility as heads of households in the black community because a sufficient number of eligible males simply does not exist." Jacquelyne J. Jackson, "Where Are the Black Men?" Ebony Magazine, March, 1972, pp. 101.102.

that is, a policewoman, is more pronounced in black cultures than among white or Mexican-American communities.⁵⁴ The LAPD Policewoman Field Study cites the cultural differences as rationale for their claim that the assignment of policewomen to black communities may be expected to draw less resistance than a similar assignment to other communities.⁵⁵

The resistance offered to policewomen in positions of authority applies to more than patrol duty. Resistance to women police was to be expected on the street. It is logical to predict that, in a routine policing situation, some males may resent being confronted with a female officer much more than by a male officer. This added resentment may encourage hostile reactions that otherwise would not occur. In addition to these problems on the street, the authority question has an effect upon policing, internal to the police organizations.

The police themselves, both male and female, tend to accept--by practice if not by concept--the edict of male leadership in police matters. In observing male-female police teams, findings give evidence

⁵⁴"Black patrolmen are more favorable towards policewomen than are white patrolmen." Bloch, Anderson, and Gervais, op. cit., p. 10.

⁵⁵In commenting on the LAPD Policewoman Field Study Report, Chief Edward M. Davis stated, "The women appeared to enjoy a greater degree of success when assigned to high crime rate, predominantly black areas. Several reasons for this were suggested, including the fact that those women without a true desire to do patrol work were quickly weeded out in these districts, and the possibility that the black culture was more receptive to female authority figures. It should be noted that the women identified Latin communities as being the least willing to accept their role. Most members of this group did not appear to view the female authority figure in a positive light." From Chief E. M. Davis' cover letter to the Board of Commissioners, LAPD Policewoman Field Study.

that the female is more likely to assume a subordinate role,⁵⁶ depend on the male to drive the automobile,⁵⁷ and is less likely to take charge at the scene of an incident.⁵⁸

Few women have been appointed to supervise policemen. There are exceptions occurring more often of late, but women have been discouraged from competing with men in what has been traditionally the vocation of males.⁵⁹

The compromise, to obtain career progression for the police-woman without placing her in the ranks of supervision over males, was the creation of the Woman's Bureau. In this organizational segregation, policewomen were considered a separate function under the

⁵⁶"Female officers were observed to be more likely to take a subordinate role in an incident than were the comparison men." Bloch, Anderson, and Gervais, op. cit., p. 20.

⁵⁷"They (observers) noted that policewomen drove 30 percent of the time and their partners drove the rest. Comparison men drove 40 percent of the time." Ibid., p. 18.

⁵⁸"Observers found that new women were more likely than comparison men to be given instructions by their partner, and they were less likely to 'take charge' at an incident in which their partner was present." Ibid., p. 8.

⁵⁹"If policewomen are here to stay, which seems to be an established fact, not only in the United States but all over the world, it is not because they have tried to compete against men in work that always has been and will always be predominantly a man's job. It is because they have brought to their work talents that are generally considered peculiarly feminine--an unusually highly developed interest in human relationships--and have accentuated, rather than subordinated, their femininity." William G. Clark, Attorney General, Illinois, in critique of Higgins, Policewoman's Manual, op. cit., p. 1.

Chief or Commissioner.⁶⁰ But the compromise served to keep the woman off patrol, to justify a different wage schedule (mostly lower), and to deny her an equal try at promotions to higher levels of influence.⁶¹ The most common reason for denying women access to higher levels of influence was her lack of patrol experience. Perhaps a question well asked is, "Has the woman been denied patrol experience to prevent her promotion?"

O. W. Wilson is perhaps the most famous and noted police administrator. His respected opinions have guided police managers and formed the basis of content for many college courses. He warned against policewoman bureaus some years ago and called then for an integrated system.⁶² His advisements may again formulate a basis of management decision in years to come.

⁶⁰"In establishing a Woman's Bureau, it is important that a woman direct the program, but that she in turn be responsible to a superior officer of wider experience, preferably the Chief of Police or Commissioner, as such officer is called in many large cities. A few cities have tried the experiment of having a woman Deputy Police Commissioner. So far this experiment seems to have failed." Hamilton, The Policewoman--Her Service and Ideals, op. cit., p. 40.

⁶¹"When. . . a woman is denied patrol experience, it also means that she will be denied the opportunities for promotion that depend on that experience." Milton, Women in Policing, op. cit., p. 27.

⁶²"I would take issue with Doctor Higgins only in terms of her desire to bring these highly trained policewomen together in a specialized bureau and I would not wish to be considered facetious when I say that it would be a pity for these charming and talented ladies to isolate themselves from an integrated police organization in which they can contribute so much to department morale and dignity in addition to carrying out their functions in closer cooperation with other units of the department." O. W. Wilson in a foreward to Higgins, op. cit., p. iii.

Policewomen Are Limited by Sexual Taboos

Sexual taboos are significant influences in all social interactions. These unwritten and rigidly enforced standards of conduct have had an extremely interesting effect on the employment of policewomen in United States history. Sexual taboos brought females into policing and have subsequently served to limit their employment to specialized areas.

Sexual taboos discourage females from being employed in such a manner as to cause their exposure to obscenities, nudity, and physical touching by males. All of these things occur frequently on patrol.

Sexual taboos further discourage male officers from searching females, discussing delicate matters with them, and further suggest the inability of a male officer to protect innocent females from their assumed sexual vulnerabilities.

Sexual taboos and the origin of policewomen. There are rules to be enforced relative to sexual gaming in this or any other culture. Oftentimes the outcome of the game itself is of less importance than compliance with the rules of the game.⁶³

⁶³Dr. Eric Berne observed that social programming results in traditional or semiritualistic interchanges. These attempts to gain the benefits of social intercourse generally prove costly to someone, but are necessary to avert the malevolence of no social intercourse. "Good manners" are often the socially dictated rules for playing these "games." Hostilities become manifest if an illegal move is made, giving rise to a symbolic, verbal or legal cry of "Foul!" Games are played in virtually every facet of life including proper greetings, eating, emunctory, courting, and the conduct of simple conversations. Eric Berne, Games People Play (New York: Grove Press, Inc., 1964), pp. 16-17.

In the American tradition, males chase the females, similar to the children's game, "hounds versus fox." The males are encouraged to chase, that is, "sow their wild oats." In doing so, they are acting out an approved social role, "Boys will be boys."

The females are expected to flirt, that is, to encourage the chase. However, it has not been accepted for the female to be caught out of wedlock. Wedlock, of course, changes the outcome and "catches" the hound.

Females in this game, are considered vulnerable. They are the ones subject to be caught holding, in this case, the baby buggy. Society then attempts to protect the young foxes until they become wise to the game and capable of caring for their own vulnerabilities.

Females sometimes do not play the game, that is, allow themselves to be caught outside of wedlock by the hungry hounds. The males are not to be punished, for the role of "hound" is to chase. Therefore, females who cheat and get caught are to be censured.

While the sexual gaming takes many forms, its influence on the history of policewomen is clear. The first policewomen were employed to protect the vulnerable foxes in the vicinity of Army training camps and to censure cheating females. This was done with a slightly different slant--to protect the young soldiers from their vulnerability, social disease.⁶⁴

⁶⁴ Owings attributes the origin of policewomen to efforts during World War I to protect young girls from soldiers in and around training camps and to keep soldiers healthy, that is, free of social disease. She stated that the national government had announced that "the prostitution which had been regarded as a necessary evil in

Hear no evil. Sexual matters are considered delicate, not to be forced upon gentle female ears.⁶⁵ Women are to be embarrassed when hearing such matters, unless of course, these are discussed in confidence with other females. If it is true that this represents a cultural taboo, then a woman is not "feminine" if using or listening to obscenities, as female police would likely have to do. Policemen, on the other hand, are engaged in a manly trade which seems to include coarse language.⁶⁶

The effect is more pronounced when dealing with sex crimes.

connection with Army life, was no longer to be tolerated; that a government which drafted its young men to fight and perhaps die for it, could no longer permit them to be surrounded by crude and vicious influences from which many would return home maimed in body and soul." Under the provisions of Sections 12 and 13 of the Selective Service Law, commissions on training camp activities were charged with the duty of seeing to it that the environment of training camps was kept free from the vicious conditions traditionally surrounding them. The commission established a committee on protective work for girls. This commission established a committee on protective work for girls. This committee was to undertake the entire responsibility for the girl problems in connection with military camps, including both the problems of delinquency and protection. Girls were following the wave of emotionalism which was sweeping the country and making a hero of every man in uniform. Counteracting influences were proposed by the committee including creation of girls' protective bureaus with a woman in charge who should direct the work of women protective officers having police power, and whose functions would include: (1) patrol work; (2) supervision of amusement places; (3) personal work with girls; and (4) aid in law enforcement. Owings, Women Police, op. cit., pp. 109-110.

⁶⁵"Due to the delicate and often confidential nature of special crimes against women and children, women officers are particularly suited to investigate these types of offenses." Higgins, op. cit., p. 61.

⁶⁶Women mental patients are known to be more vulgar and profane than male patients. Dr. Joyce Brothers, "What Dirty Words Really Mean," Good Housekeeping Magaine (May, 1973), pp. 66.

Men should not conduct interviews into such offenses if it violates the unspeakable area, that is, forces the woman to talk about sexual matters in the presence of a male officer. It has been assumed that the female victim of a sex crime would find it easier to discuss the matter with another female, or, if the victim is a child, that the discussion would be easier with a motherly authority figure. It may be logical to assume quite the opposite. If social disapproval is to come upon a female victim of a sex crime, it may be brought to bear most quickly upon her by her competitors, other females. Experience, if tested, may prove that females would discuss such matters more openly with a male, providing her husband is not present.⁶⁷ The answer, on a comparative basis, may not be available since tradition has dictated that women police should conduct the interviews.⁶⁸

Touch no evil. Outside of courtship and marriage, the touching of females by males is restricted. The restriction is modified for certain necessary situations such as emergency first aid or the doctor-patient relationship. This cultural taboo is so well-engrained as to cause policemen to hesitate to conduct what might

⁶⁷"Officers who patrolled more frequently with a woman were more likely to believe that fewer women could handle the victims of an armed robbery and a rape." Bloch, Anderson, and Gervais, Police-women on Patrol, op. cit., p. 43.

⁶⁸"...all interviews relating to sex are matters demanding the attention of a policewoman. Just as a mother discusses these things with her daughters instead of delegating the duty to the father, so a policewoman, when it is necessary to do so, should discuss such topics rather than the policeman." Hamilton, The Policewoman--Her Service and Ideals, op. cit., p. 6.

be an officer's lifesaving frisk for fear of molestation charges.⁶⁹
 The law clearly permits the frisking of potentially dangerous female suspects by male officers, and the officers are aware of the provisions. However, policewomen are hired specifically to prevent these street frisks by males due to the heavy influence of the taboo.

It is not clear how far the touching taboo goes as a matter of influence. Clearly, there is a territorial limit which may not be crossed, regardless of sexual status.⁷⁰ It may be that these limits are applied differently by males and females; that is, female police seem to hesitate less on frisking a male suspect than a male officer would restrain from searching a female suspect.

See no evil. One police officer advised his wife that if she ever needed police assistance, for whatever emergency, to report

⁶⁹"The problem of searching women is a rather touchy one and is beclouded by numerous misunderstandings. Theoretically, male police officers have a legal right to conduct a superficial search of a female prisoner's clothing and person. This power is almost indispensable to protect the policeman from death or injury inflicted through the use of concealed weapons. In practice, however, many policemen are hesitant to take even such minimal action as this for fear that they will lay themselves open to charges of molestation. For this reason, it is good policy, now almost everywhere observed, to assign the searching of female prisoners to women police. . . . capable of effecting a more thorough body investigation than is possible for male officers." Higgins, op. cit., p. 51.

⁷⁰Man has a sense of territory and a need, individually determined, to have a shell of territory around him. Breaches of this protected space cause defense of the zone, retaliation and perhaps counterattack. How we guard our zones and aggress into the protected intimate zone of others is an integral part of actions affecting relations with other people. The study of this control of space relationships is exciting, innovative, and named "proxemics." Julius Fast, Body Language (New York: Simon and Schuster, Inc., 1970), pp. 15-52.

that two nude females were drunk and fighting at the location where assistance was required. Although humorous, the officer was expressing his belief that such a report would trigger a response by every available unit.

Police officers do confront nudity in performance of duty and it is sometimes argued that ladies should not be subjected to these potential situations. For this reason, at least partially, some male officers believe policewomen are limited from the performance of certain policing functions.

Most commonly, police officers object to the assignment of women to duties involving custodial supervision of males. Even this area is being explored as several states are beginning to employ women correctional officers for custodial duty at state prisons.⁷¹ The experiences with women employees in the psychiatric wards at the prison hospital in Vacaville, California, have yielded some notable success.⁷² California hired women as correctional officers for custodial duty at San Quentin Prison in 1973.

⁷¹The County Sheriff in Middlesex, Massachusetts, would like to use women as correctional officers in the county jail because he believes the introduction of a positive female element would reduce the abnormal all-male prison culture. The Massachusetts House of Correction has employed women counselors on the tiers with good response from the inmates. Milton, Women in Policing, op. cit., pp. 31-32.

⁷²Female nurses are employed with a minimum of backup with few instances of violence. Gunther Zorn, Chief of the Bureau of Personnel Management Operations at the California State Department of Mental Health, concludes that this success at the State Prison Psychiatric Hospital may be because the men need not prove their physical superiority to the female nurses. Ibid., p. 30.

Women Are Not Emotionally Suited for Police Work

Some policemen have been heard to argue that women should not work in police investigations because women are prone to gossip and cannot preserve the confidence inherent in investigations. Another male officer remarked that the cruel matters of policing would "gross out" a female. Yet another stated that women lacked the "common sense" to be police officers.

Those men who argue in favor of women in policing have backed their claims by saying that women will bring compassion and gentleness into the law enforcement business. This tenderness of nature, said to be inherent in females because of maternal instinct, makes women ideally suited to deal compassionately in cases too delicate for the men.⁷³

Both arguments seem to hinge on the assumption that women and men are of a different emotional temperament. Men are harsh and stalwart, resistant to displays of tenderness.⁷⁴ Women then, being opposite, come by their compassionate ways through a gift of nature.

⁷³A woman can be more effective than a man in several areas of law enforcement according to Marjorie Hunter, President of the Women's Peace Officers Association. She claims that (1) Women have a calming effect in family disturbances. (2) Because of natural maternal instincts, they have a better rapport with younger people. (3) Victims of sex crimes and beatings find it easier to talk to a woman. Mrs. Hunter observes that more women should be assigned to police work, as opposed to clerical and matron-type duties, but is ". . . not in favor of asking for jobs which just aren't suitable for women." San Jose Mercury, May 8, 1973.

⁷⁴"Policemen and officials think that men are more likely to be 'calm and cool,' 'courageous,' 'persuasive,' 'strong,' 'decisive,' 'aggressive,' 'observant,' and 'emotionally stable.' Women are thought more likely to be 'understanding,' 'compassionate,' and 'intelligent.'" Bloch, Anderson, and Gervais, op. cit., p. 10.

If the basic assumption is accepted, then an argument for confining women to those areas that require a tender emotion, as well as the restriction of women from those areas which require stalwart emotional discipline, is indeed a rational consideration. It may be even more rational to question the assumption to determine if these characteristics are birth characteristics or are imposed by cultural role expectations.

In the law enforcement profession, women have traditionally been assigned to duties thought to be compatible with their peculiar feminine talents. There are jobs that women are just believed to do better than a man and vice versa.⁷⁵ It has been difficult for society to picture a woman in an assumed male vocation, as policing is thought to be.

The traditionalists would say that policewomen rightfully exploit these peculiar feminine talents to achieve their policing mission. They would argue that there is only a place for those women

⁷⁵Lois Lundell Higgins, an often quoted authority regarding the role of the policewoman, recommends that women police specialize in dealing with complaints involving boys under the age of 12 and girls of all ages. Higgins, op. cit. p. 1.

Specifically, she recommends specialization in those cases involving lost children, truancy, runaway girls, prostitution, promiscuity, protecting women and children from sex offenses, missing persons, child neglect, contributing to the delinquency of a minor, wayward girls, immorality, and bad companions. Ibid., pp. 7-24.

who act out their femininity, maintaining the ideals of womanhood.⁷⁶

Only under these constraints may success be predicted for women in policing.⁷⁷

This traditional viewpoint would ban women from general police duty and keep her from competing with male officers on patrol and from the competition for promotions based upon patrol experience.

Policewomen on Patrol Are Inconvenient

There are a number of reasons given for not assigning women to general policing that tend to object to the inconvenience brought about by the innovation. Most supervisors believe that women would make supervision more difficult.⁷⁸

The effects of a woman's compatibility with a shift schedule is one of the areas cited. Working mothers cannot be forced to take

⁷⁶" . . . It is certainly a fact that no woman can really be a good policewoman, unless she works as a woman and carries with her into the police department, a woman's ideals." Hamilton, The Police-woman--Her Service and Ideals, op. cit., p. 40.

⁷⁷"In the future there will be more policewomen. The field of service, however, will not change. Women protective officers will always confine their efforts to work with children, girls, and women." Ibid., p. 199.

⁷⁸"Policemen and officials tend to feel that having a large number of policewomen on the patrol force may make their jobs somewhat more difficult." Bloch, Anderson, and Gervais, loc. cit.

a night shift, some point out.⁷⁹ Others have pointed to anticipated marital problems that would occur if the wife of a patrolman became jealous thinking of her husband cruising the dark alleys on midnight shift with a female partner.⁸⁰

Many officers feel that the assignment of women to patrol will result in favoritism. The daytime, back-office jobs are cherished assignments for which the shift workers compete. Some believe the policewomen, who are endowed with greater clerical skill, will be assigned to the favored clerical-type police duties leaving the shift duty to men. Women, it is believed, get an unfair advantage as they are better suited for these clerical-type duties to begin with, and really have no business on patrol in the first place.⁸¹

Some male officers believe that the compensation for the inabilities of women will be so great an undertaking as to negate

⁷⁹[Chief Wilson]. . ."announced his intention to reassign them [traditionally employed policewomen] to patrol duty. Both the women affected and their commanding officers resisted. Many of these women had jobs that were desirable because they were considered interesting or had good work schedules--day work and weekends off. These positions are considered 'prestige jobs' in the police world. They are the ones male officers strive for after they have finished their stint on patrol. Reassignment meant giving up a prestige job and doing shift work. Shift work meant child care problems for some. Many of the commanding officers considered the women valuable to the department in their present assignments and requested their retention. Although there were many of these requests, few were granted." Ibid., p. 54.

⁸⁰"About half the married men believed that their wives would be strongly opposed to their having a woman patrol partner." Ibid., p. 13.

⁸¹"Over half the men thought women would receive favoritism within the police department." Ibid.

their potential on patrol when males can be hired for the same price. Women, it is said, just aren't used to doing the things that policemen do. They aren't taught contact sports, so are less adaptable towards apprehending a "rowdy." They don't drive as much, so it is more difficult to teach them to handle a "black and white," police patrol car.⁸²

Departments will have to order special uniforms and equipment for the women patrol officers. Skirts and blouses on patrol are incongruent to jumping fences, checking buildings, and wrestling drunks.⁸³

Many officials feel that women will account for more sick leave than male officers. One official in San Francisco remarked, "The monthlies alone will present a scheduling problem for the watch commander that should not be allowed."⁸⁴

The complaints, based on assumed correct observations, don't deny that women have a valuable contribution to be made to law

⁸²Washington, D. C. experienced greater difficulty qualifying women patrol drivers than with comparison men. Ibid., p. 18.

⁸³Los Angeles deputy sheriff, Lovette Caples, claims that even routine building checks are hampered by her skirt. San Jose Mercury-News, January 14, 1973, loc. cit.

⁸⁴"The total number of days of sick leave used by the comparison men and the new women was the same, but the pattern differed. More women than men took some sick leave (68 percent of the new women and 39 percent of the comparison men took at least one day). The men who took sick leave took it for more extended periods than the women. Seven men and two women took sick leave for more than fifteen working days." Bloch, Anderson, and Gervais, op. cit., p. 19.

enforcement. They only assert that the inconvenience imposed by the alleged problems women would impose are so great as to weigh heavily against those benefits. The complaints, and the presumedly valid basis for them, have not been tested to determine validity. Women have not been given the opportunity to prove themselves on patrol.

CONCLUSION

Women have been in law enforcement since soon after the turn of the century. Their role has traditionally been limited to specialized policing functions thought to be suited to the peculiar traits of females. These traits are more the result of cultural, as opposed to alleged characteristics of birth common to females.

Although women want to perform needed functions in policing for which they are highly qualified, the climate necessary to their acceptance in these functional areas is neither favorable historically, nor as pertains to the current opinions of police management.

Many reasons are given seemingly to support a rational judgment in opposition to women in general policing. All justify why the woman would be less than successful in patrol duty. However, all arguments, pro and con, are made in the face of an absence of empirical data which cannot be collected unless women are assigned to these functions. Such a project is underway to evaluate women in general policing duty in Washington, D. C. The results reported in an interim report suggest that whatever the role of women in law enforcement, it is certainly of far greater potential than the traditional limits historically imposed.

Women have been assigned to the law enforcement profession in the United States Air Force. A review of the historical limitations placed upon policewomen would suggest that these women will not achieve their performance potentials if the attitudes of security policemen are compatible with their civilian peers and predecessors. If a successful utilization of the female policing personnel resource is to be realized, it is necessary to take these preconceived attitudes and opinions into account.

Chapter 2

USAF LAW ENFORCEMENT AND THE EMPLOYMENT OF POLICEWOMEN

The law enforcement system in the United States Air Force is unique. It is unlike its military and civilian contemporaries in both mission and structure.

This chapter will describe this unique system and compare it to a typical civilian enforcement agency. The description will lead to understanding the environment into which the female police recruit is being inserted. Further, the description will enable the reader to comprehend the levels of influence affecting the decision-making process which dictated the test program and subsequent assignment of policewomen to USAF enforcement duties.

Finally, this chapter will discuss the appearance of issues in the earliest stages of policy formulation concerning the scope of employment of these women in policing. The reader will see that the issues in the military are not dissimilar to those experienced in civilian circles and discussed in Chapter One.

SECURITY POLICE AND THE AIR FORCE COMMUNITY

Uniformed police in the United States Air Force are assigned to Air Force Specialty Code 811XX or 812XX. The first specialty code (AFSC) denotes those persons assigned to security duty. Two-thirds

of the total force are assigned to security. The remaining 11,- to 12,000 security policemen wear the white hats and are called "law enforcement specialists."

The two terms are not totally descriptive, for security troops perform enforcement functions and much of law enforcement duty is basically a security function. The difference is that security personnel perform most of their duty on the flight line, at missile sites, or explosives storage areas. They are the sentries and armed response teams charged with protecting Air Force weapons components of the military fighting apparatus. These men in security were the famous perimeter defense soldiers responsible for heroic and successful battles against the ground assaults of Vietnam. In this light, security personnel are the infantry of the Air Force and carry a proud and distinguished battle record for their heritage.

Security Specialists

Security troops are employed primarily in restricted areas and use entry and internal control as the primary means of maintaining the ability to detect a hostile action against strategic or tactical resources. They are aided in their detection mission by sophisticated hardware. Once an incident is detected, the security personnel have the ability to counterassault with overwhelming firepower delivered from M-16 automatic rifles, automatic grenade cannons, machine guns, or even calling for ordinance from artillery or aircraft. Much of the success in perimeter defense is attributed to the mobility and tenaciousness of the security police, coupled with tremendous firepower.

The security personnel are also charged to enforce laws and regulations at their places of duty. Most of these enforcement actions are designed to enhance the safety of the vital resources. However, they also enforce flight line speed limits, parking, and traffic control, act in matters of disaster control, warehouse security, etc. The security personnel, like their law enforcement contemporaries, wear the police shield denoting their authority in inherent powers of arrest. Security troops normally wear fatigue uniforms with bloused boots.

Law Enforcement Specialists

The law enforcement personnel are to the Air Force community what the uniformed patrolmen are to the civilian community. They work in shifts with each shift called a flight. The flight is commanded by the flight chief who is the equivalent of a civilian department's watch commander. The flight has a desk sergeant and uniformed patrol units.

Some of the law enforcement duty is of a security nature. Law enforcement operates the entry gates to the base serving to control entry and provide assistance to motorists. They also "shake doorknobs" and protect industrial areas.

Investigations are conducted by one of two agencies. Minor crimes are charged to the security police investigations sections who are uniformed like their contemporaries on shift and have similar powers of arrest. Security police investigators are armed but must have special written authorization signed by the installation commander

if those arms are to be concealed.

Major crimes are investigated by the Office of Special Investigations (OSI) which is a specialty code (AFSC) separate and distinct from security police. The special agents of the OSI do not wear military uniforms, normally do not carry arms, and are not granted apprehension authority except in unique circumstances. The determination as to assignment of investigations to security police or to OSI is the responsibility of the base commander. Usually, the base commander delegates this authority to request an investigation to the chief of security police. OSI cannot initiate an investigation without a written request. Usually the determination is based on caseloads and the seriousness of the offense in question. That is, sometimes the security police investigations section conducts an investigation of felony level offenses, but when this happens, the felony offense caseload assigned to the OSI has more serious incidents and a greater quantity of cases.

Security Police Overhead

As seems to be the case in civilian law enforcement, the back-office day jobs are highly valued prestige assignments. Not only are the working conditions much more pleasant in terms of weather, no shifts, less abuse, etc., but, in addition, the jobs in the back office are more interesting. It is in these back offices that policy and procedures are developed.

Within the security police AFSC, there are two overhead assignments--those at base level and those at higher headquarters. The higher headquarters' assignments include policy and guidance,

development of written directives, allocation of resources, standardization and compliance inspections, and of course function in an advisory capacity to headquarters' commanders on security police matters.

At the base level, the back-office jobs include training, supervision, resources and personnel management, and an advisory staff function to the security police chief or squadron commander. The Chief of Security Police title denotes the advisory role he plays in relation to the base commander. The title "Squadron Commander" denotes his relationship as commander over all security police personnel on the installation.

While there are two specialty codes (AFSCs), one for security and one for law enforcement, they join together at the middle management level. The title "Security Police" denotes the mission of the combined AFSCs. The mission is security for Air Force communities--both the people and the physical resources of that community. It is the business of security police to provide a secure environment for Air Force people and the equipment these people need in order to "fly and to fight." Security police fight first on the ground so that their brothers in arms can become airborne to fight.

A typical security police unit is organized as an Air Force squadron, although some of the very large units are organized as Air Force groups. The security police squadrons are usually commanded by a field grade officer, meaning a security police officer in the grade of Major or above.

Organization of the Air Force Community

An Air Force Base is a community not unlike a small to medium-sized city. The base has schools, gymnasiums, swimming pools, movie theaters, department stores (exchanges), convenience stores (family stores), residential districts (housing areas), hotels (transient quarters), churches (chapels), private social clubs (officer and non-commissioned officer open messes), athletic fields, bars, industrial shops and warehouses, dormitories, cafeterias, streets and parking lots, and of course, citizens. The base citizenry is composed of military members, their dependents, and civilian employees. The typical base population would run from 20,000 to 75,000 people, although many bases would be larger or smaller.

The law enforcement problems are similar to civilian communities, except for some notable characteristics. The population is younger than in most civilian communities with few of the members exceeding fifty years of age. The lower median age may be attributed to several factors. First, career members may retire after 20 years of active duty and many do. Secondly, a large number of personnel are first termers and will only remain in the service for single four-year tours of duty and be replaced by other recruits. Thirdly, many of the military members, because of their age, are heads of families. A large number of children is a typical and obvious characteristics when driving through any base housing area.

Since the base community as a whole is a youthful one, it might be expected that a higher crime rate would be experienced as is evidenced by the ages of a majority of offenders in the national crime

statistics. If other controls were not unique to an Air Force community, this might be the case. However, in a military community, the members are supervised and held accountable for their actions on and off duty. Disciplinary controls may be much more far-reaching when the "judge" is oftentimes the commander or employer of the miscreant. Further, the military base is a closed society with the ability to exclude or discharge the nonconformist--something the civilian community cannot do short of incarceration.

Since disciplinary procedures are of such potential influence, and since these are initiated by police reports, one may conclude that the security police represent a tremendous amount of potential authority. Some might argue that the authority of a military police officer exceeds that of his civilian counterpart.

Another characteristic which distinguishes the military from the civilian community is its transient population. Citizens and community leaders are transferred regularly on an average of three years. Police records are more difficult to keep consistent over time and other problems of a similar nature arise from the mobility of the population. However, the problems are minimized by consistent guidance of higher headquarters which standardizes many procedures from one base to another.

Community leadership. The base commander is the community leader. But there is no civilian counterpart to be compared to the authority vested in, or the responsibility placed upon, the base commander. He is at one time the community's mayor and the senior executive of the company which employs all the citizens of the

community. He is appointed, rather than elected, to this position of awesome authority.

The controls upon the authority of the base commander are understandably explicit. It is both the duty and the right of a base commander to establish regulatory guidance which is enforced by the actions of subordinate commanders and by the security police. However, the base commander must operate within the laws established by the United States Constitution, the United States Congress, the Uniform Code of Military Justice (UCMJ) established by Congress, and the directives of the higher echelons of command. The base commander is evaluated often by inspection teams. Additionally, any member subject to the UCMJ may file a complaint of wrong against any superior officer under Article 138 of the UCMJ. That complaint must be answered to the Secretary of the Air Force under penalty of law.

The base commander has a staff of advisors to assist him with the discharge of his large scope of responsibilities. This staff is more like that of a corporation's executive staff than a city council, but actually serves both functions. The staff includes the staff judge advocate (senior lawyer on the base), the comptroller, civil engineer, procurement officer, communications officer, transportation officer, housing and food services officer, recreation services officer, base operations officer (Airdrome Services), and such other advisors as the commander deems necessary.

The chief of security police is included on the staff and works directly for the base commander. In his advisory capacity, the chief of security police works closely on matters of coordination with other

staff agencies. In particular, he is interdependent with the staff judge advocate who is the equivalent of the civilian community's district attorney. His function is one of advisement and both defense counsel and prosecution lawyers are under the supervision of the staff judge advocate. A trial judge presides over military courts on a circuit court basis and is not assigned to the staff judge advocate. The appearance of the staff judge advocate in court-martial proceedings is rare since he supervises both prosecution and defense. His role is more of a community advisory nature--one of coordination.

The base civil engineer and the transportation officer coordinate with the chief of security police more than most staff agencies with the exception of the staff judge advocate. The base civil engineer operates the fire department. The transportation officer provides police vehicles and motor pool services.

Jurisdiction. Security police have been granted jurisdiction over all persons on federal property of United States Air Force bases under federal law and the Uniform Code of Military Justice. This jurisdiction is said to be joint when state laws are assimilated. In such cases, violations of state laws may be referred by citizen warrant to state prosecutors. Other cases must be taken before a federal magistrate or to the military justice system.

Security police also have jurisdiction over military members off base for military related offenses. In some cases, security police are assigned to patrol in civilian communities to assist military members and maintain discipline where military members are frequently

located. However, security police are prohibited by law, "posse comitatus," from enforcing laws relative to civilian communities unless martial law is declared.

Although authority for security police is found in the U. S. Constitution and the enactments of Congress, the policies as to how this authority is to be pursued comes from various levels. These policies have been influential in the request, trial, and assignment of women to the USAF security police law enforcement specialty. Likewise, policy will be critical in determining how well and how much the security policewoman will be utilized.

Levels of policy formulation. Policy concerning policing can be implemented at executive order of the President as has been the case of mandatory urinalysis in the fight against drug use. It can emanate from Congressional level as is represented by the UCMJ. It sometimes is initiated by the Secretary of Defense or the Air Force. Air Force directives are issued by the Chief of Staff; other policies can be developed by the general himself, now four star General David Jones.

As regards the issue of policy pertaining to policewomen in the United States Air Force, decision can be traced from the level of the Air Staff, that is, General Jones' staff. But the original request for female law enforcement specialists probably came from the base level at Travis AFB, California, in the summer of 1971.

Both the influence levels of policy formulation and the history of the decision to employ the first woman in USAF policing can be illustrated in the account from late summer of 1971.

At Travis AFB, a racial disturbance developed necessitating extensive police action. During that action, a female suspect was apprehended whom security policemen had reason to believe was armed and dangerous. The necessary search of this woman was questioned as inappropriate and pointed to the urgent need for policewomen in a matron capacity to search detained female suspects.¹

The chief of security police most likely had his influence, as did other members of the installation's staff, and the wing commander at Travis recommended that consideration be given to police-trained WAF personnel. This recommendation at the base level prompted a member of the Air Staff, Major General Jeanne Holm, to request that a study be conducted to determine the suitability of assigning WAF within the law enforcement career field.

The study became the responsibility of the security police directorate at headquarters USAF. This headquarters laid down the guidelines for training and assigning the first 12 security police-women to duty at 10 USAF bases.

The security police directorates at major air command level asserted certain matters of influence to modify and adjust the original

¹"During the Travis incident in May 1971, our male security policemen conducted a simple frisk of a WAF who was considered armed and dangerous. After being criticized for using males to search a female, we asked that USAF modify the procedures to allow search of females by males when the females involved themselves in criminal activities. When USAF demurred on this request, we proposed assignment of WAF personnel as security policewomen. Air Force agreed to a test of such assignment and allowed 12 WAF to be assigned to the field Air Force-wide for a year, ending in November 1972. . . ." Paragraph one of a background paper provided from the files of Military Airlift Command, Security Police Directorate, courtesy of Colonel Bob R. Frisby, Director of Security Police.

guidance of the headquarters USAF directorate. More importantly, the heaviest influence can be seen at the base level from the chief of security police and his grass roots-level subordinate supervisors.

WAF SECURITY POLICEWOMAN TEST PROGRAM 1971-1972²

The program was initiated under five basic guidelines for the selection and employment of the first female security police. First, the selectees would meet the requirements established for security police in the Airman's Classification Manual, AFM 39-1. Second, the WAF candidates would complete formal security police technical training at Lackland AFB, Texas, to include the small arms qualification portion of the Security Police Academy. Third, the policewomen would be subject to all law enforcement shifts and posts. Fourth, the policewomen would not be shown any preference in duty assignments. And last, the female security police would be armed.

In all, 12 WAF were trained at Lackland AFB, six in November of 1971 and the remaining six finished by the following summer. The WAF police were assigned to Eglin AFB, Florida; Grand Forks AFB, North Dakota; Holloman AFB, New Mexico; Lackland AFB, Texas; McGuire AFB, New Jersey; Norton AFB, California; Offutt AFB, Nebraska; Randolph AFB, Texas; Scott AFB, Illinois; and Travis AFB, California. Each of the bases were assigned one security policewoman except Randolph AFB and

²The report of this study is a 13-page double-spaced typewritten paper. It was provided to the author by the USAF Director of Security Police, Headquarters, United States Air Force, Colonel Robert E. Blauw. The author is indebted to this most dedicated and innovative professional police executive for his assistance.

McGuire AFB which were each assigned two. During the test program, one of the two policewomen at McGuire AFB was transferred to Scott AFB.

Program Evaluation

Headquarters USAF distributed five survey instruments in order to systematically gather evaluative data. One of the five instruments was sent to the law enforcement noncommissioned officers in charge (NCOIC) at each of the 10 test installations. The grade spread of these direct supervisors of the security policewomen ranged from staff through master sergeant with the majority of the women assigned to the supervision of technical sergeants.

Another survey form was developed and distributed to selected senior noncommissioned officers (NCOs) at the test bases. These selected NCOs included senior airman advisors, base sergeant majors, and unit first sergeants. The number of responses to this senior NCO survey was so low that an analysis was not even attempted. Only six replies were received.

A third survey form was distributed to the security policewomen participating in the test. A similar form, the fourth instrument, was distributed among the male peers of the female program participants. These men responding to the fourth survey instrument were the airman and "buck sergeant" contemporaries working on flight shift schedules with the WAF police.

The fifth survey form was distributed to the 10 chiefs of security police, the squadron commanders of the units in which the

women were employed. These responses, and the responses of the other four survey questionnaires, were mailed directly to the office conducting the evaluation.

. Questions Asked

There was a certain degree of consistency among the various forms distributed as regarding the areas of interest explored. The areas of interest may be categorized into eight subjects.

The first subject of question was the employment or utilization of the security policewomen. Questions were designed to determine what duties were assigned to the women, when the women worked, and the degree of public contact to which the women were exposed.

The second subject of question pertained to the training the women received. Questions seemed to concentrate on the adequacy of the Lackland Technical School and how well the women were prepared to deal with their responsibilities effectively.

The third area of interest explored on the survey forms was the adaptability of the women. That is, how well did the women adjust to the performance of the previously all-male vocation?

The fourth area of exploration dealt with the adequacy of equipment provided the women. Recommendations were solicited regarding unique requirements discovered concerning the equipment needs that were distinctive to the female law enforcement specialist. Equipment, in this sense, included clothing and uniform items as well as related police hardware and weaponry.

The fifth area explored dealt with questions of authority. Most particularly, males were asked if they would work for a female

supervisor. The security policewomen were asked if they had supervised anyone during the test period.

The sixth subject of question may have been the most critical area to be explored. Respondees were asked to evaluate how well the security policewomen were accepted by other WAF, by their police contemporaries, by their squadrons as a whole, and by the base populace.

The seventh area of interest took the form of an open question. Respondees were asked to comment on benefits derived from the utilization of the security policewomen and the problems encountered in the test program.

The last of the eight topics to be explored on the survey forms was also an open question. Recommendations were solicited concerning future employment of women in USAF policing.

General Findings

Headquarters USAF, Directorate of Security Police, reported that the test was completed and the program was a success. Perhaps that report is to be interpreted that the attempt to utilize women in USAF policing was successful. In terms of employment women in work on all law enforcement shifts and posts without preference in duty assignments, the test itself is far from conclusive.

The author's critique of the Air Force study will follow in subsequent sections of this chapter. The general findings reported by USAF will be discussed here with certain specifics detailed in the next section of this chapter dealing, at that point, with the issues and points of controversy which remain to be determined.

Four of the first six women were employed on permanent day shifts. Two were at first assigned to rotational shift work and then one of the two was reassigned to permanent swing shift. Most of the six women were entered into the post-November training in the second increment, and were assigned permanent swing shifts.

The duties most often performed were desk sergeant, gate guard, and the rider of a two-person patrol team. The duty of desk sergeant is usually assigned to a more senior and experienced airman. The normal assignment policies were altered in the case of the women in order to keep them in what is often considered the "safer" jobs. The tendency to protect the women from exposure to danger was evident at the unit level.

Throughout the test, the training conducted at Lackland AFB was deemed adequate by the respondents. It is not possible to conjecture upon this finding as a valid appraisal. The training may have been adequate due to the selective employment in "safe" duties, or perhaps it would have been adequate were the WAF exposed to the entire spectrum of law enforcement duties as well. The training at Lackland was identical for both male and female. Female applicants were entered in class alongside their male contemporaries and shown no preference. However, adequate law enforcement training for recruits is seldom attempted by civilian enforcement agencies in the five weeks devoted to that purpose by the United States Air Force.

During this test, none of the female police supervised. One policewoman noted that she was senior in rank to her male contemporary on a two-post entry gate and was therefore put in charge. Male

respondents noted that they would work for a female supervisor but would find the adjustment difficult.

The policewomen adapted well to their assignments on a par equal to their male contemporaries. Respondees noted some favorable exceptions and commented on the security policewoman's "outstanding" sense of responsibility and eagerness to succeed.

The policewoman has been well accepted by the base populace in spite of initial curiosity. This curiosity gave way to their acceptance of her as a law enforcer--another "SP." Overall, the USAF report states that the security policewoman is treated with respect.

The USAF report indicates that front office security police supervisors tended to be critical of the program, but stated that the addition of women security police was welcomed. As will be seen in later discussion, the critics tended to question the role of women in policing. As long as women were hired in acceptable quotas and employed in a traditional matron, support fashion, objections were waived. The USAF report quotes one favorable response: "I would welcome two policewomen per flight in my organization." If the hiring quota system is seen as unfavorable to the equal opportunity goal without regard to status of sex, then the nature of the quote may be seen as less than "favorable."

The male counterparts of the security policewomen, as well as the chiefs of security police, expressed an attitude of acceptance towards the women in the test program. Assignment of the women to flight duties seemingly convinced both groups of respondents that the security policewoman is a definite asset to the career field. The

reasons given in justification of their acceptance are questionable in view of the discussion in Chapter One. The security policewomen are singled out for their rapport and work in dealing with other females and children, as was the justification for hiring the traditional police matrons or policewomen of the early 1900's.

ISSUES AND POINTS OF CONTROVERSY REGARDING SECURITY POLICEWOMEN

The employment of women in the front lines of policing becomes more than an issue of equal pay for equal work or of equal opportunity for equal performance capacity. The primary question must be, can the woman do the job of policing? Can she do it equally as well as male police? Can she be used interchangeably with policemen? If those answers are negative, then discrimination in hiring, promotions, pay, utilization, and all other matters is legal, rational, and morally the obligation of police managers.

This type of discrimination has been the traditional model in policing--that is, policewomen of the matron type, weapons in handbags, protection factors in dispatching, women's bureaus, clerical and administrative support duties, discriminatory pay scales, male-to-female ratio hiring quotas; in fact, the justification for banning women from the vocation is obviously logical.

The traditional discrimination exercised regarding the limited roles of policewomen is "rationally connected" to the vocational requirement if this statement is accepted as factual--women are not as capable of policing functions as are men. The opposition is not

towards women in law enforcement. It is exhibited against women in the dangerous jobs thought to be the vocations of the men. There is quick agreement for assigning women to some jobs. So why is it necessary for them to be equally capable--to work in all jobs?

There are no safe jobs in policing.³ Each person on patrol must be capable of standing his or her ground on individual qualifications. To allow otherwise is to jeopardize all police on patrol.

To accept quotas of less-qualified, less-capable police and to propose employing them on equal footing with equal compensation is irrational, immoral and without a logical justification. Indecision and compromise are impossible--either women are capable of performing their role in policing on equal footing with their male counterparts, or we must shatter the plastic facade, face reality, and accept the traditional policewoman in her limited role. This decision amounts to equal opportunity but is discrimination upon the rational connection of limited performance potential.

One must decide not to limit women to traditional policing

³"There are no jobs in our career field that are not potentially dangerous. In the past year we've had gate guards shot, rendered unconscious, attacked by groups, and run down by drunken motorists. We have had one SP desk overrun by militants, and while there were no assaults on SPs, there easily could have been. We have had many patrolmen involved in many altercations, generally with little or no notice. When a WAF rides a patrol vehicle, she may suddenly be interjected into one of these situations, without warning. Her options are to stand her ground, as any cop should, or run. Our squadron commanders and supervisors, very conscious of this ever-present possibility, are reluctant to put them on either gates or patrols. . . ." Paragraph 3 of a letter to USAF Directorate of Security Police from MAC Directorate of Security Police, subject: Utilization of WAF in AFSC 812XX, 4 January 1973, hereafter called MAC letter.

roles based on common observations of their characteristics. Until they are given the functions to perform and adequately trained to perform them, the limits and potentials of women in policing cannot be known. The biological differences between male and female exist, but the relevance of these characteristics to police performance potential has not been evaluated under controlled circumstances.

When one is aware that the policing capabilities of women are not proven or disproven, then judgmental statements concerning these capacities are controversial. One has to ask, how do you know? Nevertheless, positive opinions are expressed concerning the capabilities and limitations of women as though conclusive tests were known. General Holm has stated, for example, that women should not be combat pilots. She continued, ". . .it's not a matter of being better or worse but of being different. The body is different, as are the capabilities of the body."⁴ One should ask which would be more physically demanding, flying a combat mission or effecting an apprehension of a violent offender twice your size?

Most controversial of the issues is not the refusal of the USAF to employ women in certain combat roles or in certain law enforcement capacities. Rather, this author questions the superficial tokenism of employing women as pilots, but not combat pilots; as police-women, but in limited numbers; without regard to sexual status, but not in a combatant-related skill.

⁴"Jeanne Holm, the Very Model of a Modern Major General," Family (Europe Edition) (Oakland, California: Lewis Publishing, Inc.), November, 1973, p. 24.

Obviously the Air Force officials believe that women have less physical strength than males. The cultural beliefs forbear assigning women to duties where they may realistically expect to wrestle larger, stronger offenders and restrain them physically or be seriously injured. Few people genuinely believe a woman can do that. Fewer yet are willing to admit they believe that in the face of popular civil rights and women's liberation arguments.

This author accuses officialdom of a compromise which is not a compromise, but is motivated by fear of the answer; can a women be a frontline police official and function accordingly? The only way to achieve the answer is to let the security policewoman--fact, make her--do it. Remove the incidence of tokenism. Destroy the cloak of male protection. Test her strength, her emotions, her courage, and her discipline under fire. Perhaps a "go-or-no-go" answer is too fearful a proposition for male chauvinists and women's liberationists alike.

The present noncompromise is more suitable. Hire women to all male policing functions, but in limited numbers. Spread them among bases so only a few are assigned to any one unit. Then it appears that we are indeed liberal while we maintain the ability to manage the force. Having been kept from the front lines of real policing, women do not fail nor succeed--a perfect record of no losses, no wins.⁵

⁵"Some of the WAF complain that their exposure to real police work has been limited, and overprotected. Some of their male peers complain of overuse of WAF in soft jobs such as assistant desk sergeant, investigations, etc. They also complain that WAF are exposed

For whatever the reason, there is an apparent tendency to leave the issue uncontested. The USAF Security Policewoman Test Program recommends, "Specific line numbers should be identified at each base as suitable for WAF SP assignments. The number of spaces thus identified should be distributed proportionately among all installations based on the size of individual law enforcement sections. Numbers . . . should not exceed base male-to-female ratio."⁶

Although it may seem that the Air Force is being accused of ignorant bias or even prejudice, it must be remembered that the facts may prove to the contrary. The Air Force may prove to be correct in the hiring quotas of policewomen if the traditional roles are justifiable. It may prove less than wise to hire large quantities of an unknown performance potential. The most serious accusation is levied against those who claim to know that potential before the real contest--on the street--where policing happens. The controversy appears because judgments are being stated on the assumption that the USAF Security Policewoman Test Program was conclusive.

The Issue of Danger

The USAF WAF study contains numerous comments in the findings and recommendations related to the question, "Is patrol duty too dangerous for a woman?" The opinions expressed clearly demonstrate the

to more aspects of SP than they, in shorter periods of time. While the commanders have tried to give the WAF breadth of experience and essentially nonclerical work, I fear that the complaints of both the WAF and their male peer group have validity." MAC letter, op, cit., Para. 2.

⁶ USAF WAF Study, p. 13.

tendency to assign women to the safe jobs and to employ her as a non-combatant.

The protection factor. In analyzing the responses to questionnaires, the USAF WAF study noted that the protection factor of units assigning WAF to relatively safe duties was strong. Only one base reported that it allowed a security policewoman to ride patrol alone.

According to the report, physical limitations of the women were mentioned as a drawback. One chief of security police stated that a WAF was incapable of effecting an apprehension and cannot be dispatched to certain locales. Male security police were reported to be concerned for the safety of the WAF.⁷

In the same study, USAF headquarters acknowledge that a certain amount of discretion must be utilized in dispatching WAF to various incidents and assigning her certain posts. On the other hand, USAF headquarters stated it did not believe WAF should work in a strictly investigative or desk sergeant environment. Rather, it was the stated belief that the WAF security police are adequately trained and can satisfactorily perform all law enforcement duties if given the opportunity.⁸

At least one major air command took exception to the inconsistency of the USAF headquarters' guidance. The expanded role beyond the clerical duties of policing, held within the real of discretion,

⁷Ibid., p. 9.

⁸Ibid., p. 11.

is an illogical compromise of two conflicting philosophies. It is asserted that there are no safe jobs in policing and to assume otherwise endangers all police. Policewomen must do it all or be kept from the front lines of policing.⁹

Noncombatant policewomen? The most significant conflict of concepts has occurred over the issue of assigning women to those duties for which she must be armed. The issue went further to debate how to arm her.

There is evidence of an early USAF policy stipulating that the policewoman would not be armed but if it became necessary, she should carry her revolver in her purse.¹⁰ Throughout the program, the security police directorate has advocated that the woman be armed and wear the revolver on her hip. The USAF security police directorate indicates that this proposed policy received resistance from the Air Staff.¹¹ General Holm has been reported to be opposed to strapping a

⁹ Calling the Air Force policy a "double standard" and recommending that recognition be given to the potential danger in all policing jobs, MAC advised that security policewomen be carefully selected volunteers, fully aware of potential dangers, emotionally capable, and well-trained for hazardous situations. Then, squadron commanders should be given the same latitude in assigning policewomen that they have with males. Stating that only part of a potentially valuable program has been achieved, MAC encourages USAF to press for a whole program on integration or else none at all. Excerpted from paragraphs 3, 4, and 5, MAC letter, op. cit.

¹⁰ A letter from USAF security police directorate to major air commands required that WAF not be armed except as a last resort, but if armed, to carry the firearm in the purse. Letter from USAF/IGS, Subject: "Duty Assignments to WAF Security Policewomen," 2 November 1972.

¹¹ USAF WAF Study, op. cit., p. 11.

revolver on the security policewoman's hip.¹²

The tradition that women do not bear arms is still prevalent today in USAF directives. For example, the female member of a color guard is forbidden to carry ceremonial firearms.¹³

The USAF WAF study reported that this issue of arming the security policewoman was by far the most significant problem identified. Carrying a firearm in the purse was the most common disadvantage cited. In fact, half of the women in Phase One were not allowed to carry a firearm, even in their purses.¹⁴

The only real question of consequence is whether or not certain types of military policing amount to combat. When it is determined that a particular duty is a combat function, both the Air Force and the Army forbid the assignment of women to those police functions.¹⁵

It is for this reason that the USAF does not employ women in

¹²"The women have been trained to fire 38s but not M-16s. It is known that General Holm objects to women carrying 38s in holsters so a new purse is being designed just for this purpose, along with a smaller parka and headgear for whenever the women start pulling flight-line or patrol duty alongside the men." The Air Force Times (Washington, D. C.), July 1973.

¹³Color guards are the only members of the honor guards who carry pistols in holsters unless the color guards are women. Women color guards are not armed. U.S. Department of the Air Force, 1972, Wear of the Air Force Uniform (AFM 35-10), para. 1-19c, pp. 1-8.

¹⁴USAF WAF Study, op. cit., p. 9.

¹⁵The U.S. Army has forbidden the assignment of women MPs to extended field exercises, the handling of sentry dogs, and the manning of sentry posts. Army Times, April 25, 1973, op. cit.

security duty.¹⁶ Security duty is, in any sense of the word, base defense. Base defense is combat against a real or potential enemy. In Vietnam, base defense was combat against Viet Cong. At bases throughout the United States, this defense by the security troops is designed to counter saboteurs working in a coordinated attack.

The career fields of security and law enforcement are not so cleaved as to make the exclusion of women from security-related duties a simple matter. Senior supervisors and officers in the security police career field are the policy-makers and emanate from both career specialties. There is some disagreement among Air Force security police as to whether women should be excluded from security duty.¹⁷

Security Police Work Too Strenuous

As stated in Chapter One, there is a belief that women are not physically as strong as men. Further, this lack of strength increases policing danger for the woman and for those who must depend on her for

¹⁶"Air Base Defense has been officially recognized as a combatant duty by the Air Staff. . . . As you know, although not specifically prohibited by law, women have not been assigned to combatant positions as a primary duty. We have also requested women be excluded from corrections and military dog handler AFSCs because of the unique requirements, physical demands, and environments associated with these positions." From the personal correspondence of Colonel Robert E. Blauw, USAF Director of Security Police, 24 January 1973, op. cit.

¹⁷"I would not restrict training of WAF to only the 812XX career field. Systems security ramp patrols, entry control points, Central Security Control duties are neither more dangerous nor arduous than 812XX [law enforcement] duties, and can be as rewarding." MAC letter, para. 4, op. cit.

backup.¹⁸ Some evidence of this belief was reported in the USAF WAF study as relating to effecting an apprehension. Security policewomen are not believed to be able to effect an apprehension because of physical limitations, according to some respondents of the USAF questionnaire.¹⁹

At least one duty has been determined to be too strenuous for the security policewoman by USAF. Headquarters USAF has determined that the duties of a military dog handler are too physically demanding for a woman. Interestingly enough, a military dog handler works his patrol dog in security and law enforcement interchangeably. If women dog handlers are accepted, the ban on women in security duty would be threatened.²⁰

Security Policewomen in Authority over Men

In the military, one might expect that issues of authority would not be so open to question when rank or grade is displayed on

¹⁸Second Lieutenant Ilona W. Kwiecien is one of the five WAC officers serving with the military police. "I think women are capable of doing just as good a job as men," she said. "The only problem is physical. . .but some male MPs are also smaller than the men they apprehend." Army Times, op. cit., April 4, 1973, p. 23.

¹⁹USAF WAF Study, op. cit., p. 9.

²⁰Two WAF recently completed training as patrol and drug detection dog handlers. Requirements for dog handlers are very strenuous. The handlers are required to lift objects in excess of 100 pounds and carry fifty pounds or more. In addition, handlers must exert control over the animals on a leash and lift the 80-pound-plus dog into vehicles. This assignment causes concern because the dog teams are subject to security and combat duty, both of which have been previously forbidden assignments for USAF security policewomen. The Air Force Times, op. cit., November 21, 1973, p. 2.

the uniform. However, it may be concluded to the contrary that military members would be more conscious of rank when forced to face it openly.

Authority in the military is relative. Authority is determined by rank and assignment. That is to say, although WAF may achieve rank through promotion, they may be kept from certain positions of authority by assignment. Authority by rank is relative to the unit the individual is assigned to; or, a major is still not in command because a lieutenant colonel is assigned to the unit. In another unit, a lieutenant is in command because he is ranking in relation to other members in the unit. Through assignment, it is possible to keep WAF from positions of too much authority.

The question of WAF police is yet another issue of authority. A security policewoman, acting in a police capacity, has authority to enforce compliance with her lawful orders regardless of rank. She may, for example, apprehend a master sergeant or full colonel for driving under the influence of alcohol or drugs.

The authority issues raised by the assignment of women to USAF policing have not gone without notice. Security policemen have expressed a reluctance to work for a woman supervisor.²¹ Although it is conceivable that women will one day supervise policemen in the USAF, so far it has not occurred.²²

There is subtle evidence of an opinion that women are less suitable for matters of authority. Male peers of the WAF police were

²¹USAF WAF Study, loc. cit.

²²Ibid.

observed to display greater self-motivation and more active performance of duty in the presence of the WAF.²³ Could this observed behavior be an attempt to prove male supremacy and deal with the issue of authority concepts?

Security policewomen reported resentment on the part of other WAF. Other WAF sometimes excluded the security policewomen socially for fear they were "sying."²⁴ A WAF commander felt that policewomen had "too much authority."²⁵

One security police unit gave the WAF security policewomen added training to bring up to speed and increase her confidence.²⁶ Could this represent a feeling that women are not as well prepared to handle matters of authority? that they feel inferior and need added training to increase their confidence?

A woman will probably be assigned to the security police career field as a second lieutenant in the near future. Cadet Linda Cathleen Morrison is in training for that assignment and will undoubtedly be followed by other applicants.²⁷ The Army is training women officers

²³Ibid.

²⁴Ibid.

²⁵Ibid.

²⁶Ibid., p. 6.

²⁷"The Security Police career field probably will get its first female officer in a few months, when cadet Linda Cathleen Morrison completes her officer training at Lackland AFB, Texas. . . . Her qualifications, which include a Bachelor of Science degree in Police Sciences and Administration and plenty of practical experience in police work, appear to match her desire to become the AF's first female police officer. Prior to her enlistment, she worked in Reno, Nevada, as a deputy sheriff and is a member of Lambda Alpha Epsilon, a professional society of people involved in criminal justice work. Once she completes her officer training, she will have to take the five-week course given all junior security police officers." The Air Force Times, op. cit., December 26, 1973, p. 2.

for the military police.²⁸ The officer will definitely exercise authority over the men assigned to police duty in the military.

Sexual Taboos for Security Police

The need to search women offenders and suspects and the sexual taboos prohibiting males from accomplishing those searches, is responsible for the decision to employ women in USAF policing.²⁹ The anti-touch taboo is law in the USAF. Women are not to be searched by security policemen and the prohibition is expressed in an Air Force directive.³⁰

The issues which should be raised over the sexual taboos that prohibit touching, seeing, or hearing have not been raised in Air Force circles as yet. It is simply accepted that men should not search women, women should not see nudity, policemen should not enter WAF barracks, women should not hear obscenities, etc.

The USAF has stipulated that women will not work in corrections

²⁸ Eighteen WAC officers have been scheduled for training as Army MPs. Army Times, loc. cit.

²⁹ USAF WAF Study, op. cit., p. 1.

³⁰ Current directive, made authoritative in nature by virtue of Change 2 on 13 October 1972, specifically prohibits the searching of a female by any officials except other women of the military service, female civilian law enforcement officers, or a physician. If such a search is deemed appropriate and a female or physician is not present to conduct it, the apprehended female will have her hands cuffed behind her back, palms out, and be transported to a suitable location for a thorough search by female personnel or a physician. The directive further states that the living quarters assigned to a female must be searched by another female. U.S. Department of the Air Force, 1971, Security Police Handbook (AFM 125-3), pp. 7-8.

because of the environment.³¹ The Army has also so stipulated.³²

In the USAF WAF study, it was reported that men displayed less hostility when in the presence of women police.³³ Further, it is observed by respondents to that study that women are best suited to interview other women and children.³⁴ The indications are present. Sexual taboos will force more controversy as security policewomen are exposed to more policing situations.

The Emotional Characteristics of Security Policewomen

The USAF WAF study collected some opinions which tend to re-enforce the emotional stereotype of the gentle, compassionate woman. The indication is that women will be readily assigned to investigative duties because they have a better rapport with other women and with juveniles.³⁵ The tendency for liberal assignment of women to investigative duties was reported.³⁶

Additionally, the gentle nature of the woman seems more compatible with an assignment to clerical duties. This combines with the protection factor to make the security police desk a common assignment for a security policewoman.³⁷

³¹From the personal correspondence of Colonel Robert E. Blauw, USAF Director of Security Police, 24 January 1973, op. cit.

³²Army Times, op. cit., April 25, 1973.

³³USAF WAF Study, op. cit. p. 10.

³⁴Ibid.

³⁵Ibid.

³⁶Ibid., p. 5.

³⁷"In the case of SP duties, however, some women have been assigned desk jobs and this does not set well with some of the men; traditionally, male SPs have had to work up to desk duties over a period of years." The Air Force Times, op. cit., July 1973.

Issues are emerging because of the favoritism that comes from prejudicial assignment of women to clerical and investigative duties. These duties are prestige jobs--highly favored by males who strive to be assigned to them after their tour of duty on shifts.

In the USAF WAF study, it was reported that some security police complained that one WAF was shown favoritism when she was reassigned to a shift schedule compatible with that of her husband.³⁸ The duty on the midnight shift is notably a rare assignment for a security policewoman. The reasons for this small number of women on this shift is most likely due to the limited number of these women available and the higher degree of activity normally experienced on the swing and day shifts.

Security Policewoman Uniforms

There have been few arguments so far concerning matters of inconvenience brought about by the assignment of women to the security police career field. Most of the problems concerning requirements for facilities and equipment have been faced in other WAF career fields. Some areas of concern have been reported.

Once it was decided that a woman should not carry a sidearm on her hip, a special handbag was designed. That handbag, and the subsequent problems, has been a topic of much debate. Further comment is not required.

The lack of appropriate uniform items became evident during the USAF WAF study. An outdoor utility uniform that can be worn with

³⁸USAF WAF Study, loc. cit.

thermal underwear is a necessity. USAF has initiated a procurement action to obtain a suitable partsuit-type uniform. The interim considerations have caused USAF to forebear assigning security police-women to cold climate, northern-tier bases.³⁹

CONCLUSIONS

The Air Force WAF Security Policewoman Test Program may be considered inconclusive since it failed to establish that a security policewoman can perform all the functions of the security policeman she is to replace. There were simply too few of the women assigned and those that were, were spread out thinner than sprinkled salt. The security policewomen were assigned one to a unit. In two cases, two were assigned to a single unit. But in no case, were sufficient numbers assigned to destroy the tendency of male supervisors to cover for assumed inadequacies.

Consequently the study at best proves that women can be useful associates of male security police. Evidence tends to show that the first 12 security policewomen were employed as the traditional police-women, slightly in an expanded scope, but primarily in the "safe," protected, and supporting clerical modes. The study did not allow for

³⁹"We have recognized that the present uniform is not the most suitable apparel for our on-duty policewomen, and we have been active in attempting to alleviate the problem. A proposal has been made to the USAF Uniform Board to adopt a pants suit, sweater and white beret. In addition, a recommendation was made for supplemental clothing allowance items. . . . Initial assignments should be made on a selective basis considering the availability of suitable uniforms and equipment. To do otherwise will result in personnel being assigned against vacancies which they cannot effectively fill. For example, law enforcement duties in extremely cold climates demand thermal underwear be worn. This is not possible with the present WAF service uniform." Ibid., pp. 11-13.

this prejudicial assignment tendency, or as it is termed in the report, "the protection factor."

Nor are the local, base-level security policemen to be isolated as the sole benefactors of the limited scope concept for the employment of the security policewomen. Indeed, men at all levels of influence exhibit a genuine fear at the consequences of employing women in full-fledged policing. For example, the hesitance to arm the women police came from the highest levels of influence. The proposal to establish hiring quotas by line number came from the headquarters USAF security police directorate. Likewise the bans were established against women dog handlers, confinement guards, and security specialists at the USAF headquarters level.

In conclusion, it is apparent that security policemen share a consensus of viewpoints. None of them seems to believe that women can be used interchangeably with men in the security police business. All of them believe women to be a valuable addition to the career field.

The greatest obstacle is the hesitance to give a woman a chance at real policing. The testing itself is risky. She may fail in a dangerous assignment. Then again, the security policewoman may prove to be equally as capable as her male counterpart. The chance to prove the capability and the potential of the security policewoman hinge on the attitudes of security policeman at all levels of influence. It is the purpose of this these to determine what the attitudes of the security policemen are concerning a full-fledged, front line, combatant policewomen in the United States Air Force.

Chapter 3

WILL A REAL POLICEWOMAN BE ACCEPTABLE?

THE PROBLEM AND HYPOTHESIS

There is every historical evidence available to indicate that women in USAF law enforcement will receive opinionated resistance to policing assignments that call for their employment in those roles which are thought to be properly the functions of male police. There is other evidence available to indicate that women are indeed capable of a greater employability than the traditional matron policewoman performed. If women in USAF law enforcement are not allowed to perform duties according to their capabilities and are instead limited by prejudicial and unsubstantiated judgment, a tragic waste of a valuable personnel resource will result.

The decisions concerning the utilization of security policewomen are going to be made by security policemen. It is of critical importance to recognize that those men have been subjected to the same cultural influences that produced the traditional policewoman. It would be unreasonable to expect that all of these men should be without bias as they make the decisions concerning the future employment of security policewomen. In order to counteract bias, it must be identified and called to question objectively.

This study will attempt to answer some questions about the opinions of security policemen regarding the proper functions of women

in USAF law enforcement. The opinions collected for analysis will deal in the judgmental or value-oriented spectrum. That is, it is of little significance to ask an airman if women will be assigned to USAF law enforcement or if that assignment will work out. The airman knows that if the "brass" decides to assign her, they will report that she is working out well in that assignment. However, one tends to get a different reply when you ask questions pertinent to what "should" be done. The value systems are immediately engaged and the airman will respond accordingly. If he says she should not be assigned to patrol duty for instance, the policewoman who is assigned to patrol duty with that airman has a long uphill fight in store. The cards will be stacked against her in terms of career progression.

QUESTIONS OF SIGNIFICANCE

The first and most obvious question to be explored is, do security policemen believe women should be employed in USAF law enforcement? It is to be expected that some of the 34,000 security policemen would prefer that women not be assigned to policing at all. On the other hand, some may feel that women should be assigned to all policing functions without any differentiation whatsoever. Somewhere in between will be those people who want to select certain functions as preferable assignments for female police or vice versa.

Although this study does not propose to explore the factors which may or may not tend to influence attitudes, there are some obvious factors to be analyzed. Particularly, it will be interesting to know the level of policy influence from which the opinions are

being collected. The more potent the immediate policy influence, the greater will be the effect of the opinion. Levels of influence may be explored according to the variables of rank, years experience, age and duty assignment.

Since the assignment of women to duty with men and in an assumed male vocation has numerous implications of a sexual nature, the sex and marital status of the respondents will answer some interesting questions.

Although headquarters USAF assigns individuals, including women, to the law enforcement career specialty, the individual duty assignments are made at the squadron level. Therefore, the level of most direct influence is probably the individual's operations sergeant and her first line supervisor. It is critical to know the opinions of these men as to the preferential designs they have concerning which assignments are to be made. If forced to make nontraditional assignments, will these men rate the performances of women under their supervision in an objective manner? If that objectivity is absent, the women will not be competitive according to their skills but will be subjected to either malevolent discrimination or compensatory favoritism.

If security policemen are asked which functions women should be assigned to in USAF policing, will their answers reflect the traditional prejudices so evident in history regarding civilian policewomen? That is, will women be assigned to basically supporting and nondangerous roles? Will preference be given to assignments in investigations dealing with other women and juveniles? Will clerical functions

be preferred assignments for women, while the physically strenuous tasks are reserved for male police? Will women frisk male suspects, patrol men's barracks, respond to barroom brawls, and be expected to use necessary force in apprehending hostile drunks? Will assignments be made on an equal capacity axiom or will women receive preferential treatment, the results of which equate to a limited role in enforcement?

When these questions are answered with a collected sample of opinions representing a consensus, it will be interesting to know if these opinions differ from a similar sample of sworn civilian police officers.

HYPOTHESIS

Security policemen will resist the assignment of women to policing functions unless traditional limits are built into the program. Specific duties violating sexual taboos will receive the greatest resistance. Therefore, the duties calling for the highest risk and physical strength will meet the most resistance. Duties placing women in positions of authority over men will not be preferred assignments. Tokenism will be the key deception used to disguise the prejudices. Small numbers of women assigned to policing in nontraditional roles appears liberal but poses little threat. It will not be unusual to see supposedly liberal statements concerning nonthreatening assignments. Officers will not object to enlisted assignments, for instance. Higher ranking enlisted men will not object so much to lower ranking women being assigned to policing, as will the peers of

those women police. The most prejudice will be revealed from within the ranks where the threat is greatest. The security specialists will object to women being assigned to law enforcement which is a duty much preferred to security.

Conversely, assignments to the nonthreatening roles will be greatly preferred, even though some resentment will be evidenced for the favoritism. The supporting roles are highly prized "prestige" jobs for which shift workers compete. However, since the decision placing women in the career field has been made, men will prefer to give up the prestige jobs rather than face the threat to their culturally imposed masculine roles.

As rank increases, the threat imposed by these women will decrease. Therefore, the higher ranking officers with the least police experience will be the most liberal concerning the assignment issues. Although policy will emanate from this group of men, it will receive subtle resistance at the troop level where the policy will, in effect, be defeated in the initial stages.

Fear for the safety of the women is a legitimate concern by the security policemen at all levels. Fear is most prevalent when related to unknown circumstances. Therefore, men will be more liberal when assigning women to jobs that the men themselves have worked.

Security police will demonstrate more hesitance to frisking or searching suspects of the opposite sex than will their civilian counterparts. All men will prefer to have the female police frisk or search other females.

Married men will exhibit more hesitance to ride patrol with a

female partner than single men.

Age will not be a significant variable influencing attitude

In summary, USAF security policemen prefer that a small number of women be assigned to the law enforcement career field in the traditionally limited capacity. The threat to these security policemen is not realized at this time as it is in the civilian community. Therefore, sworn civilian police officers will be more adamant in their resistance to women in policing.

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Chapter 4

CONCEPTUAL DESIGN AND RESEARCH METHODOLOGY

In this chapter, terms will be defined, methods for the collection and analysis of data will be described, and the rationale for the selection of these methods will be discussed.

TERMS DEFINED

Most words and phrases utilized in the text of this thesis are used in a normal context. The authority used for word meaning and usage is Webster's New World Dictionary, Second College Edition.

Additionally, numerous military abbreviations are used. Although these abbreviations are common to everyday conversation in the military community, they may prove somewhat troublesome to the "civilian" reader. Since the report is intended primarily for an application to military management and to a reading audience of military persons, these abbreviations lend readability. However, for the civilian reader, the abbreviations are defined in the text upon first usage.

There are additional words and phrases in need of clarification for semantics and for an additional conceptual understanding of the author's assumptions. The climate of acceptance for women in USAF policing in an unlimited capacity is to be tested. Any selectivity in the assignment policy regarding female law enforcement personnel is

a limit imposed on this resource. It is recognized that such limits may well prove to be justifiable under objective test. Consequently, prejudice may be justifiable and should not by its mere existence be labeled in a judgmental fashion. The purpose of this study is to discover the existence of opinions, not to pass judgment on them.

The following words and phrases warrant further consideration:

Air Force Specialty Code (AFSC). The specific vocational skills required by the United States Air Force are called AFSCs. The AFSC is the numerical code assigned to a particular vocational skill.

Security police (SPs). All police in the USAF community are called security police or SPs. Their duty is to provide security for Air Force resources and personnel. The security police engage in normal police activities and are empowered to effect apprehensions. Additionally, security police have a combat role similar to an infantry function. Accordingly, the SPs are charged with combat security for vital USAF weapons components and systems. The security police are divided into two AFSCs.

Security specialist (AFSC 811X0). The security specialist is charged with the preventative actions geared to protect vital components of USAF combat weapons systems. This function is accomplished through sentry duty, patrolling, entry and internal control, electronic surveillance, and administrative clearance procedures. Additionally, security specialists become the backbone of combat defense of USAF installations in war zones. Because of the perimeter defense combat

roles of the security specialty and current policy forbidding the assignment of women to combat duty, female personnel have not been assigned to AFSC 811X0.

Law enforcement specialist (AFSC 812X0). The law enforcement specialist is charged with the preservation of discipline and order in the military community, with the prevention of crime, and the apprehension of offenders. As previously reported, a limited number of women have been assigned to AFSC 812X).

Level of influence. This phrase was used in Chapter Three to indicate that the first line supervisor and the peer patrolmen will have significant influence on the success or failure of career-aspiring female law enforcement specialists. In other portions of this study, level of influence will continue to be used in regard to the degree a person, by reason of rank and position, may influence policy towards the employment of policewomen.

Traditional policewoman. Women in policing have been historically assigned to selected roles in policing. These roles included clerical and technical support functions which women were thought to perform better than men. Women have traditionally been excluded from those functions assumed to be more dangerous, more strenuous, or more vulgar, hence the proper work of men. Women have traditionally been excluded from positions that require them to supervise, or be supervised by, men. Policewomen Bureaus were created to achieve segregation. Women have been routinely paid a lower wage than men in comparable skills. Further, it remains an accepted policy to hire women for

policing functions in limited quotas. These constraints, though discriminatory, are traditional in policing and often lack any rational connection to the duties in question. Traditional policewomen are those which are hired in a limited capacity, for selected applications, and in limited quotas.

Unlimited policewoman. This term will be used to describe a policy of employing women for policing skills based strictly on an individual's ability to satisfy job-related performance standards without regard to sexual status.

Police matron. This title refers to a female hired to assist in police matters, particularly involving women and juveniles. Her duties usually include searching females, assisting in interviews, attending to clerical matters, and perhaps radio communications. A police matron is distinguished from the traditional policewoman only in that the latter has limited powers of arrest. The matron has no such powers. The distinction is slight indeed for it is additive only in cases of misdemeanors. In felony cases, any citizen has power of arrest¹ and may resort to necessary force to effect the same.²

¹" . . .the rule at common law is that if a felony has been committed and the felon flees from justice, it is the duty of every man to use his best endeavors to prevent an escape, and if in the pursuit, the felon is killed where he cannot be otherwise taken, the homicide is justifiable." 5 Cal. Jr. 2d. Rev. Arrest, 48, p. 253.

²There are numerous inferences at law that a citizen may not exert force to apprehend a misdemeanant. An officer, on the other hand, is obligated to effect the apprehension even if reasonable force is required. In this manner, the officer's right to resort to force in apprehending misdemeanants exceeds that of the citizens. Per example: People v. Hardwick, 204 C 582, 263 P 427 (1928).

Policing. This is a general term used to describe the necessary actions to effect the enforcement of laws. It implies the entire spectrum of performance capacity and depends upon all police to maintain a broad range of those skills necessary. Any police officer may be required without notice to execute police actions or suffer grave consequences to himself or herself, or to another police officer or citizen.

Patrol. A term referring to an activity or function which is the very "guts" of policing. Patrolling implies mobility. It is going to where the action is. It is investigating to determine when police action is required. It is answering complaints and calls for assistance. It is rendering that assistance. Patrolling requires aggressive policing, courage, and professional judgment. It is perhaps the most demanding function and the most important in policing.

Functionally related skill. This is a term referring to a performance standard realistically applied to a specific job and a skill required to meet that standard.

Hiring quotas. The term implies that a limited number of women can be hired to policing or that there are limited functions to be performed by women in policing. The existence of a quota system must be based on such an assumption. Hiring quotas denote that women are less capable of general policing than are men. Although some departments now claim to be equal opportunity employers, all of them continue to employ a quota system. Such a system condones a prejudice that

women are less capable and justifies discriminatory pay scales and selective duty assignments.

Equal opportunity. Simply defined, equal opportunity means fair competition in the employment market based on nothing more or less than performance capability. This phrase does not imply that any two persons are equal in any degree of sameness. Quite the contrary, all persons are equally unique. An "opportunity" to be "equal" must be compared to a single job standard related to the skills required. That professional standard must be applied to all candidates without regard to suspicious classifications according to race, creed, national origin, or sexual status.

Suspicious categories. It has been determined by law that if discrimination occurs for any of the above reasons, called suspicious categories, the one exercising that discrimination has the burden of establishing a rational connection between the need to discriminate and the function to be performed.

Self-fulfilling prophecy. This is a phrase coined by sociologists referring to an observed phenomenon. It means that beliefs acted upon as factual, even though they may be incorrect, tend to become prophetic utterances of truth. Concepts believed are factual in effect. For instance, if women are believed to be the gentle sex and society teaches the women to behave in a gentle manner, they, in fact, become the gentle sex. Olympic contests prove that women can run nearly as fast as men. It is conceivable that some women can run faster than

most men. Yet since women in our society are discouraged from engaging in running sports, few women can run well by any standards. Hence the observation, "Women cannot run" appears to be valid in American culture. Policemen must be able to run. Women cannot run. Women cannot be police officers.

Follow the logic through this example based upon the prophetic utterance that women, the gentle sex, cannot run. A judgmental value statement follows which proclaims it unfeminine to run. Hence, women who wish to be "desirable" do not engage in athletic "running" sports. Since women do not run, they fail to develop the ability to run. Therefore, the prophecy is fulfilled and the observation, "Women cannot run" appears valid. If running is an accepted minimal standard for policing, and well it may be, few women will be able to meet recruit testing standards.

Attitude and opinion. Sociologists often emphasize a differentiation between these two terms. It is recognized that an opinion is merely a bias, with or without cause. However, an attitude is based upon a deeply engrained cultural value system. This semantical difference is recognized, but this study will not attempt to differentiate between attitudinal or opinionated bias. It is recognized that many of these questions are probing attitudinal interests; however, the existence of mere opinion is a sufficient finding for purposes of this thesis.

Prejudice. From this point onward, prejudice will refer to a preconceived notion as to a believed limit or advantage a female possesses by virtue of sexual status and relating to specific police skills. Prejudice is considered as mere opinion which may or may not prove to have a substantial basis in fact. Judgmental connotations are excluded from this definition. The prejudice can only be criticized because it is preconceived, that is, conceived prior to an objective test to determine capabilities and limitations of women in policing.

Statistical universe. In this study, the universe includes all security police in the United States Air Force. It is about this universe that generalizations are to be applied.

Statistical population. In this study, the population includes only those security police who had a relatively equal chance of being selected to respond to the survey instrument.

Statistical sample. Those security police, who did in fact respond to the survey instrument, compose the statistical sample in this study.

Statistical subsample. In order to test reliability, subsamples were isolated. Each subsample includes the respondents at a particular location, usually an Air Force Base.

CONCEPTUAL BASIS

Can females perform the law enforcement function in the United States Air Force? Can they perform all functions generally as well as male police or should they be assigned to selected duties for which women are better suited? Are certain policing assignments inconsistent with feminine characteristics? Should women be assigned to all law enforcement functions without regard to sexual status? This study is an empirical attempt to define a consensus concerning the foregoing questions. The consensus sought will reveal what security police believe the answers to be. Whether or not these beliefs are correctly based on fact is inconsequential. It must be recognized that when acted upon, those concepts which are believed to be true have the force of fact.

In concept, those beliefs which call for the limited employment of female personnel based upon real or imagined inherent feminine inaptitudes, curtail the potential exploitation of a valuable personnel resource, the women applicants. The existence of prejudicial opinions is therefore counterproductive to the employability of security policewomen in two regards. First, women will likely meet resistance from practicing members of the profession. Second, objective tests to determine the performance potential of the female personnel resource in USAF policing will be difficult to execute without the influence of negative bias. Whatever the potential of USAF security policewomen may be, prejudicial opinions represent crucial obstacles to the maximum utilization of this personnel resource and should be of considerable

interest to USAF management.

The existence of prejudicial opinion as pertains to the employment of women in previously a male-only vocation is a reasonable assumption. The existence of such opinion is easily identified in society as was summarized in Chapters One and Two. Since the military is but a subculture of society, similar observations are to be expected as common to both the whole and its parts. Therefore, the existence of prejudice is an assumption of this study. The significance of the prejudice is the objective to be explored in a proportional manner.

In concept, the findings will tend towards a descriptive goal. Why opinion exists makes for interesting conjecture, but the attempt would amount to little more than conjecture. Since most value-oriented judgments are culturally imposed, the causes are often unknown to the person passing judgment. When asked for a ratiocination, the reasons given are often contrived and represent superficial justification for a deeper, unjustifiable and more threatening attitude. The study will disregard the casual basis for attitudinal judgment, recognize the nebulous and subjective nature of such conjecture, and leave that endeavor to the more astute behavioral scientists.

For this reason, this endeavor must be considered an opinion survey rather than an attitudinal study. Stated more simply, a description of what security police think is desired as opposed to why they believe it. In this sense, a study of casual relationships between surface opinions and deep-seated value systems are not proposed. These opinions are significant enough even without being able to establish attitudinal casual relationships.

Casual relationships will be explored in another regard, however. Patterns of job selectivity--the jobs which police say women should be assigned--will be compared to the opinion questions. These casual studies will attempt to establish the validity of the opinion questions and are not designed to determine the attitudinal basis for the opinions.

The historical pattern suggests that women are initially entered into the law enforcement profession in a limited capacity. The first attempts to employ policewomen are closely replicate of the traditional woman's bureau stereotype. As a preliminary source of speculation, the entrance of women into the law enforcement specialty in the USAF will tend strongly towards this limited role in the initial stages. The opinion sample will probably reflect a desire to define the woman's role accordingly and varying degrees of resistance are to be expected in functions which violate the traditional stereotype. The resistance will vary in proportion to the degree that the policing function, or specific duty, violates the stereotype.

Theoretical Framework

The descriptive survey is the method of research selected. A survey instrument or questionnaire will be the medium of the methodology.

The concept of "ceteris paribus," all things being held equal, must be considered in two cases. First, the sample itself must be replicate, that is, free of bias. Second, the survey instrument must be valid and produce reliable results.

Sample bias. The problem of sample bias was the most difficult obstacle to design out of consideration within constraints of cost, time, and geography. Sampling access to the universe or 34,000 security policemen was too costly, too time-consuming, and overall, impracticable. The 34,000 security policemen serve at more than 300 locations throughout the world. Pure geography was a serious problem in that it made a random worldwide selection nearly impossible.

Geographically, six Air Force bases were within driving distance of San Jose, California, where this study was being conducted. Additionally, two other bases were available by mail with an assurance of satisfactory response due to personal acquaintances established between local management and the author.

Arrangements were made with four major air commands whereby an assurance of a satisfactory response by mail from the respective security police directorate staff agencies was obtained. Further, the members of the headquarters USAF security police directorate staff agreed to participate in the survey.

These arrangements gave geographic access to an arbitrary sample of Air Force agencies representing an available population of approximately 2,060 security policemen. The population represents 6.038 percent of the universe.

A climatic spread was not as broad as desirable due to the geographic location of the bases selected. Six of these bases were within driving distance of San Jose, California. A seventh was in Texas. These seven were all in warm climates. Only one of the eight bases was located in a northern climate. As most security policemen

will tell, duty on a northern-tier base is quite a unique experience. The attitudes concerning females in police duty could easily be affected by such an experience since unique requirements exist at cold duty locations.

The author concluded that the geographic representation was adequate for purposes of this study. A broader representation, including northern bases and overseas bases would have been of value. However, such representation of experience exists among the personnel at any stateside base. The additive costs in time, money, and inconvenience did not warrant a broader scope than that which had been made available.

Individual units had no reservations about distributing the survey instruments to individuals who were readily available. There were basically three groups of security policemen readily available. First, the back-office "overhead" day workers are available during duty hours at their offices. These persons are the more senior, influential policy-makers within a given unit. Most of these persons could be expected to complete a questionnaire. However, the results would be slanted toward this available group. Since it is the purpose of this study to determine actual as opposed to stated policy and the level of influence is also important, the author concluded that opinions collected from this overhead group were of more significant impact than others and must therefore be given a heavier account. Although the weighting was accidental, a sample bias slanted towards the policy-makers was considered to lend credibility to the findings.

The next two groups readily available at unit level were the

persons on the day shift and in training. At the time the sample was collected, most of the installations, with the exception of Kirtland AFB, were on a rotating shift system. This, in effect, meant that each shift had an equal chance of being selected on any arbitrary day the sample was collected. Similarly, each shift rotates through training and has an equal chance of being selected.

Each of the participating headquarters offered the staff members present for duty an opportunity to complete a questionnaire. A large majority of the staff members did, in fact, complete the questionnaire and returned them. Selecting headquarters obviously tips the sample heavily towards rank and experience. The sample was collected with this knowledge for purposes of comparing headquarters' opinions to those collected in field units.

The arbitrary selection of convenient geographically available locations to participate in the survey could be justified. Further, there is sufficient cause to believe that this selection for convenience does not even destroy the potential for a random rather than a cluster sample. USAF, in effect, assigns personnel to a particular location according to the needs of the service which most servicemen claim is as random as throwing darts blindfolded. Therefore, any given base, it can be argued, is replicate of all personnel who are eligible for worldwide assignment.

The potential of a random sample was destroyed at base level. First, units could not be expected to survey all personnel and even if they did, some would not reply due to the voluntary nature of the survey which is required by USAF directive. If the sample were to be

randomly collected, either all must respond so the worldwide argument of the previous paragraph would apply, or the individuals in each unit must have an equal opportunity to be selected. Agencies were willing to participate providing they were allowed to distribute and collect the questionnaires in a convenient manner so as to have the least impact on the organizational operations and inconvenience to individuals. This would obviously result in a cluster sample.

Of course, the conduct of such a survey depends upon voluntary participation of the respondents. This is the case with most surveys. However, if authority is granted to distribute the questionnaires to security policemen on duty, the participation will conceivably be extensive.

Obviously, a cluster sample is not as desirable as one randomly collected. However, the cluster sample was available; a random one was not.

The cluster sample had some distinct advantages in addition to availability, convenience, and timeliness. First, voluntary participation could be anticipated on an extensive basis. Second, the sample would be weighted towards the higher levels of influence. Thirdly, due to the existence of a rotating shift system, the shift worker would, in effect, be randomly selected lending credence to the working level sample.

It was concluded that approximately two-thirds of the population were available by survey instrument. Enough questionnaires were developed to survey 100 percent of those available hoping to receive a minimum of a 40 percent response with hopes of as much as

60 percent responding.

Sample bias towards the higher ranking security policemen was expected. This sample bias was anticipated in the design of the methodology. In the opinion of the author, the sample bias tends to increase the significance of the findings rather than prejudice the same. It is anticipated that the sample will be a reasonable replicate of the universe and, although in effect a cluster sample, will be reasonably objective due to worldwide rotation of assignments and rotational shifts.

Getting a replicate sample, of course, is only part of the problem of controlling factors that might otherwise destroy the concept of "other things being equal."

Validity. The status and integrity of the instrument itself is a consideration on any survey using a questionnaire as its medium. Simply stated, the instrument must communicate as intended if the responses are to be the true expressions of the sample. Validity can be reasonably determined by pretest and by the reliability of the collected data. Validity is not a unique problem and will be further discussed in the findings of this thesis.

Reliability. Consistency is an indicator of validity and more importantly, of ceteris paribus. Reliability equals consistent results from the instrument meaning that the instrument is being consistently interpreted with the influence of uncontrolled outside factors. A reliability assessment will be made in the findings.

Accuracy. The degree of preciseness is a factor to be considered in building the theoretical framework. How accurate must the sample be? How large must the sample be to produce this accuracy?

In this particular study the accuracy of the findings in terms of a plus or minus reading to a consensus is not deemed critical. Since the sample cannot be random beyond that which is built into the collection effort by circumstances previously discussed, it was determined to gather as large a sample as possible. By gathering such a large sample, the remaining respondents given a variance of plus or minus ten percent will not alter the findings considerably enough to warrant further concern.

For a matter of illustration, there are 2,060 security policemen in the population. Of these, approximately two-thirds will receive a questionnaire. The missing one-third will be excluded by random circumstances of being on swing or midnight shift the day the survey is distributed. In effect, 1,375 questionnaires will be distributed to the available population. If a response of 60 percent is achieved and the instrument itself is valid, 825 questionnaires will be returned. If the respondents split even on any issue, the remaining population is so small as to allow for a ten percent deviation without an appreciable effect on the data. Even with such a deviation, the result would be a 54 percent to 46 percent finding from the remaining 40 percent. This finding might be invalid if predicting the outcome of an election. But when dealing with subjective influences such as this study will attempt to do, general consensus is satisfactory to demonstrate whether or not significant prejudice exists. Thirty percent

of the respondents displaying prejudice is nearly as important as fifty percent. Proportions are not being studied on a win-lose basis.

Other factors being equal, the accuracy of the sample beyond that which is built into the collection effort by circumstances, is not deemed critical. By conservative estimates, the unique circumstances surrounding this attempt will yield results to rival the accuracy of a pure random sample.

The replicate nature of the sample can be verified to some degree by checking the grade distribution of the respondents against worldwide figures provided by the USAF military personnel center. If the sample closely proximates the USAF distribution, reasonable accuracy and reliability can be expected.

Variables. Against numerous opinion questions, variables will be considered. In this sense, the variables serve only to further define and describe the consensus rather than to establish casual relationships.

All respondents will be asked to indicate if police work is too dangerous for a woman, if it is too strenuous, if police work represents too much authority to be vested in a woman, if it violates sexual taboos for a woman to perform certain aspects of police work, and if the typical woman is emotionally ill-equipped for such duty. These opinions will be collected, based on a concept of equal employment, rather than the limited introduction of women into certain selected law enforcement skills.

Variables will come into play as the respondents' opinions are compared to characteristics of the respondents. There are one

dependent variable and several independent variables.

Respondents will be asked to indicate which duties in USAF law enforcement should be assigned to security policewomen. Selective duty assignment preference becomes a dependent variable for study. Theoretically, prejudicial opinion should correlate with selected duty assignment preference. That being a reasonable assumption, the latter is dependent on the former.

The responses will be compared to numerous independent variables to determine if correlation is evident. These variables, which are independent of opinion, include sex, marital status, age, grade, years of experience, specific duty experience, and current duty assignment.

Rational Basis for the Hypothesis

The hypothesis stated in Chapter Three is based on rational conjecture and the projection of an observed historical process into the current situation. While no person is quick to admit to prejudices, even if he is knowledgeable of their effect, evidence of the effects can be observed in behavior. In this case, decisions having no other basis in fact may be assumed to represent prejudicial opinion as to the limited performance capacity of women in law enforcement.

Assumptions. The performance potential of women in law enforcement is unknown since it has never really been attempted in other than traditionally limited applications. Prejudicial opinion will prefer that women remain in such selected roles. Persons least committed to culturally imposed feminine roles will be most likely to approve of women in the assumed male vocations.

Deductions. Prejudice will be evidenced by restrictions in assignment of policing tasks being preferred over an unlimited exploitation of the female personnel resource. Those least committed to the preservation of cultural stereotypes will exhibit the least selectivity in assignment preferences as regards future security policewomen. That is, the least prejudiced will be most willing to approve of an objective trial of women in a nontraditional role.

Theory. Correlating relationships will exist between prejudicial answers to opinion questions and a selective assignment preference. A high degree of selectivity will exist in those jobs most closely resembling male role stereotypes. The lesser selectivity will exist pertaining to assignment of women to functions most associated with feminine roles.

THE SURVEY INSTRUMENT

A survey instrument was developed, pretested, revised, pretested, validated, and finally administered. From the outset, the design incorporated plans for numerical coding and subsequent computer processing and analysis.

The First Instrument Design

The first survey instrument was developed in November of 1972.³ It was determined to limit the questions to 80, the number of columns on a single computer card. This limitation reduced key-punching costs, software requirements, and processing time. The

³A sample of the first survey instrument is included as Appendix 6.

decision was effected mostly on economic motivation. Similarly, each column allows for nine numerical digits and an additional digit to denote no response to the question. For this reason, each question was limited to nine possible distractors or answers.

Three columns were used to indicate the location of the respondent. Although this was an expensive use, three of 80 possible columns, it appeared necessary. Firstly, the separation of geographical subsamples was the means envisioned to establish reliability using interpenetrating replicate subsamples. Secondly, it was envisioned that more than 100 locations might be involved in the collection effort, particularly in the case of Lackland AFB where numerous persons are in transient status.

Columns four through nine were utilized to gather information about the respondent. The information requested included grade, sex, marital status, years in the military service, years of military police experience, and age. This information was collected in anticipation of bivariate correlation studies.

Column ten was designated using all nine available distractors to identify the present duty assignment of the respondent. This information was collected with a view towards determining the level of influence of the respondent.

Twenty-eight columns were used to identify the specific scope of experience of the respondents as regards a designated assignment or function commonly performed by USAF security police. The respondent was asked to check one of four distractors indicating if he

or she had extensive, some, very little, or no experience in each of 28 specific duties. These questions are found in columns 11 through 19, 36 through 48, and 61 through 66.

An additional 28 columns were reserved so the respondent could indicate if he or she believed a woman could perform those same specific police functions equally as well as a man. If the respondent believed a woman could not perform to a standard of "equally as well," he or she was asked to check one of six remaining distractors. Those distractors included: Most women could not perform this duty equally as well as a male because of limited physical strength; most women should not be permitted to perform this duty because it's too dangerous; most women should not be permitted to perform this duty because it would be degrading to male police officers who work with her; most women should not be permitted to perform this duty because embarrassment would result from sexual implications, and, women could not do this job because they don't have enough common sense. The final of the seven distractors was: "Women cannot do this job; none of the explanations fit."

The reasons for asking the above questions are most likely obvious. The information was to determine which functions were least likely to be assigned to women police and why.

Columns 67 through 70 were designated to identify overseas experience of the respondent. He or she was asked to indicate experience in Southeast Asia, the Pacific theatre, in European commands, or an isolated tour--meaning an area in which dependents were not permitted to accompany the sponsor--to determine if experience in

foreign cultures affected opinions concerning the roles of women in society.

Column 71 was reserved for the question, "Do you believe married security policemen or policewomen will have problems at home if they are assigned to a partner of the opposite sex?" The respondents were asked to indicate yes or no. Much of the literature cited in Chapter One identifies this issue as a significant problem in the eyes of both spouses, police and civilian.

Column 72 was used to identify a preference for assigning women to selected functions in security police units as opposed to all security police duties. There were three distractors indicating, (1) clerical support jobs, (2) nonclerical but safe jobs, (3) or to all SP jobs.

In columns 73 through 78, the respondents were asked if they thought any of six reasons substantiate that it is foolish to assign women to law enforcement patrol. They were to check "yes" if they thought it was foolish because of the reason given, "no" if it was not foolish because of the given reason. The reasons were: (73) Women are not strong enough physically; males will get hurt trying to protect them; (74) neither males nor females will pay attention to what they are supposed to be doing; (75) unescorted female police officers will get raped or molested; (76) men do not like to be bossed by women; (77) security policemen who call for help do not want a policewoman to be dispatched instead of a man; and (78) women are not as capable of applying nondeadly force as are men.

Questions 73 through 78 were designed to determine if these

prejudices were present and if they would cause police to prefer that women not be assigned to patrol.

Column 79 was used to determine if security policewomen were assigned to the respondent's unit.

The final column was used to ask, "Do you think policewomen will get the best SP jobs, leaving the less desirable ones to males?" The purpose of the question was to determine if respondents felt threatened by the assignment of policewomen.

A large space on the questionnaire was reserved to provide for comments by the respondents.

Instrument validation. Thirty students in a graduate class reviewed the questionnaire. Their criticisms were used to validate the questionnaire, that is, to indicate that the questions were understood as asked and elicited the desired responses. It was determined that the questionnaire was a valid instrument. The time required to complete the form varied from seven and on-half to eleven minutes.

Pretest findings. The survey instrument was administered to 62 security policemen at Hamilton AFB, California, in December of 1972. The results of that survey were tabulated manually and reported in a term paper presented to Professor Donald E. Matthews, as partial fulfillment of requirements for completion of a mandatory graduate course at California State University at San Jose. These results proved to be of interest but warrant no further comment except in regard to instrument validity.

Interviews with numerous respondents indicated that the survey

instrument was extremely complex. Although each person interviewed said he could understand the questionnaire, that understanding required considerable concentration. It was indicated that many security policemen would "give up" because of the complexity and fail to complete the entire questionnaire.

A review of the returned questionnaires revealed that a number of respondents did just exactly that, for whatever the reason. While the simple questions were usually answered, the questions using numerous distractors were often left uncompleted.

Additionally, numerous respondents were frustrated and angered by the questions using seven distractors. These questions listed specific jobs and asked the respondent to indicate if a woman could perform the function equally as well as a man. If the respondents believed a woman could not perform as well, they were asked to indicate why not by checking one of the remaining six distractors.

The discontent with this form of questioning was undoubtedly influenced by the complexity of each of the seven distractors. There were additional problems which further made the questions unsatisfactory to the respondents. Although some of the respondents would apply the reasons to general policing, they did not like being forced to make specific applications to individual functions. Some indicated that combinations of reasons would not allow an "equally as well" answer.

Many persons objected to the standard of "equally as well." Some indicated that women obviously could not do equally as well, but still should be allowed to try.

Questions 73 through 78 caused considerable confusion. Upon

close review, the author also became confused by the questions. It was determined to revise the questionnaire.

The Second Instrument Design

A new instrument was designed based upon the experience gained from the Hamilton pretest. The information requested was similar but the format itself was greatly modified.⁴

In question one, the respondent was asked to indicate his or her sex and marital status. This question combined two columns from the previous instrument saving a keypunch column. Questions two and three do not represent changes from the previous instrument. Questions four through seven are also similar to the previous instrument except one digit was eliminated from the geographic locator as unnecessary, providing fewer than 100 locations were surveyed.

Instructions were placed between questions three and four directing civilian police to skip questions four through 45. These instructions represent a significant change in plans. The thesis committee suggested that a comparison group of sworn civilian police would be of significant interest to both military and civilian police management. With this simple revision, the same instrument could be used for both groups of respondents.

In questions eight through 26, the respondents were asked to indicate the specific security police duties they had performed with a yes or no answer. These questions represent a simplified request for two reasons. First, there were two as opposed to four distractors.

⁴A sample of the revised survey instrument is included as Appendix 7.

Although the yes or no answer did not reveal the extent of experience in a specific task, the findings from the Hamilton pretest left considerable question as the value of that distinction, particularly in view of the added complexity. Secondly, several functions were combined to reduce the number from 28 to 19. Some detailed information obviously was sacrificed; however, the 80-column limit dictated that this simplification was more expedient than the alternative loss of later opinion questions would represent.

Questions 27 through 45 repeated the same specific duties from questions eight through 26 but asked the respondents to indicate yes if they believed a woman should be assigned to that function. The word "should" was underlined for emphasis. While many may be willing to indicate that a woman "can" perform the duties, some respondents have attitudinal reservations about the propriety of employing policewomen accordingly. The word "should" tends to elicit these responses.

Questions 46 through 80 are the opinion questions. Most of the reasons for asking each question are probably obvious to the reader. They are intended to explore prejudicial tendencies toward the selective duty assignments in policing that reenforce the conceptual employment of traditional policewomen.

A standard Likert Scale was used to indicate agreement or disagreement to each of the statements. The scale was modified by intent. The author did not believe that any policeman in our contemporary culture should be allowed "no opinion" on the issue at hand. Since checking a "no opinion" block would represent a dodging of issues, in the author's opinion, a compromise distractor was not

included.

As in the previous instrument, a space was provided on the questionnaire for respondents to write additional comments on the issues or upon the questionnaire itself.

Pretest and Validation of the Revised Instrument

The questions in need of validation were the opinion questions 46 through 80. These questions were administered to a class of undergraduate students at the university in San Jose. Although the questions caused considerable debate among the 19 students as to the correct answers, there were no problems encountered with the semantics. Additionally, nine students were asked to reevaluate the instrument since its revision. All agreed the revised version was much simpler. None could fault the questions in items 46 through 80.

In the initial phases of administration, the instrument was validated through numerous interviews with civilian and military police respondents. Respondents were timed as they completed the forms. Nearly all finished within ten minutes. Some of the questionnaires were completed in less than six minutes. All the forms were completed with the exception of an occasional "no response" to one or two questions. All indications combined tend to indicate that the revised instrument is valid.

AUTHORIZATION AND ADMINISTRATION

Federal law prohibits surveys on military installations without authorization. University rules stipulate that authority must be granted prior to the conduct of surveys under university

auspices. Authorization was required in both cases prior to administration of the instrument.

Authorization

California State University, San Jose, required that a statement of assurance be submitted to a human subjects committee in order to obtain university approval to conduct the survey. The form of that request included the identification of the project title, the investigator, and the supervising instructor's name. Further, the form required information as to the nature and goals of the research, the nature of risks to subjects, safeguards provided the subjects, and the consent procedures in effect.⁵

Authorization to conduct a survey on a USAF installation was much more difficult to obtain. The applicable directives for obtaining that authorization are Air Force Regulation 171-2 and Air Force Institute of Technology Manual 53-1. Necessary papers had to be forwarded through Air Force Institute of Technology to Air University with final approval being granted by Headquarters, United States Air Force in Washington, D. C.

Paperwork requesting USAF authorization for the survey was submitted in November of 1972.⁶ Final approval was obtained to administer the survey under Survey Control Number USAF 73-69 dated 14 February 1973.⁷

⁵A copy of the statement of assurance is included as Appendix 3.

⁶Appendix 4.

⁷Appendix 5.

Administration

USAF requested several changes which were incorporated into the revised survey instrument, specifically the inclusion of a civilian control group in agreement with the earlier suggestion of the thesis committee. The instrument was taken to a local printer. Reproduction costs being much higher than anticipated, the total number of instruments printed was limited to 1,400. A further limit was imposed by the increase in mailing cost and the advisement that the survey instruments could not be mailed at government expense.

Permission was obtained to distribute forms at eight USAF security police squadrons located at Kirtland AFB, New Mexico; Travis AFB, California; Griffis AFB, New York; Lackland AFB, Texas; Hamilton AFB, California; Beale AFB, California; Castle AFB, California; and Vandenberg AFB, California. On agreement with respective unit commanders, sufficient forms were given to each unit in the amount of 60 percent of present-for-duty strength. A total of 1,083 questionnaires were distributed and, of those, 778 were returned for a return rate of 71.5 percent.

Four major air command directorates of security police agreed to distribute the survey instruments to members of their staff. Additionally, USAF headquarters distributed forms to members of the USAF security police directorate staff. Enough forms were distributed to provide each staff member an opportunity to respond or a total of 131 instruments. There were a total of 84 forms returned for a rate of 64.1 percent.

Three San Francisco bay area police departments participated

in this survey. These departments employ 117 sworn officers and forms were distributed to cover 100 percent of them. Of those forms, 82 were returned for a rate of 70 percent.

Altogether, 1,336 forms were distributed, of which 945 were returned. The overall return rate exceeded all expectations and converts to 70.7 percent. It is believed that two factors contributed to the excellent return. First, headquarters USAF stipulated that these findings would be reported to the Inspector General's office (IGS). This led respondents to believe that their opinions would be considered by influential persons regarding an important and controversial issue. Second, the leadership at each unit, civilian or military, encouraged participation and allocated time on duty to that end.

The overall population was estimated at 2,060. With 945 returned questionnaires, the sample represents 45.8 percent of the population. There are 34,112 security police in the USAF as of March of 1973. The sample represents 2.77 percent of the universe.

The first instruments were distributed in April of 1973 with the last of those being collected in June.

ANALYSIS PLAN

A "canned" computer program was selected for analysis purposes. The program selected is called the "Statistical Package for the Social Sciences (SPSS)." This system of computer programs represents the culmination of several years of systems design, programming, and documentation. It was designed for the social science research who is already required to master many disciplines and should not be

further required to master a highly complex set of programs and languages before he may process his information.

In order to aail this study of the computer, it was only necessary to code the answers numerically, transfer that coding to a FORTRAN statement, and have the FORTRAN statements reduced to a deck of keypunched cards.

The SPSS handbook was followed to create the necessary control cards and codebooks. After eliminating the errors, the computer fed back frequency distributions, percentage conversions, statistical correlations, bivariate studies, and other requested information.

The program is designed to be functional and is even of use to the novice. Information is easily inputted and readily returned in a format of display that makes research devoid of many laborious and mundane tasks.

Chapter 5

FINDINGS

The findings of this survey are to be reported complete in this chapter. That is, all tables of data and accompanying narrative will be reported here as opposed to splitting certain tables from the text and including them as appendixes. A master table of data is not included as that data exists in the form of a deck of keypunch cards approximately nine inches thick. The deck is to be maintained by the author until it is reasonably certain that it will serve no future value.

There are basically four comparison groups which will be used in reporting these findings. The first group will be labeled "Overall." This label refers to all respondents combined into one grouping. The second grouping is labeled "Security Police." This grouping includes all security and law enforcement specialists responding but excluding those assigned to headquarters staff functions. The third grouping, titled "Civil Police," includes the sworn civilian police officers who responded to the survey. The fourth and final grouping is titled "Headquarters" and includes only those persons of the security police profession who responded to the survey while assigned to a headquarters staff function.

Of the 945 respondents, 85 were from headquarters, 82 were sworn civilian police, and 778 were security police working field duty

assignments. That converts to 8.99 percent, 8.67 percent, and 82.32 percent, respectively, as a proportion of the total sample. All quantitative readings will be given in percentages as a proportion of the sample.

DESCRIPTION OF THE SAMPLE

The sample collected is described in terms of quantity and groupings as previously stipulated. It is further described according to sex and marital status of the respondents, years of police experience, and age of the respondents. For military persons, a further descriptive breakdown was collected to denote their rank and present duty assignments.

Sex and Marital Status

The sex and marital status of respondents is depicted in Table 1. Less than one percent of the respondents were female. A larger percentage of civil police were female. Each of the three civilian departments employ women police officers accounting for the difference.

The ratio between married and single security police held consistent for both sexes. Approximately two-thirds of security police respondents are married. A considerably larger proportion of civil police are married, approximately 85 percent of the sample.

The sample from headquarters is interestingly different in two regards. First, nearly 92 percent are married and second, none of the sample is female.

Table 1
Sex and Marital Status of Respondents

	Single males	Married males	Single females	Married females
Overall	33.1%	66.0%	0.3%	0.6%
Security Police	37.8	61.7	0.3	0.3
Civil Police	14.6	79.3	1.2	4.9
Headquarters	8.2	91.8	0	0

Table 2
Years of Police Experience of Respondents

	0-3 years	4-7 years	8-12 years	13-16 years	17-20 years	21-25 years	Over 25 years
Overall	43.3%	15.7%	10.4%	12.9%	11.0%	5.2%	1.5%
Security Police	50.1	13.4	8.1	11.8	11.5	3.6	1.4
Civil Police	21.0	45.7	18.5	12.3	2.5	0	0
Headquarters	2.4	8.2	23.5	23.5	14.1	24.7	3.5

Years of Experience

Table 2 depicts the years of police experience of the respondents. As is readily seen, the experience according to grouping varies considerably. Half of the security police performing field duty have less than three years of experience. Since first term enlistments expire at four years, it is reasonable to assume a sizable proportion of the four-to-seven year grouping should be considered as first term enlistees subject to voluntary separation. If this is logical, then an obvious gap in personnel strength may exist in the eight-to-twelve year groups.

Civil police show 85 percent of their personnel as having less than a dozen years of experience with the largest group in the four-to-seven year brackets.

Headquarters shows 90 percent of their personnel responding with more than eight years of experience. Of these, 47 percent are between 8 and 16 years. Better than 28 percent have over 21 years of police experience.

It is not known whether or not these figures are replicate of the respective universes or populations. The data was collected to determine if years of experience correlated with trends in certain stated opinions.

Age of Respondents

Table 3 depicts the age of respondents in years. Again, there is a large difference between security police, civil police, and headquarters. More than 60 percent of security police are under 25 years of age. Civil police place 68 percent of respondents between 26 and

Table 3
Age of Respondents

	17-20	21-25	26-30	31-35	36-40	41-45	46-50	Over 50
Overall	20.0%	31.2%	12.8%	15.0%	12.0%	4.8%	2.6%	1.7%
Security Police	24.1	36.4	9.7	11.9	11.1	3.6	1.8	1.4
Civil Police	1.2	13.8	41.2	27.5	7.5	2.5	3.7	2.5
Headquarters	0	0	14.5	31.3	24.1	18.1	8.4	3.6

Table 4
Present Duty Assignments of Military
Respondents

Duty assignment	
Training NCO	20.7%
Law Enforcement Shift Worker	29.9
Law Enforcement Overhead	6.7
Security Shift Worker	26.4
Security Overhead	3.3
Operations Officer or NCOIC	3.1
Chief, Security Police	0.8
Headquarters Staff (IGS)	9.2

35 years of age. At headquarters, 85 percent of the respondents are more than 31 years of age.

Duty Assignments of Military Respondents

Military respondents were asked to indicate their present duty assignment according to eight categories. Some confusion was apparent in their responses. The instructors in the academy at Lackland did not know whether to report their assignment as training NCO or as a headquarters function. Most selected the first alternative so an abnormally large number of respondents report their duty as training NCO. This explains why more than 20 percent report as training NCOs when seldom are more than two or three persons assigned to training at base level.

Some confusion may have arisen concerning security police in temporary student status at Lackland. Evidently, most of the student respondents reported the assignment at their home station.

One other bit of confusion arose concerning the sample collected at military airlift command. More questionnaires were mailed to that headquarters than were required. The director, seeking to aid the author, distributed the extra instruments to base level police assigned at Scott Air Base and commingled the responses. The responses could not be separated. Therefore, all responses from Scott Air Force Base are considered as headquarters MAC. However, in the duty-assigned block, some of those persons from the base police so indicated. As a result, there is a difference between the 9.2 percent who indicated they were assigned to a headquarters function and the 8.9 percent who are indicated as being assigned to headquarters by geographic subfile.

When one considers the number of Lackland instructors who reported their duty as headquarters and the number of Scott AFB who are considered as headquarters and are not, it is understandable that these figures are slightly inaccurate. The actual difference is two respondents. Table 4 is a breakdown of the responses indicating present duty assignments of the respondents.

Rank of Military Respondents

Military respondents were asked to indicate their rank for two reasons. First, the author wanted to test certain opinion trends to determine if a correlation existed as to rank. Second, since rank distribution worldwide was available to the author from headquarters USAF, it was envisioned that the sample could therefore be reviewed to see if it was somewhat replicate of the universe.

Table 5 is the data comparison of the sample to USAF worldwide rank distribution among security police. Since the lower grades are the shift workers, nearly without exception, and would be more difficult to survey, it was feared that the sample would be top heavy as to rank.

Some of these consequences are observed when comparing the security police sample in the E1-E3 grade to USAF worldwide rank distribution. However, the difference is only 8.2 percent, far less than feared, especially when one considers that a long time is spent in basic military training, security police school, and intransit to the first active duty assignment as a full-fledged security policeman. Consequently, the rank of E4 is soon achieved after having arrived on station. Simply stated, a large percentage of lower ranking security

Table 5
Rank Comparisons of Respondents to
USAF Manpower Data*

	E1-E3	E4-E6	E7-E9	01-03	04-06	GS
Overall sample	30.7%	51.3%	7.2%	3.7%	4.0%	3.1%
Security Police sample	33.9	55.0	5.7	1.2	0.8	3.5
Headquarters sample	0	16.9	21.7	27.7	33.7	0
USAF worldwide	42.1	53.0	8.5	1.5	0.7	Not reported

*Worldwide rank distribution reported by USAF/MPC in March of 1973, courtesy of Lt Col Carl B. Denisio, Career Development Staff Officer.

police are in training at Lackland. This coupled with the limited availability of shift workers, easily explains the lower representation of E1-E3 grades in the security police sample. The rank distribution being about as expected from the headquarters sample, the overall sample is judged to be a close replicate of USAF rank distribution worldwide but slightly top heavy as anticipated. The top-heavy distribution tends to lend credence to the influence of stated opinions since policy tends to emanate from the bias end of the distribution.

TO WHICH SECURITY POLICE JOBS SHOULD SECURITY
POLICEWOMEN BE ASSIGNED?

Security police were asked to indicate two things about 19 jobs common to policing in the Air Force. They were first asked to indicate if they had performed the specific function personally and second, if they thought a woman should be assigned to perform that function. The functions are common to security police in the field, although they are not known to be declared in any job descriptions in several instances. For instance, there is not a security police duty called animal warden, funds escort, or accident investigator. However, the nomenclature is quickly recognized by any security policeman because experience dictates that this is a common activity of security policemen. Table 6 depicts the specific job or duty experience of the military respondents.

Table 7 depicts the response to the same 19 jobs when respondents were asked to indicate if a woman should be assigned to that function. There was sharp disagreement between headquarters personnel and those

Table 6
 Job Experience of Military Respondents
 Percent of those having worked the job

Duty Description	Overall	Headquarters	Security Police
Foot Patrol	87.4%	62.7%	90.1%
Vehicle Patrol	93.6	68.7	96.4
Town Patrol	39.7	55.4	37.9
Investigator	38.7	54.2	37.0
Desk Sergeant	58.1	50.6	58.9
Shift Supervisor	50.0	67.5	48.1
Law Enforcement NCOIC	11.5	24.1	10.1
Animal Warden	18.9	8.4	20.0
Arms Room	37.7	26.5	39.0
Funds Escort	68.3	48.2	70.5
Gate Guard	86.3	59.0	89.3
Administrative Security	26.6	60.2	22.8
Chief, Security Police or Superintendent	11.2	63.9	5.3
Pass and Registration	24.4	30.1	23.8
Reports and Records	26.4	44.6	24.4
First Sergeant	3.6	9.6	2.9
Patrol Dog Handler	13.2	6.0	14.0
Confinement Guard	38.8	34.9	39.3
Accident Investigator	57.6	55.4	57.8

Table 7
Percent of Respondents Who Indicate that
Women Should Be Assigned to the
Nineteen Jobs

Duty Description	Overall	Headquarters	Security Police
Foot Patrol	55.0%	69.9%	53.3%
Vehicle Patrol	82.6	89.2	81.8
<i>Town Patrol*</i>	47.2	60.2	45.7
Investigator	81.2	94.0	79.8
Desk Sergeant	90.5	98.8	89.6
<i>Shift Supervisor*</i>	46.2	68.7	43.7
<i>Law Enforcement NCOIC*</i>	42.6	71.1	39.4
<i>Animal Warden*</i>	34.9	55.4	32.6
Arms Room	69.4	86.7	67.5
Funds Escort	59.3	84.3	56.6
Gate Guard	74.3	90.4	72.7
Administrative Security	85.8	95.2	84.7
<i>Chief, Security Police or Superintendent</i>	36.7	62.7	33.9
Pass and Registration	94.0	95.2	93.9
Reports and Records	94.7	96.4	94.5
<i>First Sergeant*</i>	37.9	45.8	37.0
<i>Patrol Dog Handler*</i>	26.5	42.2	24.7
<i>Confinement Guard*</i>	26.8	34.9	25.9
Accident Investigator	75.0	94.0	72.9

*Disapproved functions for Security Policewomen.

working field assignments. Headquarters indicated that women should be assigned to all but three functions, namely first sergeant, patrol dog handler, and confinement guard. Security police in the field were more pronounced in their opposition to these three functions as proper assignments for women and added five more functions to the list of inappropriate assignments. Additionally disapproved were chief, security police or superintendent, animal warden, law enforcement NCOIC, shift supervisor, and town patrol.

Seven of the 19 jobs or functions were approved by 75 percent or more of the respondents as appropriate assignments for women. All of these seven except for vehicle patrol are administrative, clerical, or supportive in nature. In other words, six of these seven fit the traditional policewoman stereotype. The six are investigator, desk sergeant, administrative security, pass and registration, reports and records, and accident investigator.

The vehicle patrol is probably thought to be a safer assignment than foot patrol and less strenuous. Although most confrontations occur on foot outside the vehicle, nevertheless some distinction causes a substantial difference in opinion between the responses to foot patrol (55.0 percent) and vehicle patrol (82.6 percent) as appropriate assignments for women. Nearly all security policemen interviewed by the author indicate a sense of greater security in vehicular as opposed to foot patrol. Perhaps it may be concluded that the issue of danger is causing the difference in response.

In comparing Tables 6 and 7, it is observed that these functions are ones in which fewer respondents have experience. As a

matter of curiosity, a crosstabulation of job experience to the desire to place women in the jobs was requested on the computer. Those cross-tabulations are Figures 1 through 8.

Figures 1 through 8 are matrixes which require some study. However, in those jobs which were disapproved as appropriate assignments for security policewomen, it holds that the disapproval is in all cases lesser among those with experience in the job than among those who have never worked the job.

There may be at least two logical explanations for this correlation. First, those persons who have worked the job may, because of having mastered it themselves, consider the job less demanding. Second, those who have worked the job are no longer competing for promotion to that level of duty assignment and therefore feel less threatened by the potential addition of women competitors.

A check of crosstabulations of all 19 jobs, specific experience on the job as compared to whether or not the respondent believed a woman should be assigned to the same job, revealed that in 15 of the 19 jobs, specific experience on the job tended to cause a more favorable response to a possible assignment of security policewomen to that job. The four jobs in which experience tended to cause a less favorable response were foot patrol, vehicle patrol, gate guard, and reports and records. The first three are jobs which comprise the majority of USAF law enforcement operations. Experience on the street tends to cause a more cautious response. Table 8 is a listing of the 19 jobs comparing responses of those with experience to those without.

Table 9 is a report of respondents by percentage who approve

Figure 1

Crosstabs: Town Patrol

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	56.7	43.3	→ 39.7
	47.7	32.6	
	22.5	32.6	+
No	40.9	59.1	→ 60.3
	52.3	67.4	
	24.7	35.6	=
Experience? (Column) ↓	↓	↓	
	47.2 +	52.8	= 100

Figure 2

Crosstabs: Shift Supervisor

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	48.1	51.9	50.1
	52.1	48.3	
	24.1	26.0	+
No	44.3	55.7	49.9
	47.9	51.7	
	22.1	27.8	=
	46.2 +	53.8	= 100

Experience?
(Column)

↓

Figure 3

Crosstabs: Law Enforcement NCOIC

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	45.8	54.2	11.6
	12.4	10.9	
	5.3	6.3	+
No	42.2	57.8	88.4
	87.6	89.1	
	37.3	51.1	=
	42.6 +	57.4	= 100

Experience?
(Column)

Figure 4

Crosstabs: Animal Warden (Dog Catcher)

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	42.3	57.7	18.8
	22.8	16.6	
	7.9	10.8	+
Experience? (Column)	33.2	66.8	81.2
	77.2	83.4	
	27.0	54.3	=
	34.9 +	65.1	= 100

Figure 5

Crosstabs: Chief, Security Police or Superintendent

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
	53.8	46.2	11.2
Yes	16.4	8.2	
	6.0	5.2	+
	34.6	65.4	88.8
No	83.6	91.8	
	30.8	58.0	=
	36.8 +	63.2	= 100

Experience?
(Column)
↓

Figure 6

Crosstabs: First Sergeant

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	40.0	60.0	3.6
	3.8	3.5	
	1.4	2.2	+
No	37.9	62.1	96.4
	96.2	96.5	
	36.6	59.8	=
	38.0 +	62.0	= 100

Experience?
(Column)

Figure 7

Crosstabs: Patrol Dog Handler

Women should be assigned? (Row)			
→			
Row % Column % Total %	Yes	No	
Yes	28.2	71.8	13.3
	14.1	13.0	
	3.7	9.5	+
No	26.2	73.8	86.7
	85.9	87.0	
	22.8	64.0	=
	26.5 +	73.5	= 100

Experience?
(Column)

Figure 8

Crosstabs: Confinement Guard

Women should be assigned? (Row)



Row % Column % Total %	Yes	No	
	29.2	70.8	38.8
Yes	42.2	37.6	
	11.3	27.5	+
	25.4	74.6	61.2
No	57.8	62.4	
	15.5	45.7	=
	26.9 +	73.1	= 100

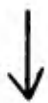
Experience?
(Column)

Table 8

Job Experience Compared to the Tendency
to Approve of Women in
the Same Job

Jobs	Approving with experience	Approving with- out experience	Effect of experience
Foot Patrol	54.8%	56.2%	Less favorable
Vehicle Patrol	82.3	86.8	Less favorable
Town Patrol	56.7	40.9	Reversal/more favorable
Investigator	87.9	77.1	More favorable
Desk Sergeant	91.7	88.8	More favorable
Shift Supervisor	48.1	44.3	More favorable
Law Enforcement NCOTC	45.8	42.2	More favorable
Animal Warden	42.3	33.2	More favorable
Arms Room	73.2	67.1	More favorable
Funds Escort	61.0	55.7	More favorable
Gate Guard	74.4	74.6	Less favorable
Administrative Security	91.9	83.5	More favorable
Chief, Security Police or Superintendent	53.8	34.6	Reversal/more favorable
Pass and Registration	96.1	93.3	More favorable
Reports and Records	94.5	94.8	Less favorable
First Sergeant	40.0	37.9	More favorable
Patrol Dog Handler	28.2	26.2	More favorable
Confinement Guard	29.2	25.1	More favorable
Accident Investigator	78.0	70.7	More favorable

of specific security police jobs according to years of police experience and compared to the overall sample with a similar percentage reading. Two things are evident upon a close look at that table.

First, as years of experience increase, the percentage of those who say a woman should be assigned to the specific job or function increases with few exceptions. For instance, as year groups are compared to the overall sample, the 0 to 3 group percentage is lower in all 19 jobs. The 4 to 7 group is lower than the overall sample in 10 of the 19 jobs. The 8 to 12 year group for some unexplained reason is more liberal than other groups; however, the other year groups fall in sequence with more years experience resulting in a more favorable position relative to assigning women to the 19 jobs. In culminating long careers, the servicemen with over 25 years experience are willing to assign women to all policing jobs except the unit's first sergeant and confinement guard.

The second observation from Table 9 concerns the number of jobs which are judged as inappropriate for women by a majority of respondents in a given year group. Generally, there is a correlation saying that women meet resistance to a greater degree among the younger airmen and officers. For instance, there are eight jobs which the 0 to 3 years group deems inappropriate as assignments for women, i.e., town patrol, shift supervisor, law enforcement NCOIC, animal warden, chief, security police or superintendent, first sergeant, patrol dog handler, and confinement guard. In addition to these eight jobs, the 4 to 7 years group also disapproves of the foot patrol job as an appropriate assignment for women.

Table 9

Respondents Approving of Women in Specific
Jobs as Compared to Years of Experience

Jobs	% overall sample	% 0-3 years	% 4-7 years	% 8-12 years	% 13-16 years	% 17-20 years	% 21-25 years	% over 25 years
Foot Patrol	55.0	51.7	43.6	63.3	58.7	60.0	66.7	100.0
Vehicle Patrol	82.6	81.0	85.5	91.1	77.9	82.1	81.0	100.0
Town Patrol	47.2	40.1	42.7	62.0	50.0	55.8	59.5	90.0
Investigator	81.2	75.8	83.6	89.9	86.5	86.3	78.6	100.0
Desk Sergeant	90.5	88.2	90.0	91.1	93.3	94.7	92.9	100.0
Shift Supervisor	46.2	41.6	40.9	60.8	48.1	51.6	52.4	70.0
Law Enforcement NCOIC	42.6	38.0	37.3	54.4	43.3	49.5	54.8	60.0
Animal Warden	34.9	37.0	31.8	40.5	28.8	33.7	23.8	60.0
Arms Room	69.4	69.1	70.6	69.6	71.4	70.5	57.1	80.0
Funds Escort	59.3	57.1	59.6	65.8	61.9	57.9	57.1	50.0
Gate Guard	74.3	69.9	70.6	81.0	81.0	83.2	71.4	100.0
Administrative Security	85.8	79.8	90.8	92.4	88.6	90.5	92.9	100.0
Chief, Security Police or Super- intendent	36.7	31.4	30.3	46.8	41.0	46.3	47.6	50.0
Pass and Regis- tration	94.0	91.5	95.4	96.2	96.2	96.8	95.2	100.0
Reports and Records	94.7	93.3	95.4	98.7	93.3	96.8	95.2	100.0
First Sergeant	37.9	33.9	33.9	49.4	35.2	48.4	47.6	30.0

Table 9 (continued)

Jobs	% overall sample	% 0-3 years	% 4-7 years	% 8-12 years	% 13-16 years	% 17-20 years	% 21-25 years	% over 25 years
Patrol Dog Handler	26.5	24.7	28.4	31.6	23.8	27.4	26.2	50.0
Confinement Guard	26.8	25.7	28.4	29.1	22.9	30.5	33.3	10.0
Accident Investi- gator	75.0	70.7	74.3	83.5	77.1	81.1	73.8	100.0

All 19 specific jobs were crosstabulated against the age groups of respondents to achieve the data of Table 10. An obvious correlation was discovered between age and the resistance to women in the job assignments. In nearly all cases, younger airmen are less likely to approve of women in these specific jobs than their senior counterparts. As years of age increase, the percentage of those who approve of women in each of the 19 assignments increases.

When comparing the percentages by age group to the overall sample, it is observed that the 17 to 20 age group is less favorable towards assigning women in all 19 jobs. The 21 to 25 age group is less favorable in its response to 16 of the 19 jobs compared to the overall sample.

Three age groups disapproved of eight jobs as appropriate duty for security policewomen, to wit: town patrol, shift supervisor, law enforcement NCOIC, animal warden, chief, security police or superintendent, pass and registration, first sergeant, patrol dog handler, and confinement guard. The years of age groups listing these eight jobs were the 17 to 20, 21 to 25, and 31 to 35 age groups. The more senior age groups disapproved of five or less jobs.

All 19 jobs were crosstabulated against the rank of the respondents and the results produced data on Table 11. The correlation of rank to the tendency to approve of women in the 19 jobs is perhaps more predominant than the age and job and years experience. Notice that the rank group of O1 to O3 company grade officers tend to express greater disapproval than the E4 to E6 rank group. These groups, though of comparable age, differ in that the senior in rank in all but two cases is more favorable.

Table 10

Respondents Approving of Women in Specific
Jobs as Compared to Age

Jobs	Overall sample	17-20 years	21-25 years	26-30 years	31-35 years	36-40 years	41-45 years	46-50 years	Over 50 years
Foot Patrol	55.0%	50.5%	50.7%	53.5%	57.6%	63.8%	67.6%	100.0%	75.0%
Vehicle Patrol	82.6	81.2	82.5	82.6	82.2	82.9	83.8	100.0	75.0
Town Patrol	47.2	43.3	40.7	54.7	48.3	55.2	70.3	77.8	50.0
Investigator	81.2	72.6	79.6	87.2	88.1	82.9	86.5	100.0	100.0
Desk Sergeant	90.5	88.7	88.2	89.5	94.1	94.3	91.9	100.0	100.0
Shift Supervisor	46.2	40.3	39.6	57.0	49.2	55.2	62.2	66.7	50.0
Law Enforcement NCOIC	42.6	37.1	36.1	51.2	45.8	51.4	62.2	55.6	50.0
Animal Warden	34.9	33.9	38.9	33.7	31.4	29.5	29.7	77.8	25.0
Arms Room	69.4	68.6	69.2	66.3	73.7	67.6	71.1	77.8	75.0
Funds Escort	59.3	57.8	56.4	59.3	61.9	60.0	65.8	88.9	75.0
Gate Guard	74.3	65.9	72.5	76.7	78.8	81.9	84.2	100.0	75.0
Administrative Security	85.8	78.4	84.2	88.4	89.8	93.3	89.5	100.0	100.0
Chief, Security Police or Superintendent	36.7	33.0	28.3	41.9	44.1	46.7	52.6	55.6	25.0

Table 10 (continued)

Jobs	Overall sample	17-20 years	21-25 years	26-30 years	31-35 years	36-40 years	41-45 years	46-50 years	Over 50 years
Pass and Registration	94.0%	89.7%	95.0%	90.7%	98.3%	95.2%	97.4%	100.0%	100.0%
Reports and Records	94.7	91.9	94.6	95.3	96.6	96.2	94.7	100.0	100.0
First Sergeant	37.9	35.1	31.8	46.5	39.0	48.6	50.0	44.4	0
Patrol Dog Handler	26.5	25.1	23.6	31.4	27.1	27.6	23.7	66.7	25.0
Confinement Guard	26.8	25.9	25.7	27.9	24.6	32.4	26.3	33.3	25.0
Accident Investigator	75.0	64.9	74.6	80.2	81.4	76.2	78.9	100.0	100.0

Table 11
Respondents Approving of Women in Specific
Jobs as Compared to Rank

	Overall sample	E1-E3	E4-E6	E7-E9	01-03	04-06
Foot Patrol	55.0%	53.2%	52.1%	62.9%	53.1%	91.2%
Vehicle Patrol	82.6	82.1	82.0	80.6	87.5	94.1
Town Patrol	47.2	39.2	48.3	59.7	43.7	76.5
Investigator	81.2	73.8	83.1	82.3	96.9	100.0
Desk Sergeant	90.5	87.5	91.3	90.3	100.0	97.1
Shift Supervisor	46.2	41.1	43.3	54.8	75.0	82.4
Law Enforcement NCOIC	42.6	38.0	39.2	50.0	75.0	79.4
Animal Warden	34.9	36.5	32.6	27.4	37.5	64.7
Arms Room	69.4	68.7	67.9	62.9	84.4	94.1
Funds Escort	59.3	58.6	56.0	64.5	75.5	85.3
Gate Guard	74.3	70.0	74.3	79.0	87.5	94.1
Administrative Security	85.8	78.3	87.6	90.3	96.9	100.0
Chief, Security Police or Superintendent	36.7	31.9	35.1	38.7	53.1	70.6
Pass and Registration	94.0	91.6	95.0	95.2	90.6	100.0
Reports and Records	94.7	93.2	95.2	93.5	96.9	100.0
First Sergeant	37.9	33.8	38.3	48.4	43.7	41.2
Patrol Dog Handler	26.5	25.9	23.7	25.8	46.9	50.0
Confinement Guard	26.8	25.1	26.4	29.0	34.4	35.3
Accident Investigator	75.0	68.1	75.9	79.0	84.1	100.0

The lowest enlisted rank was the least favorable towards women in each one of the 19 jobs. In comparison to the overall sample, the E4 through E6 ranking enlisted men were less favorable in 10 of the 19 jobs. The officers were more favorable towards security police-women in the 19 jobs than were enlisted.

Enlisted men in the grades of E1 through E6 disapproved of women in 8 security police jobs. Enlisted men in grades E7 through E9 disapproved of women in 5 jobs. The officers disapproved of 5 jobs (company graders) and 2 jobs (field graders).

Crosstabulations were conducted to produce the data in Table 12 which compares percentage of approval for women in the 19 jobs as recorded by respondents in each of 8 security police duties and the overall sample. The least favorable attitudes towards women in the 19 jobs existed among those in security overhead. Then in rank order came law enforcement, shift workers, security shift workers, law enforcement overhead, training NCOs, chiefs of security police and superintendent, and NCOICs of operations. In no case was headquarters personnel less favorable than the average. To the contrary, headquarters personnel are far more favorable towards women in policing than are any groups in the field.

THE OPINION QUESTIONS

The opinion questions numbered 46 through 80 are designed to detect bias against the indiscriminate assignment of women to police patrol. With two exceptions, namely questions 79 and 80, each of the statements are prejudicial in that they express, in some form or

Table 12

**Respondents Approving of Women in Specific Jobs
as Compared to the Duty Assignments
of the Respondents**

Jobs	Train- ing NCO	Law Enforce- ment Shift Worker	Law Enforce- ment Over- head	Security Shift Worker	Security Overhead	NCOIC Opera- tions	Chief, Secur- ity Police	Head- quarters	Overall
Foot Patrol	55.9%	49.2%	69.1%	51.8%	37.0%	69.2%	71.4%	72.4%	55.0%
Vehicle Patrol	80.6	83.7	83.6	82.6	66.7	76.9	85.7	90.8	82.6
Town Patrol	53.5	40.2	49.1	45.0	29.6	61.5	42.9	63.2	47.2
Investigator	88.2	76.4	83.6	77.1	74.1	80.8	85.7	94.7	81.2
Desk Sergeant	89.4	90.2	90.9	89.9	81.5	92.3	100.0	98.7	90.5
Shift Super- visor	45.9	34.6	45.5	49.1	37.0	69.2	71.4	71.1	46.2
Law Enforcement NCOIC	40.6	30.5	47.3	46.3	25.9	57.7	71.4	72.4	42.6
Animal Warden	30.6	33.3	34.5	37.6	14.8	15.4	42.9	56.6	34.9
Arms Room	64.1	69.9	65.5	69.6	59.3	65.4	85.7	85.5	69.4
Funds Escort	53.8	64.2	60.0	53.0	29.6	65.4	71.4	84.2	59.3
Gate Guard	76.0	73.2	72.7	71.4	51.9	76.9	100.0	92.1	74.3
Administrative Security	88.3	78.8	88.9	86.2	88.9	88.5	85.7	97.4	85.8

Table 12 (continued)

Jobs	Train- ing NCO	Law Enforce- ment Shift Worker	Law Enforce- ment Over- head	Security Shift Worker	Security Overhead	NCOIC Opera- tions	Chief, Secur- ity Police	Head- quarters	Overall
Chief, Security Police or Super- intendent	40.4%	25.2%	32.7%	41.7%	18.5%	30.8%	28.6%	64.5%	36.7%
Pass and Regis- tration	95.3	95.1	94.5	90.8	92.6	100.0	85.7	94.7	94.0
Reports and Records	96.5	96.7	90.9	91.7	85.2	100.0	85.7	97.4	94.7
First Sergeant	45.0	31.7	36.4	39.6	25.9	42.3	0	46.1	37.9
Patrol Dog Handler	26.9	21.1	21.8	28.6	11.1	26.9	57.1	43.4	26.5
Confinement Guard	28.7	24.4	32.7	24.9	18.5	23.1	14.3	35.5	26.8
Accident Investigator	74.3	75.2	72.7	70.0	59.3	80.8	85.7	94.7	75.0

another, that women should not be assigned to patrol duty on an equal basis of selection with her male counterparts. That is, each statement reflects that women should be employed in a limited capacity because of some qualifying sexual characteristic attributed to an alleged, understood natural phenomenon. Therefore, resistance to women in "gut level" policing is evidenced by agreement with the statements.

To appreciate the findings, one must consider them devoid of the moral issues at this moment. The prejudices may have validity or justification, or may not, since many of these feminine or masculine characteristics have not really been tested with controls on the cultural role influences.

The opinion questions are separated into four categories for consideration. Although they are overlapping, it is probably true that certain questions more closely relate to one category than another. However, the reader is cautioned not to exclude a question from consideration in relevance to another of the four categories.

On the Feminine Emotional Stereotype

Question 48 was phrased to find if the respondents believe for some reason that men are less capable of clerical and administrative tasks than are women. If it is believed that women should be assigned to these clerical and administrative functions, the consensus would not do so on the basis of the women being more skilled than are the men. Since 69.3 percent of the sample disagreed that men are any less capable of these supporting duties, it is logical to assume that a sexually attributed difference in clerical skills would not be the

Table 13-Question 48. Men are not usually as capable of clerical and administrative duties as women.

	Strongly Agree	Agree	Total Agreement	Disagree	Strongly Disagree	Total Disagreement
Overall	10.2	20.5	30.7	46.4	22.9	69.3
Security Police	11.2	19.7	30.9	45.2	23.9	69.1
Civil Police	8.5	28.0	36.6	48.8	14.6	63.4
Head-quarters	2.4	20.5	22.9	55.0	21.7	77.1

reason. In other words, the resistance to women in basic police functions cannot be said to be because women are better suited to clerical work, but according to the results of question 48, the resistance will be for some other reason.

Table 14-Question 47. Policewomen add charm, compassion, understanding, and the "gentle touch" to the profession.

	Strongly Agree	Agree	Total Agreement	Disagree	Strongly Disagree	Total Disagreement
Overall	13.4	46.8	60.1	30.4	9.5	39.9
Security Police	15.1	47.0	62.1	28.3	9.6	31.9
Civil Police	1.2	40.2	41.5	41.5	17.1	58.5
Head-quarters	9.4	50.6	60.0	38.8	1.2	40.0

The civilian police tend to be more in agreement with the statement than does the overall sample. This difference can be partially attributed to an observable lack of men in civilian clerical roles. While the service has used male clerks for years, the civilians tend to consider clerks as nonsworn personnel and routinely hire females in this capacity.

Question 47 was designed to test the feminine stereotype. The findings would tend to indicate that the addition of women to policing would bring the feminine characteristics of compassion, gentleness, and charm into the environment of the police station, at least in the eyes of the military respondents. The civil police agencies, all of which employ policewomen, tend to disagree with the statement. Charm, compassion, and gentleness are hard to come by in a hard environment. Women who adapt to the police environment may tend to lose some culturally imposed characteristics.

Table 15-Question 46. Women are more capable of interviewing females and children who are suspects or witnesses than are men.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	21.0	44.5	65.5	28.3	6.3	34.5
Security Police	23.4	45.0	68.5	25.5	6.0	31.5
Civil Police	1.2	35.4	36.6	51.2	12.2	63.4
Head- quarters	17.6	48.2	65.9	31.8	2.4	34.1

Traditionally, it has been believed that since policewomen are more gentle and compassionate than men, they could better interview other women and children than could policemen. Security policemen, according to the findings of question 46, accept this traditional belief. Civil police did not accept the statement.

The first three questions considered tend to discount that a preference for policewomen in a limited capacity would be based on a desire to employ them in skills demanding the unique talents assumedly feminine. It is now necessary to establish if selective and limited employment of policewomen is desired or if the rejection of the alleged feminine advantages represents a desire to employ women in an unlimited role.

Five leading statements were made specifically to determine if the consensus was ready to accept a policewoman on a competitive basis with her male counterpart, without discrimination as to sexual status. Those statements, questions 61, 49, 63, 79, and 80, tend to show that policemen do not believe that the woman's place in policing is to be on a par with her male police officer counterparts. Rather, they believe that her role should be carefully selected, more in keeping with that of the traditional policewoman stereotype.

Table 16-Question 61. Women can perform certain police duties well enough to make their employment worthwhile but it is unrealistic to believe they can perform all police duties satisfactorily.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	20.7	46.0	66.7	24.3	9.1	32.3
Security Police	20.9	46.4	67.2	24.4	8.4	32.8
Civil Police	23.2	50.0	73.2	18.3	8.5	26.8
Head- quarters	16.5	38.8	55.9	29.4	15.3	44.7

Question 61 posed a statement that it is unrealistic to believe that women can perform all police duties in a satisfactory manner. If an unlimited employment is the desired goal, then the statement must be seen as biased in favor of a limited utilization. However, all groups reported a majority of agreement with the statement with approximately one-third of those agreeing indicating "strongly agree." It would appear that the majority believe that some police jobs are beyond the capacity of women police.

Table 17-Question 49. Although there are some jobs which can be performed by a policewoman, her assignments should be carefully selected because there are many other police jobs which would not be wise assignments.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	34.3	44.9	79.2	13.6	7.2	20.8
Security Police	36.3	46.1	82.4	11.1	6.6	17.6
Civil Police	23.2	48.8	72.0	19.5	8.5	28.0
Head- quarters	27.1	30.6	57.6	30.6	11.8	42.4

Question 49 was a statement that was intended to elicit a response to measure how much opinion would favor selectivity in job assignments for policewomen. The bias of the statements is built upon an assumed incapacity of women to perform certain assignments by virtue of her sex. Yet, all groups indicate very strong agreement with the statement. Although the civilian police were not agreeing in such large a proportion as the security police, notice that 30 percent of the civilians who agree indicate "strongly agree."

Since the very essence of policing is patrol and since one does not usually get promoted without patrol experience, it was decided to see if the majority of respondents held it necessary for women to be assigned to patrol, or if they would be more comfortable keeping the woman off the street. Civil police and security police agreed with the statement that there were enough nonpatrol functions in policing as

Table 18-Question 63. There are sufficient numbers of assignments for the female police officer to make her assignment to police patrol unnecessary.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	8.0	49.3	57.3	36.6	6.1	42.7
Security Police	8.1	51.3	59.4	34.9	5.7	40.6
Civil Police	9.8	43.9	53.7	40.2	6.1	36.3
Head- quarters	5.9	36.5	42.4	48.2	9.4	57.6

to make her assignment to police patrol unnecessary. Headquarters recognized, perhaps, the sophisticated and subtle nature of the bias and rejected the statement. Very little strong agreement or disagreement was displayed.

Table 19-Question 79. Regarding performance potential, men and women are equally capable and there is no difference that can be attributed to male or female characteristics.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	8.8	30.1	38.9	45.2	15.9	61.1
Security Police	9.6	30.0	39.6	44.1	16.3	60.4
Civil Police	3.7	24.4	28.0	52.4	19.5	72.0
Head- quarters	7.1	36.5	43.5	48.2	8.2	56.5

Table 20-Question 80. Women are as equally capable of performing police duty as men.

	Strongly Agree	Agree	Total Agreement	Disagree	Strongly Disagree	Total Disagreement
Overall	11.4	36.5	47.9	39.5	12.7	52.1
Security Police	12.0	37.8	49.8	37.3	12.9	50.2
Civil Police	4.9	18.3	23.2	58.5	18.3	76.8
Head-quarters	11.8	42.4	54.1	41.2	4.7	45.9

The last two statements were essentially the same. The first attempted to disconnect performance potential from sexual characteristics and state that women are otherwise equally capable. Agreement would indicate favoritism towards women in an unlimited role. However, better than 61 percent of the sample disagree, one-third of them strongly. Of the civilian police, 72 percent disagreed.

An immediate follow-on question was asked to determine the nature of the bias. While 61 percent were willing to reject a verbose statement of nonprejudice, only 52 percent were willing to reject a less sophisticated version of the same statement. Fifty-two percent of the sample still disagreed that women are equally as capable of policing as their male counterparts. Civilian police express heavy disagreement with 76 percent objecting.

Three additional leading statements were proposed to draw out the reasons why the consensus was against women in the "gut level" police jobs. These questions are based on an assumption that the

woman's emotional makeup makes her less suitable for police duty than the masculine stereotype.

Table 21-Question 65. The average woman is too emotionally sensitive to be a successful beat officer in the rough sections of town.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	13.5	42.7	56.2	38.1	5.7	43.8
Security Police	14.6	45.2	59.8	35.4	4.8	40.2
Civil Police	10.1	32.9	43.0	49.4	7.6	57.0
Head- quarters	7.1	29.4	36.5	51.8	11.8	63.5

Question 65 proposed a statement that women are too sensitive emotionally to pull the tough policing jobs. Civil police and higher headquarters disagree and believe she can handle the rough beats. But security police tend to be more selective or perhaps protective. At any rate, security police do not believe the woman is emotionally equipped for the rough jobs in tough areas.

Question 66 was a statement which proposes that profanity will be too rough for most policewomen. No group bought that statement. While citizens may think profanity to be foreign to the feminine stereotype, it is obvious that the police surveyed believe otherwise.

Table 22-Question 66. The profanity and verbal abuse directed towards the policewoman will be more severe than most women are capable of withstanding emotionally.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total agreement
Overall	6.4	26.9	33.3	56.4	10.3	66.6
Security Police	7.1	28.9	36.1	54.3	9.6	63.9
Civil Police	2.4	17.1	19.5	65.9	14.6	80.5
Head-quarters	3.5	17.6	21.2	65.9	12.9	78.8

Question 55 was a subtle item designed to explore the equal capacity belief. The statement contains an assumption that women require more preparations than their male counterparts in order to meet the demands of policing. The headquarters sample rejected the bias but other groups accepted it.

Table 23-Question 55. In addition to normal training given all new male personnel, women will require specialized training in order to become competent patrol officers.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	17.4	44.1	61.5	33.3	5.2	38.5
Security Police	18.6	45.3	64.0	31.4	4.7	36.0
Civil Police	17.1	36.6	53.7	40.2	6.1	46.3
Head-quarters	7.1	40.0	47.1	43.5	9.4	52.9

Physical Strength and Danger Questions

Twelve questions were asked which concentrate on issues of physical strength and danger. These questions were built to determine if security police believe that basic policing is more dangerous for a woman, primarily because of her alleged physical strength limitations.

Question 50 asked if there are many dangerous places where you cannot dispatch a lone policewoman but could dispatch a lone policeman. The question, of course, has a built-in bias. The bias is that a male can assumedly handle certain dangerous tasks alone while the female will require an escort. In effect, it means that the woman is unnecessary in such instances if her escort turns out to be a male who could handle the task without aid.

Table 24-Question 50. There are many dangerous places where you cannot dispatch an unescorted policewoman but could dispatch a lone policeman.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	34.1	42.7	76.8	16.7	6.5	33.2
Security Police	35.8	44.3	80.1	13.5	6.4	19.9
Civil Police	31.7	31.7	63.4	29.3	7.3	36.6
Head- quarters	21.2	38.8	60.0	34.1	5.9	40.0

The overall sample agreed with the statement. Security police in the field agreed most strongly with all agreement equalling 80.1 percent. Civil police accepted the statement with 63.4 percent of the

respondents indicating either agreement or strong agreement. Although the total agreement by civil police was less than the security police, one-third of the civil police agreement was in the strongly agree category.

Headquarters again was more liberal in that 60 percent accepted and 40 percent rejected the biased statement.

Question 51 was a statement that police patrol was more hazardous for policewomen than for policemen. The statement is biased in that it assumes that women are less qualified to cope with the dangerous aspects of patrol than are men.

Table 25-Question 51. Police patrol is generally more hazardous for a policewoman than it is for a policeman.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	12.9	41.2	54.1	39.9	6.1	45.9
Security Police	13.4	39.5	52.9	14.6	6.5	47.1
Civil Police	16.0	48.1	64.2	33.3	2.5	35.8
Head- quarters	4.7	50.6	55.3	38.8	5.9	44.7

Question 52 was a two-headed question. It assumes that women belong in supporting functions because dangerous tasks are properly performed by men. The biased statement was that women are valuable to policing because they allow men to be released to perform more dangerous and demanding tasks. As such, the bias of the statement is obvious.

Table 26-Question 52. The employment of policewomen is advantageous primarily because it will release policemen from administrative functions and allow them to accomplish the more demanding and dangerous tasks.

	Strongly Agree	Agree	Total Agreement	Disagree	Strongly Disagree	Total Disagreement
Overall	18.1	47.3	65.5	26.4	8.1	34.5
Security Police	20.9	50.0	70.9	22.2	7.0	29.1
Civil Police	4.9	40.7	45.7	43.2	11.1	54.3
Head-quarters	5.9	29.4	35.3	49.4	15.3	64.7

A majority of civil police and headquarters respondents rejected the statement by 54.3 percent and 64.7 percent, respectively. However, 70.9 percent of the security police accepted the statement with 20.9 percent of them indicating strong agreement.

Table 27-Question 62. Many police jobs are too dangerous for policewomen.

	Strongly Agree	Agree	Total Agreement	Disagree	Strongly Disagree	Total Disagreement
Overall	14.1	43.4	57.6	36.5	6.0	42.4
Security Police	14.0	44.4	58.3	36.7	4.9	41.7
Civil Police	17.1	47.6	64.6	26.8	8.5	35.4
Head-quarters	12.9	30.6	43.5	43.5	12.9	56.5

Question 62 was a general statement that many policing jobs were too dangerous for a woman. Civil police were much more pronounced in their agreement--64.6 percent--than were the security police in the field at 58.3 percent. Headquarters personnel rejected the statement with only 43.5 percent indicating agreement.

Table 28-Question 53. Most women are not strong enough to apply necessary physical force in the apprehension and restraint of hostile offenders.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	22.4	41.8	64.2	28.7	7.1	35.8
Security Police	22.7	40.1	62.8	29.9	7.3	37.2
Civil Police	26.8	51.2	78.0	17.1	4.9	22.0
Head- quarters	15.3	48.2	63.5	29.4	7.1	36.5

Question 53 was a general statement indicating that women are not strong enough to apprehend a hostile offender when physical force is required. This has long been a question foremost in the minds of police officers. What do you do with that rowdy who won't submit to apprehension?

None of the categories of respondents believed that a woman police officer will be capable of effecting such apprehensions. More than a fourth of the civilian police expressed strong agreement--26.8 percent--while another 51.2 percent indicated agreement. Security

police in the field were actually more favorable than either headquarters or civil police.

Question 60 was a statement that a female officer may need to resort to her firearm more quickly and frequently than a male officer to compensate for her limited physical strength. If women are not believed strong enough to apprehend an unwilling offender with the nondeadly application of force, she must logically resort to potentially deadly force or retreat.

Table 29-Question 60. In order to compensate for her limited physical strength, a female officer may need to resort to her firearm more quickly and frequently than a male officer.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	11.2	45.6	56.7	36.5	6.8	43.3
Security Police	12.4	44.7	57.1	36.4	6.5	32.9
Civil Police	7.3	45.1	52.4	36.6	11.0	47.6
Head- quarters	3.5	54.1	57.6	36.5	5.9	42.4

The respondents believe she will have to resort to her weapon more frequently. Surprisingly, civil police who thought her incapable of physical force were the most favorable of groups responding to this question. The largest percentage of strong agreement was indicated by security police in the field.

Question 54 was a statement that a female officer was more vulnerable to physical abuse than her male counterpart. Of course, the biased assumption is that women are less capable of coping with physical abuse which creates greater vulnerability.

Table 30-Question 54. Policewomen will be more vulnerable to physical abuse than male officers.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	17.7	42.8	62.5	32.3	5.2	37.5
Security Police	21.5	41.8	63.3	31.5	5.2	36.7
Civil Police	13.6	45.7	59.3	32.1	8.6	40.7
Head- quarters	9.4	48.2	57.6	40.0	2.4	42.4

All groups of respondents were convinced for the most part that the woman is more vulnerable. Security police in the field were the least favorable concerning the woman's ability to counteract threats of physical abuse as 63.3 percent of them expressed agreement with the statement. Of that agreement, 21.5 percent was check as "strongly agree."

Question 59 was phrased because of an observation discovered in the Miami police force that women police were sexually vulnerable on patrol.

The respondents were split nearly even regarding agreement or disagreement, nearly a 50 percent to 50 percent split. Some

Table 31-Question 59. If unescorted policewomen are indiscriminately assigned to the beats required of some male officers, it is likely they will be assaulted, molested, or even raped on duty.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	10.9	38.4	49.3	42.4	8.3	50.7
Security Police	11.0	39.6	50.6	41.4	8.0	49.4
Civil Police	9.9	29.6	39.5	48.1	12.3	60.5
Head- quarters	10.6	36.5	47.1	45.9	7.1	52.9

respondents commented to the author in validity interviews that police-women in a patrolling role and appropriate attire were not attractive enough to incite the desires of a rapist. This was particularly true when speaking of the WAF stereotype which many respondents commented about in an unfavorable regard.

Table 32-Question 57. Because of limited physical strength, police-women will need the protection of male officers.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	12.0	40.5	52.5	41.3	6.2	47.5
Security Police	12.7	39.2	51.9	41.7	6.3	48.1
Civil Police	12.2	54.9	67.1	29.3	3.7	32.9
Head- quarters	5.9	37.6	43.5	49.4	7.1	56.5

Question 57 further probed the assumption of greater vulnerability for women due to limited physical strength. The biased statement made was that a policewoman would require the protection of male officers due to her limited physical strength. Of course, the built-in bias is in the assumption of male superiority, at least regarding physical strength.

There was a larger difference in opinion between all three groups of respondents. The civil police were more predominantly in agreement--67.1 percent--than were security police at 51.9 percent. However, headquarters personnel did not agree with the statement, even though a large minority--43.5 percent--indicated agreement.

Table 33-Question 56. Most policewomen will require aid from other officers with greater frequency than male officers.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	14.5	49.3	63.7	32.6	3.5	32.3
Security Police	14.7	48.6	63.4	32.7	3.9	36.6
Civil Police	22.0	52.4	74.4	23.2	2.4	25.6
Head-quarters	4.7	51.8	56.5	42.4	1.2	43.5

Question 56 further probed the subtle belief that female police are less independent than are other police officers. A statement was made that policewomen will require aid from other officers more frequently than do male officers.

Respondents were substantially in agreement with the biased statement. It is obviously believed that women police will be in need of greater support if they are to be successfully employed on patrol. Nearly three-fourths of civil police and two-thirds of security police expressed agreement.

Question 64 probed the question of support of other officers--the well-known "back-up" dispatched to an "officer needs aid" radio transmission. The statement posed was that those officers requesting a back-up will be uncomfortable knowing that a female officer may respond to their call.

Table 34-Question 64. Police officers requiring a back-up will feel less comfortable knowing that a female officer may respond to their call for aid.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	18.5	50.5	68.9	27.5	3.5	31.1
Security Police	18.1	48.8	66.9	29.2	3.9	33.1
Civil Police	28.0	60.2	90.2	8.5	1.2	9.8
Head- quarters	12.9	54.1	67.1	30.6	2.4	32.9

The results of this question indicate serious doubts concerning the ability of a policewoman to do the most critical tasks. All groups indicate basic fears in this regard. Civil police agree with the statement in 90.2 percent of the cases, one-third of those strongly. More than two-thirds of both security police and headquarters personnel

likewise express agreement. These results, perhaps more than any of the opinion questions indicate serious misgivings concerning the real "gut" roles of women in law enforcement.

Perhaps because of the foregoing assumed limitations, perhaps for other reasons, the majority of civil police indicated in their response to question 58 that they would prefer a male partner on patrol to a female. Military men are perhaps more lonely or feel less threatened by physical violence for they prefer a female partner.

Table 35-Question 58. I would prefer a male patrol partner to a policewoman as a partner.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	17.3	30.4	47.6	36.5	15.9	52.4
Security Police	15.8	28.9	44.7	37.6	17.7	55.3
Civil Police	32.9	41.5	74.4	24.4	1.2	25.6
Head- quarters	15.3	32.9	48.2	38.8	12.9	51.8

Questions of the Sexist Syndrome

Seven questions were designed to prove the existence of bias resulting from culturally imposed sexual taboos. The bias which is to be discovered, of course, is that which would keep women from performing certain police functions or at least demonstrate a preference for males in certain functions because of the influence of taboos.

Question 69 stated that females should interview female sex crime victims. The taboo in question is that certain "delicate" matters are only to be discussed by females leading to preferred employment for women as investigatory assistants.

Table 36-Question 69. It is preferable to assign a policewoman rather than a policeman to interview females, particularly in sex crime cases.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	35.9	51.2	87.1	10.0	2.9	12.9
Security Police	39.1	49.5	88.7	8.2	3.1	11.3
Civil Police	17.1	54.9	72.0	25.6	2.4	28.0
Head-quarters	24.7	62.4	87.1	11.8	1.2	12.9

Table 37-Question 72. The greatest advantage to having policewomen available is that they can search a woman suspect better than a male officer.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	28.5	42.0	70.5	21.6	7.9	29.5
Security Police	31.5	42.8	74.3	18.2	7.5	25.7
Civil Police	12.2	50.0	62.2	29.3	8.5	37.8
Head-quarters	16.5	27.1	43.5	45.9	10.6	56.5

All groups expressed agreement with the statement by nearly 90 percent of the respondents. There was a greater proportion of "strong agreement" along military personnel.

Question 72 opened the touching taboo to scrutiny. This taboo is a tough one to deal with in terms of when it is permissible for a law enforcement officer to touch a person of the opposite sex. Since male officers have always dreaded this issue, question 72 was posed to determine if some of the original police matron motives were still prevalent as a primary purpose for hiring women in today's law enforcement. The statement was that the greatest advantage to having a woman available is that she can search a female suspect better than a male officer can. The bias is the existence of the taboo itself without which any police officer is equally effectual in searching any suspect. The bias is that the avoidance of the taboo is the greatest contribution of which the prospective policewomen are believed to be capable.

Headquarters personnel see other advantages as greater in scope as 56.5 reject the statement. However, three-fourths of security police in field duty and 62.2 percent of civil police agree with the statement. Many of the security police--31.5 percent--indicate "strong agreement."

It is necessary for police officers to touch suspects in effecting a search or frisk of their persons. For purposes of understanding, a frisk is the outer patting of garments of a suspect to discover the presence of weapons and protect the police officer. It is the "safety of the officer" procedure recognized as essential by the courts. A search of a person is much more thorough and occurs

upon arrest. Since the subject of a search will likely be constrained, a frisk is perhaps more essential to the officer's safety in dealing with an unrestrained and unknown individual who may be dangerous. Problems arise from touching taboos when either a search or frisk is required. Seemingly the taboos are of different influence when the suspect is of the opposite sex and being touched by a male than applies to a female touching a male suspect. It is also different when dealing with a suspect in a frisk than when dealing with an assumed criminal in a search. The next four questions demonstrate these differences.

Table 38-Question 71. Policemen should not frisk female suspects on a street stop for questioning.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	27.0	47.9	74.8	18.8	6.4	25.2
Security Police	29.2	47.6	76.8	16.7	6.5	33.2
Civil Police	12.2	46.3	58.5	32.9	8.5	41.5
Head- quarters	21.2	51.8	72.9	23.5	3.5	27.1

Questions 71 and 73 dealt with the problem of frisking by a policeman of a female suspect. The first statement was that policemen should not frisk female suspects on a street stop for questioning. The second was that policewomen should not frisk male suspects on a street stop for questioning.

Table 39-Question 73. Policewomen should not frisk male suspects on a street stop for questioning.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	18.2	42.8	61.0	31.8	7.2	39.0
Security Police	19.9	44.7	64.5	28.6	6.9	33.5
Civil Police	8.6	23.5	32.1	56.8	11.1	67.9
Head-quarters	11.8	44.7	56.5	37.6	5.9	43.5

Even though a female suspect may be armed and dangerous, the respondents believe she should not be frisked by a male officer. The civil police were less predominant in expressing agreement than military personnel with 58.5 percent expressing agreement. There was a substantial amount of "strong agreement" among military personnel.

Table 40-Question 70. A policeman should obtain a policewoman to search a female offender incident to a street arrest.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	33.3	54.5	87.8	9.5	2.7	12.2
Security Police	35.7	53.3	89.0	8.2	2.9	11.0
Civil Police	13.6	59.3	72.8	25.9	1.2	27.2
Head-quarters	30.6	61.2	91.8	5.9	2.4	8.2

Question 70 may have been the least prejudiced statement. It stipulated that a policeman should obtain a policewoman to search a female offender incident to a street arrest. If it is less biased, it would be because there is time to wait for a policewoman if the offender has been frisked and is detained at a disadvantage--safety for the officer would not otherwise be at jeopardy.

Nearly 90 percent of military personnel expressed agreement with the statement. Of civil police, 72.8 percent expressed agreement.

Question 75 asked for a response to the statement that policewomen should not be required to search a male offender incident to a street arrest. The statement is biased in that a lone patrolwoman cannot otherwise effect an arrest.

Table 41-Question 75. A policewoman should not be required to search a male offender incident to a street arrest.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	13.1	41.6	54.7	36.0	9.3	45.3
Security Police	14.9	43.9	58.8	32.9	8.3	41.2
Civil Police	3.7	26.8	30.5	52.4	17.1	69.5
Head- quarters	5.9	35.3	41.2	48.2	10.6	58.8

However, a majority of security police indicated agreement--58.8 percent--with the statement. On the other hand, 69.5 percent of civil police rejected the statement as did 58.8 percent of headquarters personnel.

Question 77 asked for a response to the statement that the wives of many policemen will be jealous if their husbands have a female partner.

Table 42-Question 77. The wives of many policeman will be jealous if their husbands are assigned with a policewoman patrol partner thus increasing marital problems.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	8.9	37.6	46.5	44.3	9.2	53.5
Security Police	9.9	35.1	45.0	44.8	10.2	55.0
Civil Police	4.9	50.6	55.6	40.7	3.7	44.4
Head-quarters	3.6	47.6	51.2	42.9	6.0	48.8

The responses to this statement varied. Civil police agreed in the majority of cases--55.6 percent--as did headquarters personnel with 51.2 percent. The greatest proportion of strong agreement was indicated by security police in the field or 9.9 percent. However, the majority of security police in the field rejected the statement.

As a matter of curiosity, crosstabulations were constructed to measure whether being married influenced the police officers' anticipation that the spouse would be jealous. The crosstabulation reveals that married men are slightly more concerned with potentially jealous wives than are single men--49.7 percent to 40.7 percent. Since a larger proportion of civil police and headquarters personnel

Figure 9

Crosstabs: Jealous Wives (Row) by Marital Status (Column)

Row % Column % Total %	Strongly Agree	Agree	Disagree	Strongly Disagree	
Male Single	8.2 30.1 2.7	32.5 28.4 10.7	48.9 36.3 16.0	10.5 37.2 3.4	32.8
Male Married	9.4 69.9 6.2	40.3 71.1 26.7	41.5 62.0 27.4	8.8 62.8 5.8	66.2
Female Single	0 0 0	66.7 .6 .2	33.3 .2 .1	0 0 0	.3
Female Married	0 0 0	0 0 0	100.0 1.5 .6	0 0 0	.6
	8.9	37.6	44.2	9.3	100

are married, it is believed that the difference may be logically explained by crosstabulation.

Questions on Masculine Authority

Five questions were asked to determine if conflicts were anticipated that may arise from placing women in authority as police officers and as supervisors of police officers.

Table 43-Question 76. Many policemen will be less attentive to their duties than normal, working with a policewoman.

	Strongly Agree	Agree	Total Agree-ment	Disagree	Strongly Disagree	Total Dis-agreement
Overall	7.2	26.9	34.1	50.9	15.0	65.9
Security Police	8.3	27.6	35.9	49.0	15.2	64.1
Civil Police	1.2	22.2	23.5	60.5	16.0	76.5
Head-quarters	3.5	24.7	28.2	58.8	12.9	71.8

Question 76 asked for a response to the statement that many policemen will be less attentive to their duties than normal when working alongside women police. It was assumed that a biased response would be agreement in that the prejudiced person would recognize a need to reestablish male dominance in the relationship. This person would anticipate that the activity would be nonproduction and detract from police duty performance. Those who would not recognize the need for such activity would likely reject the statement.

This question resulted in significant disagreement by all groups of respondents. In that the previous opinions questions have for the most part demonstrated consistent bias, it is hard to explain why 76.5 percent of civil police, 71.8 percent of headquarters personnel, and 64.1 percent of security police in the field would reject the statement. One of the respondents commented in an interview that men will be more, not less, attentive to prove their superiority in the manly skill of policing. Using that assumption, disagreement may indicate bias rather than agreement. In any regard, policemen do not expect to be distracted from their duties by the presence of policewomen.

Question 67 requested response to the statement that supervision would be more difficult when women were assigned as beat officers. The statement envisions the special equipping of women, alleged absenteeism, equal opportunity complaints, and additive human relations problems.

Table 44-Question 67. Supervision will be more difficult when police-women are assigned as beat officers.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	5.9	32.5	38.4	53.7	7.9	61.6
Security Police	6.6	33.1	39.7	52.5	7.8	60.3
Civil Police	3.7	32.9	36.6	57.3	6.1	63.4
Head- quarters	1.2	27.1	28.2	61.2	10.6	71.8

All groups rejected the statement. The additive problems are not anticipated. A crosstabulation was conducted to determine if supervisors answered significantly different than shift workers concerning this question. Interestingly enough, the most favorable response came from the law enforcement overhead, the very supervisors most directly involved in the problem of supervising the policewomen.

Question 68 asked for a response to the statement that a policewoman should not supervise patrolmen unless she is an experienced patrol officer. Of course, the question of whether or not one must experience a job in order to manage those who perform that job is highly controversial in this multidiscipline systems era. One is reminded of Catherine Milton's comments discussed in Chapter One to the effect that denying women patrol experience is to deny them promotions to supervisory jobs which depend upon that experience.

Table 45-Question 68. A policewoman should not supervise patrolmen unless she is an experienced patrol officer.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	31.7	59.8	91.6	6.5	1.9	8.4
Security Police	30.6	60.3	90.9	6.8	2.3	9.1
Civil Police	48.8	50.0	98.8	1.2	0.0	1.2
Head- quarters	25.0	65.5	90.5	9.5	0.0	9.5

Figure 10

Crosstabs: Question 67 (Row) by Duty (Column)

Row % Column % Total %	Strongly Agree	Agree	Disagree	Strongly Disagree	
Training NCO	5.9 21.3 1.2	28.4 18.5 5.9	58.0 22.2 12.0	7.7 19.1 1.6	20.7
Law Enforcement Shift Worker	6.6 34.0 2.0	36.2 33.8 10.8	51.4 28.3 15.3	5.8 20.6 1.7	29.7
Law Enforcement Overhead	3.6 4.3 .2	25.5 5.4 1.7	61.8 7.7 4.2	9.1 7.4 .6	6.7
Security Shift Worker	6.5 29.8 1.7	33.2 27.3 8.7	51.9 25.1 13.6	8.4 26.5 2.2	26.2
Security Overhead	7.4 4.3 .2	25.9 2.7 .9	48.1 2.9 1.6	18.5 7.4 .6	3.3
Operations Officer/ NCO	11.5 6.4 .4	26.9 2.7 .9	46.2 2.7 1.5	15.4 5.9 .5	3.2
Chief, Security Police	0 0 0	42.9 1.2 .4	42.9 .7 .4	14.3 1.5 .1	.9
Headquarters	0 0 0	28.9 8.5 2.7	60.5 10.4 5.6	10.5 11.8 1	9.3
	5.8	31.8	54.1	8.3	100

The results of question 68 firmly establish cause for that concern. All groups indicated agreement with the statement in more than 90 percent of cases. A substantial proportion of respondents indicated "strong agreement." This was particularly true concerning civil police wherein 48.8 percent marked strongly agree.

Question 78 dealt with the issue of men working for women supervisors. Specifically, the respondents were asked if they believed most policemen would be uncomfortable if assigned to work under the supervision or command of a policewoman.

Table 46-Question 78. Most policemen will be uncomfortable if assigned to duty under the supervision or command of a policewoman.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	17.0	44.7	61.7	32.8	5.5	38.3
Security Police	17.9	42.9	60.8	33.2	6.0	39.2
Civil Police	19.5	53.7	73.2	25.6	1.2	26.8
Head- quarters	5.9	52.9	58.8	35.3	5.9	41.2

Civil police were most significantly in agreement with the statement with 19.5 percent indicating "strongly agree" and 53.7 percent indicating "agree." Again, headquarters personnel were less in agreement than the other groups with only 58.8 percent indicating some form of agreement.

Question 74 attempted to recognize a problem of female authority in relationships of policewoman to male suspect. Respondents were asked to indicate their assessment of the statement that male suspects and offenders will be humiliated when detained or questioned by policewomen. The question is vital for, if true, the hostility arising from this situation would be more pronounced than if a policeman were dealing with the same suspect.

Table 47-Question 74. Male suspects and offenders will be more humiliated when detained and questioned by a policewoman rather than a policeman.

	Strongly Agree	Agree	Total Agree- ment	Disagree	Strongly Disagree	Total Dis- agreement
Overall	8.9	39.2	48.1	46.1	5.8	51.9
Security Police	9.6	39.8	49.4	44.9	5.7	50.6
Civil Police	6.2	34.6	40.7	53.1	6.2	59.3
Head- quarters	5.9	37.6	43.5	50.6	5.9	56.5

A slight majority of security police in the field rejected the statement. Nearly 60 percent of civil police rejected the statement. However, a significant proportion of the overall sample agrees with the statement--48.1 percent--and the answers to the question reveal some concern.

Crosstabulations--Jobs Versus Opinions

It was speculated that a strong correlation would exist between the answers to opinion questions and the selectivity trend taken from the responses regarding which jobs should be performed by women. For example, it was theorized that one who believed that women were better clerks (question 48) would tend to approve of women in clerical support jobs and disapprove of their employment in non-clerical support jobs normally believed to be the proper job for a man.

Crosstabulations were conducted, 483 of them, to explore the relationships of opinion answers to job selectivity regarding the jobs women "should" be assigned. Those crosstabulations are too voluminous to report and constitute a stack of computer paper four inches thick.

Surprisingly enough, there is no correlation whatsoever between selectivity and opinion questions. But a stronger, absolutely positive relationship exists. In every single case, the respondents who answer in agreement with the biased statements indicate less approval for women in policing in all jobs. Biased respondents are less likely to approve of women in investigations, on the desk, in reports and records, on an entry gate, or on patrol. Some specific examples of these crosstabulations are cited.

The question of whether or not a woman possessed greater innate clerical ability was crosstabulated against whether a woman should be assigned to investigations, desk sergeant, dog catcher, arms room, administrative security, pass and registration, reports

and records, dog handler, and accident investigator.

In each crosstabulation, those agreeing with the prejudiced statement were not willing to assign a woman to the function in the majority of cases. The majority of disagreeing respondents said yes to each of the jobs.

This identical pattern was discovered on crosstabulation with each opinion statement. Without further conjecture, each statement, except questions 79 and 80, proves to be a prejudiced viewpoint. Those agreeing with the statements demonstrate greater reluctance to assign women to policing jobs than do those who disagree.

In the case of questions 79 and 80 which were deliberately reversed, disagreement indicated prejudice which is confirmed by crosstabulations.

One of the interesting questions was number 76. It consisted of a statement that male officers would be less attentive to duty when working with policewomen. Since so many rejected the statement, the author began to question whether or not agreement with the statement indicated prejudice as was anticipated.

The crosstabulations would tend to prove that agreement does indicate prejudice. Crosstabulations of question 76 against the questions of women being assigned to desk sergeant, shift supervisor, law enforcement NCOIC, first sergeant, confinement guard, and chief of security police revealed that the majority of those who agreed indicated she should not be assigned to those jobs. The majority of those who disagreed said, yes, she should be assigned.

Chapter 6

CONCLUSIONS

It is the purpose of this chapter to present a synopsis of findings restated in terms of the hypothesis. Since this thesis was a descriptive survey, that description is in and of itself the desired additive to the body of knowledge. However, limited generalizations based on the findings will still be included in the discussion.

This chapter will conclude with recommendations for further study and for managerial policy designed to counteract problems discovered.

A SYNOPSIS OF FINDINGS

Security police clearly demonstrate a pronounced and significant prejudice against policewomen in USAF law enforcement. They differ from those security policemen assigned to security police directorate staff functions at major air commands and USAF headquarters in that the latter are more favorably inclined towards women in these newly defined roles. Civil police are more pronounced in their resistance to women police than are either security police in the field or at headquarters assignments.

Selective Duty Assignment Trends

When asked to identify which jobs were proper assignments for security policewomen, the military respondents generally disapproved

of women in roles of authority, front-line policing involving dangerous confrontation, duties requiring strength, and duties thought to be inappropriate for sexual cause such as first sergeant and confinement guard.

Conversely, those duties which tend towards a clerical-support nature, investigations, desk sergeant, etc., received a high degree of support as appropriate assignments.

It is clearly the tendency of respondents to selectively assign women to duty in the security police career field according to traditional stereotypes. That is, she is thought to best perform clerical and investigative functions and consequently should not be assigned to "masculine" policing duties.

The Effects of Experience, Age, and Rank

Respondents who have experience on a job are more favorable towards assigning women to that job than are those lacking that specific experience. Likewise, those having the greatest number of years' experience tend to be more favorable towards security police-women. Further, as rank increases, so also does a favorable trend increase towards women being assigned to specific policing jobs. In short, the younger, less-experienced security policemen are most pronounced in their disapproval of women in USAF policing. The law enforcement specialists are slightly more pronounced in this resistance than are their security counterparts.

Opinions on the Feminine Emotional Stereotype

The respondents indicate that men are usually as capable of clerical and administrative duties as are women. Military respondents believe that policewomen add charm, compassion, understanding, and the "gentle touch" to the profession. Civil police do not.

Military respondents believe women are more capable of interviewing females and children who are suspects or witnesses than are men. Civil police do not.

The sample agrees that women can perform certain police duties well enough to make their employment worthwhile, but it is unrealistic to believe they can perform all police duties satisfactorily. Further, her assignments should be carefully selected because there are many police jobs which would not be wise assignments. Although headquarters personnel disagreed, security police and their civilian counterparts believe there are sufficient numbers of assignments for the female police officer to make her assignment to patrolling unnecessary.

Respondents agreed that, regarding performance potential, men and women are not equally capable and that difference can be attributed to male and female characteristics. Police, both military and civilian, do not believe that women are equally capable of performing police duty. However, headquarters personnel do.

Security police believe the average woman is too sensitive to pull the tough policing jobs. However, civil police and headquarters personnel are not so protective. All respondents agree that the policewoman will be able to withstand the profanity and verbal abuse

directed towards her. However, police in the military and civilians state that the policewoman requires more training than her male counterpart. Headquarters personnel are not so inclined.

Opinions on the Physical Strength and Danger Issues

The respondents agreed that there are many dangerous places where you cannot dispatch an unescorted policewoman but could dispatch a lone policeman. They believe that police patrol is generally more hazardous for a policewoman than it is for a policeman.

Security police believe the employment of policewomen is advantageous primarily because it will release policemen from administrative functions and allow them to accomplish the more demanding and dangerous tasks. A majority of civil police and headquarters personnel do not believe that.

Military and civilian police state that many police jobs are too dangerous for policewomen. Headquarters personnel disagree. However, a majority of respondents do agree that most women are not strong enough to apply necessary physical force in the apprehension and restraint of hostile offenders. In order to compensate for her limited physical strength, they agree that she may need to resort to her firearm more quickly and frequently than a male officer. Further, policewomen will be more vulnerable to physical abuse than male officers.

About half of the respondents believe it is likely that unescorted policewomen will be assaulted, molested, or raped on duty if they are indiscriminately assigned to the beats to which males are assigned. More than ten percent strongly agreed with that premise.

All respondents except headquarters personnel indicated policewomen will need the protection of male officers because of the females' limited physical strength.

Respondents believe most policewomen will require aid from other officers with greater frequency than male officers do. A pronounced majority of police officers will feel less comfortable knowing that their back-up who responds to their call for aid may be a female. As such, civil police do not want a female patrol partner. Security police do not indicate a preference in the majority of cases.

Opinions Concerning the Sexist Issues

A pronounced majority of respondents believe it is preferable to assign a policewoman rather than a policeman to interview females, particularly in sex crime cases.

With the exception of headquarters personnel, respondents believe the greatest advantage to having policewomen available is that they can search a woman suspect better than a male officer can. They believe that police officers, male or female, should not frisk a suspect of the opposite sex on a street stop for questioning. An exception is made by civilian police. They believe policemen should not frisk female suspects, but policewomen should frisk male suspects.

Respondents agree that policemen should obtain a policewoman to search a female offender incident to street arrest. Military agreement is more predominant than is civilian. Security police believe a policewoman should not be required to search a male offender incident to a street arrest; however, both headquarters personnel and civil police disagree.

Security police do not believe the wives of many policemen will be jealous if their husbands are assigned with a policewoman patrol partner. However, both headquarters personnel and civil police disagree. Married men are obviously more concerned with this potential problem than are single men. Since married men tend to anticipate a jealousy more than do single, it is understandable that headquarters and civil police, which are mostly made up of married men, take a different viewpoint.

Opinions on the Preservation of Masculine Authority

Most respondents believe that policeman will be more attentive to their duties when working with a policewoman. They do not believe that supervision will be more difficult when policewomen are assigned as beat officers.

An extremely large majority of respondents agree--many agree strongly--that a policewoman should not supervise patrolmen unless she is an experienced patrol officer.

The respondents believe that most policemen will be uncomfortable if assigned to duty under the supervision or command of a policewoman. However, they do not believe that male suspects and offenders will be more humiliated when detained and questioned by a policewoman rather than a policeman.

Correlation of Selection of Jobs to Agreement with Opinion Statements

This study leads to the conclusion that each of the opinion statements made are in fact prejudicial, except questions 79 and 80. Those who indicate agreement with the prejudicial statements tend to be less favorable in assigning women to policing duties.

GENERALIZATIONS

An attitude of acceptance does not exist in the security police ranks towards policewomen across the board in USAF law enforcement. Although police will generally accept her in a limited and traditional policing capacity, resistance to her entry into all functions interchangeably with her male counterparts is to be expected.

Prejudice counterproductive to the stated USAF equal opportunity goals is exhibited in two regards. First, assignment preference is demonstrated by the sample according to the traditional model. Police jobs which violate authority roles and call for physical strength to combat offenders are not deemed appropriate. Conversely, clerical and administrative-support functions are deemed as most appropriate.

Second, prejudice is clearly demonstrated by agreement with the opinion statements. All but eight of these 35 statements were agreed with by the majority of respondents. Even the eight statements rejected had significant percentages of respondents in agreement, never in any case less than 30 percent.

Prejudice is most predominant in the lower aged, least experienced, and lower ranking security police. The greatest concern seems to be that the policewoman simply cannot handle the job when the chips are down and the cuffs have to be applied.

No one wants to admit prejudice and particularly, few want to see women excluded from the profession. The desire is for women to

be assigned to jobs suited to her assumed limitations and in limited quotas.

RECOMMENDATIONS

The exclusion of women from USAF policing seems unacceptable to policy-makers. The inclusion of women on an unlimited or interchangeable basis seems unacceptable to security policemen. The practice of discrimination without a rational connection to a justifiable delimitation due to sexual status is legally unacceptable. Based upon these alternatives, it is apparent that certain facts are a necessity for the development of a defensible policy if not a practical solution.

Therefore, it is recommended that further study be conducted to determine in particular how much physical strength is required to apprehend an unwilling offender. It must be determined what legitimate front-line policing prerequisites must be met by candidates for that employment.

Further study should be conducted to determine if women applicants can in fact meet necessary strength requirements. There is no other rational connection, void of strength required to combat hostile offenders, which will justify the exclusion of women from first-line policing.

If such a rational connection is determined, women can and should be legally and morally barred from policing duties for which they are not qualified. Assigning unqualified women police to such duties unnecessarily endangers all police to include the applicants.

Protecting poorly assigned police is dangerous and unfair. Unequally productive persons should not compete for the same pay, the same assignments, nor should the remainder of the force be required to cover for weak performers.

If such a rationale connection is discovered, study should be initiated to determine if quotas for selected duties should be determined, or if women should be barred from the entire career field. The existence of proven limits can establish a justifiable position for either approach.

In short, it must be determined if women are equally qualified for all law enforcement duty as are men. This may be done with the specific identification of emergency tasks to be performed as well as the routine. Then the abilities of male and female applicants to achieve these standards can be measured and conclusions will follow.

If it is found that women are capable of duty on a par with their male competitors, it is recommended that an entire squadron of security policewomen be assigned to police an Air Force installation for a test period to exceed one year. The results would be conclusive enough to convince most everyone that women can pull the duty and get the job done effectively or vice versa. Any quota system leaves room for the doubtful mind to conclude that the men are covering for the inept security policewomen.

In effect, it must be argued that policing is combatant duty, both security and law enforcement. Any woman who can cuff an unwilling offender can pull duty in a bunker on the base perimeter or fly airplanes in combat. Unless there is a rational connection stipulating

that women are incapable of certain duty, then all USAF policies on sex discrimination must be struck as unfair and unconstitutional.

The elimination of sex discrimination would first have to be pursued at the policy level, such as the Air Force Academy, and proceed into the USAF directives which prohibit women members of the color guard from bearing arms and prohibit male police from searching female suspects and offenders. Then the policy-makers may begin an educational process to convince the masses.

In conclusion, this author is convinced that neither the masses nor the policy-makers are convinced that women should be assigned to policing duties on an interchangeable basis. Such a position is indefensible in view of official statements barring discrimination for sexual status. It is therefore the duty of the United States Air Force to establish a rational cause for that discrimination or cease and desist from all policy, expressed or implied, which limits the employment of women in uniform. Rational cause for discrimination against women in certain combatant skills such as policing may exist. If so, it must be determined in combat or a reasonable facsimile thereof.

The final challenge to be provided by this study is this: discrimination for cause or no discrimination at all. There are no other alternatives.

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APPENDIXES

APPENDIX 1

**Letter of Transmittal to Chiefs
of Security Police**

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CAPT. KENNETH E. MESSICK

LIAISON OFFICER - AFIT

Duty at Cal. State Univ. San Jose

Dear Chief of Security Police:

As you know, women have recently been assigned to duty in the USAF Security Police career specialty. I am conducting an opinion survey to determine the attitudes towards their effective employment.

This survey is being conducted under the approval of the United States Air Force. Questions regarding the authority to conduct the survey should be directed to the Department of the Air Force ACMR or to Air University EDU. The official survey control number granted this project is SCN 73-69.

I would appreciate your assistance. Would you offer each member of your unit the opportunity to complete one of the questionnaires? Then collect the completed forms and mail them to me. There is a pre-addressed postage label attached to this letter.

Thank you so much for your help. It is not possible for an AFIT student to complete research on a topic of interest to the Air Force without assistance from the officers in the field. Consequently, most students research other topics. I believe that we may provide the USAF with relevant information concerning a valuable personnel resource with your assistance, but I must depend upon your help. Please attempt to complete the forms in less than 15 working days as I must remain on a demanding writing schedule.

Thank you for your assistance. If you desire an abstract of my findings, indicate your desire to me and I will mail you one in August 1973.

Sincerely,



KENNETH E. MESSICK
CAPTAIN, USAF

APPENDIX 2

Letter of Transmittal to Security Police

Directors at Major Air Commands

KENNETH E. MESSICK
[REDACTED]

16 May 1973

I am a career officer, completing my master's degree in Criminal Justice at San Jose State under the AFIT program.

In support of my thesis, I am collecting an opinion sample from USAF Security Police concerning the employment of females in USAF Law Enforcement. I am also surveying four Northern California civilian departments as a control sample for purposes of comparison. My data will be processed by a CDC 3300 using a canned computer program from Stanford University called SPSS. My findings will be published in August.

I desire to collect a sample from Security Police Staff Officers and NCO's. Therefore I am sending questionnaires to the Directors at USAF, MAC, TAC, ADC, and SAC. This sample, like the samples I collect from base level and civilian agencies, will be analyzed collectively to prevent possible repercussion should any individuals or agencies be isolated. I am however capable of providing the head of a particular agency with isolated agency data concerning the collective opinions of his personnel in a private report to be compared to the reported collective findings.

The location of the respondent is being identified in question number (4-5) so that data may be validated using interpenetrating replicate subsamples. However the factor analysis will be done on such factors as age, sex and marital status, rank, position, years of experience, job experience, and level of influence to policy decision, etc.

This survey has been authorized under USAF Survey Control Number SCN 73-69. Please have the enclosed forms completed by members of your staff and mail them to me in the return envelop which is pre-addressed. I am running very close to the limits of time so please be so kind as to expedite. Of course I will mail a copy of thesis to your office plus such other information as you may request.

Kenneth E. Messick
KENNETH E. MESSICK
CAPTAIN, USAF

APPENDIX 3

Statement of Assurance Submitted to
California State University, San Jose
(now San Jose State University)

Administration of Justice Department
California State University, San Jose

Statement of Assurance

PROJECT TITLE: Opinion Survey--Policewomen in the USAF

PROJECT DIRECTOR OR INVESTIGATOR: Kenneth E. Messick
Capt, USAF

INSTRUCTOR'S NAME: Donald E. Matthews

NATURE AND GOALS OF HUMAN SUBJECT RESEARCH: Certain preconceived opinions exist which tend to influence and limit the effective utilization of women in USAF Law Enforcement. This study proposes to identify some of these and quantify their prevalence to provide information for management action.

NATURE OF RISKS TO HUMAN SUBJECTS: None--respondents are volunteers who remain anonymous.

WHAT SAFEGUARDS WILL BE TAKEN TO PROTECT HUMAN SUBJECTS: Instructions advise of voluntary nature of participation and not to place names on the paper.

WHAT CONSENT PROCEDURES WILL BE REQUIRED OF HUMAN SUBJECTS: Note red lettering on instrument. Advisement is in accordance with Air Force Directives to wit; AFR 171-2 & AFITM 53-1.


KENNETH E. MESSICK

APPENDIX 4

Request for Survey Approval from USAF

According to Format Stipulated

by AFR 171-2 and AFITM 53-1

Request for Survey Approval

1. Title of planned survey: Opinion Survey: Policewomen in the Air Force.

2. Name and address of individual requesting approval:

Kenneth E. Messick, Capt, USAF
[REDACTED]
[REDACTED] [REDACTED]

3. Statement of survey problem or purpose: Survey is a basis for completion of master's thesis for AFIT sponsored degree in criminal justice administration. Research is designed to prove or disprove the hypotheses;

"Preconceived opinions concerning the capabilities of women exist among USAF Security Police with a potential of influencing and limiting the effective employment of Security Policewomen."

4. Objectives to be accomplished: Identify for quantitative analysis the prevalence of prejudicial opinions and the level of experience and managerial influence from which these opinions derive. Identify which specific law enforcement duties common to Security Police tend to be closed to women as a matter of supervisory preference. Project influences of these opinions into the future in view of current USAF policy and formulate possible managerial alternatives to maximize utilization of personnel resources.

5. Population to be surveyed:

a. Description of population: All Security Police in the USAF, both Security and Law Enforcement.

b. Sampling method or census: The instrument is a questionnaire which will be distributed to CONUS bases. Bases will be selected because they have large numbers of Security Police assigned, the majority of assigned police are military as opposed to civilian, and the Chiefs of Security Police have indicated a willingness to assist.

- c. Size of population: Approximately 32,000.
 - d. Size of sample: Minimum 1.0%, maximum 4.5%. 1,500 questionnaires will be distributed.
6. Proposed statistical analysis plan and method of evaluation: Key punch cards and college computer will be used with SPSS program. Key variables will be age, grade, marital status, experience, and present duty assignment as compared to specific and general opinions concerning the capabilities of women police. Instrument to be validated by personal interview with respondees in the West Coastal Region. Response data to be validated utilizing interpenetrating replicate subsamples isolated by geographic location.
7. Estimated cost: Respondee time only. Respondees will participate in slack time on duty and voluntarily. Monetary costs to the Government will be nominal. Return on the cost can be considered of potentially significant consequence to management in view of executive goals of zero draft, civil right's legislative and judicial rulings concerning women's liberty, and maximum utilization of available personnel resources.
8. Availability of data from other sources: Not available.
9. Justification of survey: A survey by questionnaire is the only objective means by which the author may complete the thesis. Other methods, such as direct interview participative sampling, are not economical, feasible, nor empirical in nature.
10. Copyright materials used: None.
11. Command approval request: Commands having jurisdiction over personnel to be survey include Hqtrs, SAC, AFSC, MAC, ADC, ATC, and TAC. Command approval should not be necessary as Chiefs of Security Police will be asked to (voluntarily) distribute questionnaires within their respective

organizations. Letters of request will be mailed in advance to installation Chiefs of Police. There is no conceivable reason why a command should have an interest save in the overall results of the survey.

12. Bases selected as possible survey sights:

Andrews AFB

Beale AFB

Castle AFB

Chanute AFB

Dover AFB

Edwards AFB

Eglin AFB

Ellsworth AFB

George AFB

Grand Forks AFB

Griffis AFB

Hamilton AFB

Kirtland AFB

KI Sawyer AFB

Lackland AFB

Sheppard AFB

Travis AFB

Tyndale AFB

Vandenburg AFB


KENNETH E. MESSICK
Captain, USAF

APPENDIX 5

USAF Survey Approval

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, D.C.

219



14 FEB 1973

PLY TO
TN OF: **ACMR**

SUBJECT: Request for Survey Control Number (Your Ltr, 11 Dec 72)

TO: **AU/EDV**

The survey "Policewomen in the Air Force" is approved for administration under USAF SCN 73-69. Request a copy of Captain Messick's final thesis be furnished this Headquarters, AF/IGSM.

FOR THE CHIEF OF STAFF

Raymond K. Murray
RAYMOND K. MURRAY, Colonel, USAF
Chief, Research and Analysis Division
Directorate of Management Analysis

APPENDIX 6

First Survey Instrument

Opinion Survey:
POLICEWOMEN IN THE AIR FORCE

CALIFORNIA STATE UNIVERSITY AT SAN JOSE

**School of the Applied Sciences and Arts
Administration of Justice Department**

School of the Applied
Sciences and Arts
Administration of Justice

OPINION SURVEY
Policewomen in the USAF

DO NOT WRITE
IN THIS SPACE

Directions:

This survey is designed to discover how Security Police feel that women can best be employed in Law Enforcement. These are questions that should be answered according to your honest opinion. Please do not place your name on the questionnaire because it is better if everyone remains anonymous. Follow the instructions carefully. Thank you for your time and your honest response.

- (1) To what base are you assigned? If you are enroute on PCS, name the base to which you were last assigned. _____

(1c) _____

Check appropriate blocks.

- (4) Your grade: E1-E3 ☐ E4-E6 ☐ E7-E9 ☐

(4) _____

01-03 ☐ 04-06 ☐

- (5) Your sex: Male ☐ Female ☐

(5) _____

- (6) Your marital status: Single ☐ Married ☐

(6) _____

- (7) Years in USAF: 0-4 ☐ 5-7 ☐ 8-12 ☐ 13-16 ☐
17-20 ☐ 21-25 ☐ over 25 ☐

(7) _____

- (8) Years of Security Police Experience: 0-3 ☐ 4-7 ☐
8-12 ☐ 13-16 ☐ 17-20 ☐ 21-25 ☐
over 25 ☐

(8) _____

- (9) Your age: 17-20 ☐ 21-25 ☐ 26-30 ☐ 31-35 ☐
36-40 ☐ 41-45 ☐ 46-50 ☐ over 50 ☐

(9) _____

Duty to which you are now assigned (choose best answer).

- (10) Law Enforcement Shift Worker. ☐

(10) _____

Law Enforcement Overhead. ☐

Security Shift Worker. ☐

Security Overhead. ☐

Security Squadron Overhead. ☐

Security Police Operations OIC/MCOIC. ☐

Chief Security Police/Security Police Superintendent. ☐

Headquarters, IGS Staff. ☐

Security Police Training WCO. ☐

Circle the appropriate letter indicating the experience you have had in the positions listed in items 11-19.

DO NOT
WRITE
IN THIS
SPACE

A. Extensive B. Some C. Very Little D. No Experience

- | | | |
|------------------|---------------------------------------|------------|
| (11) A. B. C. D. | Law Enforcement Patrol, Foot. | (11) _____ |
| (12) A. B. C. D. | Law Enforcement Patrol, Vehicle. | (12) _____ |
| (13) A. B. C. D. | Law Enforcement Town Patrol, Foot. | (13) _____ |
| (14) A. B. C. D. | Law Enforcement Town Patrol, Vehicle. | (14) _____ |
| (15) A. B. C. D. | Law Enforcement Investigator. | (15) _____ |
| (16) A. B. C. D. | Law Enforcement, Desk Sergeant. | (16) _____ |
| (17) A. B. C. D. | Law Enforcement, Parking Enforcement. | (17) _____ |
| (18) A. B. C. D. | Law Enforcement, Traffic Detail. | (18) _____ |
| (19) A. B. C. D. | Law Enforcement Shift Supervisor. | (19) _____ |

Items 20-26 are typical of jobs commonly performed by USAF Security Police. Read the answers carefully and circle the one best answer for each job listed.

- A. Most women could perform this duty equally as well as a male police officer.
- B. Most women could not perform this duty equally as well as a male because of limited physical strength.
- C. Most women should not be permitted to perform this duty because its too dangerous.
- D. Most women should not be permitted to perform this duty because it would be degrading to male police officers who work with her.
- E. Most women should not be permitted to perform this duty because embarrassment would result from sexual implications.
- F. Women could not do this job because they don't have enough common sense.
- G. Women can not do this job; none of the explanations fit.

- | | | |
|---------------------------|---------------------------------------|------------|
| (20) A. B. C. D. E. F. G. | Law Enforcement Patrol, Foot. | (20) _____ |
| (21) A. B. C. D. E. F. G. | Law Enforcement Patrol, Vehicle. | (21) _____ |
| (22) A. B. C. D. E. F. G. | Law Enforcement Town Patrol, Foot. | (22) _____ |
| (23) A. B. C. D. E. F. G. | Law Enforcement Town Patrol, Vehicle. | (23) _____ |
| (24) A. B. C. D. E. F. G. | Law Enforcement Investigator. | (24) _____ |
| (25) A. B. C. D. E. F. G. | Law Enforcement, Desk Sergeant | (25) _____ |
| (26) A. B. C. D. E. F. G. | Law Enforcement, Parking Enforcement. | (26) _____ |

Items 27-35 are typical of jobs commonly performed by USAF Security Police. Read the answers carefully and circle the one best answer for each job listed.

DO NOT
WRITE
IN THIS
SPACE

- A. Most women could perform this duty equally as well as a male police officer.
- B. Most women could not perform this duty equally as well as a male because of limited physical strength.
- C. Most women should not be permitted to perform this duty because its too dangerous.
- D. Most women should not be permitted to perform this duty because it would be degrading to male officers who work with her.
- E. Most women should not be permitted to perform this duty because embarrassment would result from sexual implications.
- F. Women could not do this job because they don't have enough common sense.
- G. Women can not do this job; none of the explanations fit.

- (27) A. B. C. D. E. F. G. Law Enforcement, Traffic Detail. (27)___
- (28) A. B. C. D. E. F. G. Law Enforcement Shift Supervisor. (28)___
- (29) A. B. C. D. E. F. G. OIC/NCOIC Law Enforcement Section. (29)___
- (30) A. B. C. D. E. F. G. Security Police Training Section NCOIC. (30)___
- (31) A. B. C. D. E. F. G. Animal Warden (Dog-catcher). (31)___
- (32) A. B. C. D. E. F. G. Honor or Color Guard. (32)___
- (33) A. B. C. D. E. F. G. Arms Room Attendant or NCOIC. (33)___
- (34) A. B. C. D. E. F. G. Funds Escort. (34)___
- (35) A. B. C. D. E. F. G. Base Gate Guard. (35)___

Circle the appropriate letter indicating the experience you have had in the positions listed in items 35-42.

A. Extensive B. Some C. Very Little D. No Experience

- (36) A. B. C. D. OIC/NCOIC Law Enforcement Section. (36)___
- (37) A. B. C. D. Security Police Training Section NCOIC. (37)___
- (38) A. B. C. D. Animal Warden (Dog-catcher). (38)___
- (39) A. B. C. D. Honor or Color Guard. (39)___
- (40) A. B. C. D. Arms Room Attendant or NCOIC. (40)___
- (41) A. B. C. D. Funds Escort. (41)___
- (42) A. B. C. D. Base Gate Guard. (42)___

Circle the appropriate letter indicating the experience you have had in the positions listed in items 43-48.

A. Extensive B. Some C. Very Little D. No Experience

DO NOT
WRITE
IN THIS
SPACE

(43) A. B. C. D. OIC Law Enforcement.

(43) _____

(44) A. B. C. D. Chief Security Police/Squadron Commander.

(44) _____

(45) A. B. C. D. Security Police Superintendent.

(45) _____

(46) A. B. C. D. Pass and ID, Worker.

(46) _____

(47) A. B. C. D. Pass and ID, NCOIC.

(47) _____

(48) A. B. C. D. Administrative Security Section.

(48) _____

Items 49-54 are typical of jobs commonly performed by USAF Security Police. Read the answers carefully and circle the one best answer for each job listed.

A. Most women could perform this duty equally as well as a male police officer.

B. Most women could not perform this duty equally as well as a male because of limited physical strength.

C. Most women should not be permitted to perform this duty because its too dangerous.

D. Most women should not be permitted to perform this duty because it would be degrading to male police officers who work with her.

E. Most women should not be permitted to perform this duty because embarrassment would result from sexual implications.

F. Women could not do this job because they don't have enough common sense.

G. Women can not do this job; none of the explanations fit.

(49) A. B. C. D. E. F. G. OIC Law Enforcement.

(49) _____

(50) A. B. C. D. E. F. G. Chief Security Police/Squadron Commander.

(50) _____

(51) A. B. C. D. E. F. G. Security Police Superintendent.

(51) _____

(52) A. B. C. D. E. F. G. Pass and ID, Worker.

(52) _____

(53) A. B. C. D. E. F. G. Pass and ID, NCOIC.

(53) _____

(54) A. B. C. D. E. F. G. Administrative Security Section.

(54) _____

Items 55-60 are typical of jobs commonly performed by USAF Security Police. Read the answers carefully and circle the one best answer for each job listed.

DO NOT
WRITE
IN THIS
SPACE

- A. Most women could perform this duty equally as well as a male police officer.
- B. Most women could not perform this duty equally as well as a male because of limited physical strength.
- C. Most women should not be permitted to perform this duty because its too dangerous.
- D. Most women should not be permitted to perform this duty because it would be degrading to male police officers who work with her.
- E. Most women should not be permitted to perform this duty because embarrassment would result from sexual implications.
- F. Women could not do this job because they don't have enough common sense.
- G. Women can not do this job; none of the explanations fit.

(55) A. B. C. D. E. F. G. Law Enforcement, Reports and Analysis. (55) _____

(56) A. B. C. D. E. F. G. Security Police Operations Officer. (56) _____

(57) A. B. C. D. E. F. G. Security Police Squadron First Sergeant. (57) _____

(58) A. B. C. D. E. F. G. Patrol or Sentry Dog Handler. (58) _____

(59) A. B. C. D. E. F. G. Corrections/Confinement Guard. (59) _____

(60) A. B. C. D. E. F. G. Corrections/Confinement NCOIC. (60) _____

Circle the appropriate letter indicating the experience you have had in the positions listed in items 61-66.

A. Extensive B. Some C. Very Little D. No Experience

(61) A. B. C. D. Law Enforcement, Reports and Analysis. (61) _____

(62) A. B. C. D. Security Police Operations Officer. (62) _____

(63) A. B. C. D. Security Police Squadron First Sergeant. (63) _____

(64) A. B. C. D. Patrol or Sentry Dog Handler. (64) _____

(65) A. B. C. D. Corrections/Confinement Guard. (65) _____

(66) A. B. C. D. Corrections/Confinement NCOIC. (66) _____

Check appropriate block.

Have you served over-seas duty in:

DO NOT
WRITE
IN THIS
SPACE

	<u>YES</u>	<u>NO</u>	
(66) SEA.	<input type="checkbox"/>	<input type="checkbox"/>	(66)_____
(67) PACAF.	<input type="checkbox"/>	<input type="checkbox"/>	(67)_____
(68) Europe	<input type="checkbox"/>	<input type="checkbox"/>	(68)_____
(69) Isolated	<input type="checkbox"/>	<input type="checkbox"/>	(69)_____

(70) Do you believe married security policemen or policewomen will have problems at home if they are assigned to a partner of the opposite sex?

YES ☐ NO ☐

(70)_____

(71) Do you believe Security Policewomen should be assigned:

A. ☐ only to clerical type police jobs to release men for field duty, or

B. ☐ to non-clerical but selected "safe" jobs, or

C. ☐ to all SP jobs, without favor or prejudice.

(71)_____

CHECK APPROPRIATE BLOCK.

It is foolish to assign policewomen to Law Enforcement patrol because:

	<u>Yes</u>	<u>No</u>		
(72)	<input type="checkbox"/>	<input type="checkbox"/>	women are not strong enough physically; males will get hurt trying to protect them.	(72)_____
(73)	<input type="checkbox"/>	<input type="checkbox"/>	neither males or females will pay attention to what they are supposed to be doing.	(73)_____
(74)	<input type="checkbox"/>	<input type="checkbox"/>	unescorted female police officers will get raped, or molested.	(74)_____
(75)	<input type="checkbox"/>	<input type="checkbox"/>	men do not like to be bossed by women.	(75)_____
(76)	<input type="checkbox"/>	<input type="checkbox"/>	security policemen who call for help do not want a policewoman to be dispatched instead of a man.	(76)_____
(77)	<input type="checkbox"/>	<input type="checkbox"/>	women are just not as capable of applying non-deadly force as are men.	(77)_____

Check appropriate block.

DO NOT
WRITE
IN THIS
SPACE

	<u>YES</u>	<u>NO</u>	
(78)	_____	_____	Are any Security Policewomen assigned to your unit or base?
(79)	_____	_____	Do you think policewomen will get the best SP jobs leaving the less desirable ones to males?

(78) _____

(79) _____

The space below is provided for your comments about this questionnaire or about policewomen in the Air Force.

COMMENTS:

APPENDIX 7

Revised Survey Instrument

California State University - San Jose
School of the Applied Sciences and Arts
Administration of Justice

Opinion Survey

POLICEWOMEN



Directions:

This survey is designed to determine the honest opinions of police officers concerning the wisdom of employing women in various police duties. Your opinions can best be kept confidential if you remain anonymous. Please do not sign your name anywhere on the questionnaire and that will help us obtain candid responses from all.

This Survey has been officially authorized to be conducted on Federal Installations of the United States Air Force under Survey Control Number SCN 73-69. Reports of findings will be provided to the Inspector General, United States Air Force and to Air University, Maxwell AFB, Alabama. Other participating agencies may receive abstracts by arrangement.

Please read the questions carefully and respond by checking the block ☒ which best indicates your desired answer.

Volunteer Participants Only

Caution:

This questionnaire is printed on both sides of each sheet. Be careful to answer all questions.

DO NOT WRITE
IN THIS SPACE

231

(1) Indicate your sex and marital status.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Male, Single	Male, Married	Female, Single	Female, Married

(2) Indicate your police experience in years.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0-3	4-7	8-12	13-16	17-20	21-25	25 plus

(3) Indicate your age.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17-20	21-25	26-30	31-35	36-40	41-45	46-50	50 plus

Military members complete this section. (Civilian police go on to question 46.)

(4-5) To what base are you assigned? If you are en route on PCS, name the base to which you were last assigned. _____

(6) Indicate your grade.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E1-E3	E4-E6	E7-E9	O1-O3	O4-O6

(7) Indicate the answer which best describes your current duty assignment.

- ☐ Training NCO
- ☐ Law Enforcement Shift Worker
- ☐ Law Enforcement Overhead
- ☐ Security Shift Worker
- ☐ Security Overhead
- ☐ Operations Officer or NCOIC
- ☐ Chief Security Police
- ☐ Headquarters Staff (IGS)

TURN TO BACK OF THIS PAGE FOR PAGE 2.

DO NOT WRITE
IN THIS SPACE

Military Personnel Only--Civilian Police go on to Question 46

Listed below are some of the duties performed by USAF Security Police.
Check YES to indicate duties which you have personally performed. Check
NO to indicate duties which you have not performed.

YES NO

- | | | | |
|------|--------------------------|--------------------------|---|
| (8) | <input type="checkbox"/> | <input type="checkbox"/> | Foot Patrol |
| (9) | <input type="checkbox"/> | <input type="checkbox"/> | Vehicle Patrol |
| (10) | <input type="checkbox"/> | <input type="checkbox"/> | Town Patrol |
| (11) | <input type="checkbox"/> | <input type="checkbox"/> | Investigator |
| (12) | <input type="checkbox"/> | <input type="checkbox"/> | Desk Sergeant |
| (13) | <input type="checkbox"/> | <input type="checkbox"/> | Shift Supervisor |
| (14) | <input type="checkbox"/> | <input type="checkbox"/> | Law Enforcement NCOIC |
| (15) | <input type="checkbox"/> | <input type="checkbox"/> | Animal Warden (Dog Catcher) |
| (16) | <input type="checkbox"/> | <input type="checkbox"/> | Arms Room Attendant |
| (17) | <input type="checkbox"/> | <input type="checkbox"/> | Funds Escort |
| (18) | <input type="checkbox"/> | <input type="checkbox"/> | Gate Guard |
| (19) | <input type="checkbox"/> | <input type="checkbox"/> | Administrative Security |
| (20) | <input type="checkbox"/> | <input type="checkbox"/> | Chief Security Police or Superintendent |
| (21) | <input type="checkbox"/> | <input type="checkbox"/> | Pass and Identifications |
| (22) | <input type="checkbox"/> | <input type="checkbox"/> | Reports and Records |
| (23) | <input type="checkbox"/> | <input type="checkbox"/> | First Sergeant |
| (24) | <input type="checkbox"/> | <input type="checkbox"/> | Patrol Dog Handler |
| (25) | <input type="checkbox"/> | <input type="checkbox"/> | Confinement Guard |
| (26) | <input type="checkbox"/> | <input type="checkbox"/> | Accident Investigator |

Check YES beside the USAF Security Police duties to which you believe police-
women should be assigned. Check NO beside those duties to which you believe
Policewomen should not be assigned.

YES NO

- | | | | |
|------|--------------------------|--------------------------|-----------------------------|
| (27) | <input type="checkbox"/> | <input type="checkbox"/> | Foot Patrol |
| (28) | <input type="checkbox"/> | <input type="checkbox"/> | Vehicle Patrol |
| (29) | <input type="checkbox"/> | <input type="checkbox"/> | Town Patrol |
| (30) | <input type="checkbox"/> | <input type="checkbox"/> | Investigator |
| (31) | <input type="checkbox"/> | <input type="checkbox"/> | Desk Sergeant |
| (32) | <input type="checkbox"/> | <input type="checkbox"/> | Shift Supervisor |
| (33) | <input type="checkbox"/> | <input type="checkbox"/> | Law Enforcement NCOIC |
| (34) | <input type="checkbox"/> | <input type="checkbox"/> | Animal Warden (Dog Catcher) |

Military Personnel Only--Civilian Police go on to Question 46

DO NOT WRITE
IN THIS SPACE

	YES	NO	
(35)	<input type="checkbox"/>	<input type="checkbox"/>	Arms Room Attendant
(36)	<input type="checkbox"/>	<input type="checkbox"/>	Funds Escort
(37)	<input type="checkbox"/>	<input type="checkbox"/>	Gate Guard
(38)	<input type="checkbox"/>	<input type="checkbox"/>	Administrative Security
(39)	<input type="checkbox"/>	<input type="checkbox"/>	Chief Security Police or Superintendent
(40)	<input type="checkbox"/>	<input type="checkbox"/>	Pass and Identification
(41)	<input type="checkbox"/>	<input type="checkbox"/>	Reports and Records
(42)	<input type="checkbox"/>	<input type="checkbox"/>	First Sergeant
(43)	<input type="checkbox"/>	<input type="checkbox"/>	Patrol Dog Handler
(44)	<input type="checkbox"/>	<input type="checkbox"/>	Confinement Guard
(45)	<input type="checkbox"/>	<input type="checkbox"/>	Accident Investigator

Questions 46 through 80 are for all personnel.

Check the blocks which most closely indicate your agreement or disagreement with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree	
(46)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Women are more capable of interviewing females and children who are suspects or witnesses than are men.
(47)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Policewomen add charm, compassion, understanding, and the "gentle touch" to the profession.
(48)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Men are not usually as capable of clerical and administrative duties as women.
(49)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Although there are some jobs which can be performed by a policewoman, her assignments should be carefully selected because there are many other police jobs which would not be wise assignments.
(50)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	There are many dangerous places where you cannot dispatch an unescorted policewoman but could dispatch a lone policeman.

TURN TO BACK OF THIS PAGE FOR PAGE FOUR

DO NOT WRITE
IN THIS SPACE

Strongly Agree	Agree	Disagree	Strongly Disagree
-------------------	-------	----------	----------------------

- | | | | | | |
|------|--------------------------------|-------------------------------|-------------------------------|--------------------------------|--|
| (51) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Police patrol is generally more hazardous for a policewoman than it is for a policeman. |
| (52) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | The employment of policewomen is advantageous primarily because it will release policemen from administrative functions and allow them to accomplish the more demanding and dangerous tasks. |
| (53) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Most women are not strong enough to apply necessary physical force in the apprehension and restraint of hostile offenders. |
| (54) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Policewomen will be more vulnerable to physical abuse than male officers. |
| (55) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | In addition to normal training given all new male personnel, women will require specialized training in order to become competent patrol officers. |
| (56) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Most policewomen will require aid from other officers with greater frequency than male officers. |
| (57) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Because of limited physical strength, policewomen will need the protection of male officers. |
| (58) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | I would prefer a male patrol partner to a policewoman as partner. |
| (59) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | If unescorted policewomen are indiscriminately assigned to the beats required of some male officers, it is likely they will be assaulted, molested, or even raped on duty. |
| (60) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | In order to compensate for her limited physical strength, a female officer may need to resort to her firearm more quickly and frequently than a male officer. |
| (61) | <input type="checkbox"/>
SA | <input type="checkbox"/>
A | <input type="checkbox"/>
D | <input type="checkbox"/>
SD | Women can perform certain police duties well enough to make their employment worthwhile, but it is unrealistic to believe they can perform all police duties satisfactorily. |

DO NOT WRITE
IN THIS SPACE

	Strongly Agree	Agree	Disagree	Strongly Disagree
(62)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(63)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(64)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(65)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(66)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(67)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(68)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(69)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(70)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(71)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(72)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD
(73)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD

Many police jobs are too dangerous for a policewoman.

There are a sufficient number of assignments for the female police officer to make her assignment to street patrol unnecessary.

Police officers requesting a "backup" will feel less comfortable knowing that a female officer may respond to their call for aid.

The average woman is too emotionally sensitive to be a successful beat officer in the rough sections of town.

The profanity and verbal abuse directed towards the policewoman will be more severe than most women are capable of withstanding emotionally.

Supervision will be more difficult when policewomen are assigned as beat officers.

A policewoman should not supervise patrolmen unless she is an experienced patrol officer.

It is preferable to assign a policewoman rather than a policeman to interview females, particularly in sex-crime cases.

A policeman should obtain a policewoman to search a female offender incident to a street arrest.

Policemen should not frisk female suspects on a street stop for questioning.

The greatest advantage to having policewomen available is that they can search a woman suspect better than a male officer.

Policewomen should not frisk male suspects on a street stop for questioning.

PLEASE TURN TO BACK SIDE AND FINISH REMAINING QUESTIONS.

DO NOT WRITE
IN THIS SPACE

	Strongly Agree	Agree	Disagree	Strongly Disagree	
(74)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Male suspects and offenders will be more humiliated when detained and questioned by a policewoman rather than a policeman.
(75)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	A policewoman should not be required to search a male offender incident to a street arrest.
(76)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Many policemen will be less attentive to their duties than normal when working with a policewoman.
(77)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	The wives of many policemen will be jealous if their husbands are assigned with a policewoman patrol partner thus increasing marital problems.
(78)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Most policemen will be uncomfortable if assigned to duty under the supervision or command of a policewoman.
(79)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Regarding performance potential, men and women are equally capable and there is no difference that can be attributed to male or female characteristics.
(80)	<input type="checkbox"/> SA	<input type="checkbox"/> A	<input type="checkbox"/> D	<input type="checkbox"/> SD	Women are as equally capable of performing police duty as men.

This space has been reserved for your comments on the issues involved or about the questionnaire.

COMMENTS

APPENDIX 8

Comments of the Respondents

On the last page of the questionnaire, a three-inch space was reserved so that respondents could include their comments on the issues involved or about the questionnaire itself. These comments are the subject of an interesting and revealing study in and of themselves. They have been included verbatim for the reader's review.

In general, I believe that women are as capable as men in performing police duties. I do believe, however, in the case of the Air Force that the female should be taught more self-defense tactics due to her not being as physically strong as a male. I also believe that females should be thoroughly screened as I don't believe all females have the temperament for police work. A policewoman will have to be mentally strong enough to take the abuse, both verbally and physically, that police personnel receive in conjunction with their work.

The only way I feel a woman could not be as good of policeman as a man would be in the physical nature. Common sense, performance of duty and most other requirements of the male, she would be just as good. At least I hope so.

In question 64, a policeman wouldn't feel uncomfortable if he knew her capabilities. The US Women's Karate champion is around 5'6" and weighs 100 lbs. If women are properly trained in self-defense and all aspects of police work, she can be as capable as a man. Give them a chance.

Policewomen are a good idea but they must be kept within the office. It is hard for a patrolman to feel secure when he feels he cannot rely on his partner. Therefore, if a policewoman is going to work a patrol, she must first show she is without doubt capable of performing the duties of a patrolwoman. If she cannot, then as I said, she must be kept within the office.

If a woman is trained in hand-to-hand combat, I think she would be just as capable as a man on the police force, in working beats and patrols

In many questions if you replaced the word "many" with "some," I would more strongly agree (i.e., 77, 78). I do not feel they (women) are capable of canine handler duty or SP combat duty.

If put into operation, there may be some question by the males as to the female's ability; but after the males have been working with them awhile and realize the female's

abilities, a comfortable working relationship will result with each confident in the other. I feel that the females should be required to wear slacks or some type of shorts in order to be able to climb over walls, fences, or any other type object that they might run into during an incident.

In my opinion, females would be best for clerical and desk sergeant work, etc. Although, if they did prefer patrol and investigation work, they would probably be capable as they would be dedicated enough to their profession to be proficient in physical restraint and defense techniques, therefore requiring assistance as frequent as male policemen.

Have the women get self-defense training.

Female police should always be assigned a male partner when performing patrol or gate duties, especially on weekend and/or special occasions which might bring disturbance with a lot of alcohol involved.

There is an important place for women in police work. The traditional concept that they are the weaker sex is nonsense. Care must be exercised in assignments, just as with an all-male force. Some men are good police officers, but can't be used as desk sergeants. All jobs should be open to women who can qualify. I answered question 44 "no" but the female is a logical guard for female prisoners. My other answers are somewhat tempered because, while I believe women are capable of performing all but a very few jobs, I also believe there is much prejudice in the ranks against women police.

I believe firmly in the opportunity of women to perform in varied tasks including police duties. I think women would enhance the image of security police and at the same time be quite capable of performing police duties. The only drawback that I can think of is that of physical strength aspects. Proper training in self-defense and proper equipment (mace) should prove this aspect unimportant.

It is my personal opinion that women in general cannot perform general police work. However, I feel that every job in police work should be open to all sexes. If a woman doesn't like patrol or can't do the job, then they can quit or they can be fired.

Policewomen can be a definite asset to a department by releasing policemen from office duties. Policewomen should be assigned to beat patrol units only as a partner, not alone. Women are every bit as capable as men in performance of all duties, but, in some situations (bar problems, fights,

or other potentially violent situations) a woman would be ignored, harassed, and intimidated. Male officers have a psychological advantage over criminals.

Women are just as capable except for physical restraints.

Speaking as a whole, policewomen are advantageous and sometimes necessary. Their duties due to physical strength would be hampered. Even the woman guard at San Quentin found it hard with verbal abuse. Many policewomen would find it more difficult with possible physical abuse.

No matter how well-trained a female is, there still remains the fact that she is a female and any male that is detained will not think twice about trying to escape. Also she cannot, in my opinion, stand up to all the verbal abuse which is related in this field of work. They would be fine for admin. work but not supervision or field work. Also I would feel that if the situation was bad enough for me to call for assistance, I'd want a male, not a female. If one was sent, I'd just feel that I had one more problem to handle.

In my opinion, women are as capable as men in performing police duties with one exception, apprehending male suspects. The average women do not possess the physical strength to accomplish this; however, with proper training in restraint and defense techniques, I feel a woman can overcome this weakness. Along with devices such as mace, night stick, etc., a woman can become as effective as her male counterpart. A woman can handle a weapon as well as any man. I can testify to this through personal experience. I feel that women should not use "deadly" force any more frequently than men.

Ref question 60: A properly trained policewoman can handle a "physical situation" using self-defense techniques. Also mace is a reasonable weapon if used with thought. Ref question 64: If someone is trained by the same school as someone else, there should be NO concern as to reliability. Ref question 65: Since the average man cannot back our job, how can an average female? We are not in a profession for "AVERAGE" persons.

Question 55: It would be recommended that a policewoman demonstrate a high degree of proficiency in unarmed defense to compensate for the lack of "brute" strength a male would have.

The number of incidents involving female personnel at Travis AFB does not warrant the use of a security police-woman. Women are better suited for clerical and administrative duties in the security police field. Drunk and

belligerent male personnel show no preference when it comes to physical contact incident to apprehension. The chances of a female policewoman getting hurt are increased when they are brought in direct contact with the public during periods of tension such as racial incidents, fights, etc. In a group confrontation when several security police are needed to calm a belligerent individual, the chances that the individual would reach for the security policewoman's weapon are greater and could possibly result in injury to innocent bystanders. The job of a responding security policeman to any incident is to use tact and resolve the problem if possible; it is not my belief that most women are capable of doing this when drunk or belligerent personnel are involved. The only way it would be feasible to assign a woman to regular flight duty would be by placing limitations on what she could do depending on the incident. Manpower is critical enough in the security police field without having to place restrictions on who can be sent where to a specified incident. In an emergency situation when physical help would be needed, a woman could only create more problems. Women could be an asset in the administrative section releasing additional manpower for flight duty.

1. Some questions seem to be worded wrong. Ex - (63). I don't believe there are a "sufficient number of assignments for the female police officer" in the first place. 2. If my life is endangered, send me anybody. But, if I have a choice, send me a man.

Policewomen should be given extra training on restraint techniques and self-defense.

The issues involved is one of a social nature rather than capabilities. Although women are on the average weaker than men, mentally and morally they are capable. Their weaknesses, i.e., in regards to possible physical apprehensions can be breached through specialized training, i.e., judo, karate.

I agree that there is a need for policewomen; however, I think that specialized training would be necessary in order for policewomen to perform the easy, as well as the hard police functions. I also think that, as long as some sort of job equality is maintained, with each sex performing their proper share of police functions, no large problems should arise.

As far as placing a woman in the beat capacity by herself would be dangerous, but I feel they would make as competent a partner as male for the simple fact her life is on the line as well and performance would be as swift and accurate. I would only hope that their physical differences would be accepted so that too many wouldn't get hurt attempting to prove they are equal to all men. I am average in height and light in weight. I know I wouldn't try to prove myself

against someone bigger—it would be crazy. Like a lot of rookies, though I suppose they would have to learn the hard way.

I agree that there is a place in the profession for police-women but their duties should be confined to the areas of police work in which they are physically able to perform.

The use of women in the police function has many attributes, but without special training in unarmed defense, their usefulness in subduing a violent individual is limited to the use of their firearms.

1. Although no drastic alteration in training should be required, it would be advisable for women to receive more unarmed defense training. 2. Uniformed women should not be assigned along to a walking patrol in a known high assault area. 3. Pants should be standard uniform wear during patrol functions.

Obviously policewomen have limited physical capabilities which, in turn, limits their assignments to the less demanding duties.

"Bring on the broads."

I doubt we'll cut new tactics in this area or need to, for that matter. If she is attractive she'll work days; if not, she'll work shifts. Why spend time to satisfy the "lib" thing for the Air Force by staff hours when we could simply pluck the experience with women obtained over a long period by civilian forces. Hang in there, Ken.

A female patrolman would be more efficient with a male patrolman especially when it came to apprehending and bringing in a female suspect.

The questionnaire covers just about everything. I do believe that female personnel could be used in some aspects of law enforcement. A policeman could not search a female offender incident to apprehension whereas a policewoman could.

In ref to question 52, I feel the word "administrative" is a poor choice, clerical would have been a better choice. Ref 60: No consideration was given to other alternatives such as tear gas, the use of a baton, etc. Ref 66: I believe they could withstand the verbal abuse but I believe they would also draw more than a male officer would. Ref 70: Only rarely is a search of females incident to a street arrest necessary and with proper precautions, it is not necessary to have a woman perform this act. Ref 72: I object to the wording again. "Can search a woman suspect better." I don't believe the sex

of the officer has anything to do with performing a proper search. However if you want to treat female criminals like ladies, then there would be less embarrassment to the suspect if a female officer were used. I would not wish to work with a female partner or wish to have a female officer assigned to positions under my supervision in a patrol-type duty.

Some of my answers may seem contradictory because of my rather elaborate ideas on this subject. Generally, I feel women can do any police duty but it would be better to use some care in assignments. The culture of our civilization has caused certain situations to exist which are not inherent but a product of learned behavior, e.g., ref answer 74. There is no valid reason why a suspect should feel humiliated but he will because he probably has all sorts of sexual hangups in the first place.

During my experience with a SP woman, I find she adds no charm, compassion, whatsoever. She performs minor duties such as gate guard satisfactorily but I feel the dangerous duties such as patrol require someone who is courteous but firm and who can hold his position of authority.

Q 48. There are some jobs that only should have men in those positions. Q 52. That is the primary reason to employ policewomen but they are needed in areas other than this and men are still needed in some of the administrative positions. Q 55. I couldn't answer this question because of the way it was worded. No women should not be given the role as patrol officer. Q 57 and 58 and 63-68. I felt non applicable according to above. Q 77. I don't feel I can answer this question on the grounds I am not married. Q 78. I believe women should not exercise authority over men.

Many questions on the commanding and emotional aspect of policewomen would depend on the individual.

Once women get over society's imposed status or roll that is placed on them, they will make good policewomen. I think they should work flight duty for awhile before being given a flight or an NCOIC position.

There is no position in the police field that should be filled by a female.

Will the people accept women?

#75: Call for assist--procedure could easily be adopted for these situations. #78: Under current feelings: Need to get used to policewomen in patrol.

The world is not a textbook dream world. It is often, in police patrol, a very hard world and the patrol officer must often work with the worst. Women could not handle the job anywhere near as well as a male could and does.

Women should not be used as beat officers.

Keep them off the streets.

No way--keep them away from patrol.

I have seen few women who are physically competitive with men. Intellectually, women are equally capable; however, I do not believe they can function on the same steady physical basis or on the same emotional continuity because of monthly hormone changes.

There is many different fields in police work that the policewoman can do very well, however, working a beat of following up on a fight call is not one of those fields. I feel they (women) should be kept off the beats.

I believe the whole questionnaire was aimed at police-women in patrol. Other areas of police assignments should have been considered.

In my opinion, a woman's place is at home and should not be considered for this type of duty. Because of the hazards involved and lack of quick judgments in certain areas of law enforcement which may involve a human life. Women, in my opinion, get rattled too easily. And for example, on a riot control detail with abusive language being slurred at male officers, what would be the result if a rioter called a woman officer a slut, pig, etc.

I am not prejudiced against women, but I firmly believe that women should be strictly homemakers. The adage, "I want a girl, like a girl that married dear old Dad," is still popular in my book. The liberated woman, in my opinion, has had a detrimental effect on the country as a whole. Women should be loved and cherished but not exploited.

A well-trained female off., selected with care, can be as effective as a male off.

In a capacity limited to female(s) & (v) & children OK.

Feel that this is a slanted questionnaire in view of the "trick" and repetitive questions. Agree emphatically that females are more competent in clerical duties than the average male. But classifying clerical help as policewomen is wasteful

of funds and authorized spaces, inasmuch as any male police officer could respond effectively to any violent emergency. With the exception of searching females, interviewing some women and some juveniles, being utilized in some vice cases, more than one policewoman per shift would be useless. Under no circumstances should a policewoman be assigned as the permanent supervisor of policemen. Assignment of policewomen might raise morale, but might also lower efficiency. Have utilized and supervised female policemen and investigators. Successful only in areas specified in comments.

Women have a place in police work but cannot replace men.

A place for everything and everything in its place.

The policewoman is in fact an asset to the police field. There are many jobs that can be better accomplished with the aid of policewomen. But it should be remembered that policewomen have their duties and certain duties should be left to the more physically capable policeman!

I feel if a woman can do the job well, then let her handle it.

In regards to female policemen in the Armed Forces I have this question. Are the number of female related incidents in the Armed Forces that high to warrant the filling of 812X0 manning slots with female policemen? With the new all volunteer force, and emphasis on manpower management, should the Air Force use up male manpower slots for a female policeman?

I believe that women assigned to the SP career field do not pull equal duties as a man and are sometimes used for show purpose by the Air Force. Why should a man be required to stand 8 hrs on a post and a woman being paid the same money not pull the same duties.

Although I agreed that women can equally perform as well as men (in about 98%) of incidents, the patrolman and public must be educated to this change. In some areas a man will perform better than a female but by the same token, there are some jobs best done by one man and not another.

I. In reference to questions: (44) The answer would be yes if females constituted a portion of prisoners to be guarded. (50) If the situation is so dangerous you wouldn't dispatch a lone policeman. (52) The USAF (in my opinion) does not need policewomen for clerks, etc. II. In reference to the issue at hand: The whole "meat of the matter" is this: the duty assignments, training requirements, and certain hypothetical situations depend entirely on the individual whether they be men, or women law enforcement officers. It is important to carefully screen women (as well as men) applicants to evaluate

each individual's capability to perform under the circumstances which may arise during the performance of their duties.

I think women would work out good in the police field.

As my answers say, a policewoman should be used as a clerical worker, desk sgt, and for administrative duties of police work. I believe it would be advisable not to use policewomen as patrol or guards.

I feel that at the present time the Air Force really doesn't care if these girls can perform equally as men because they're (military) only using the girls as show pieces to show how sexually liberated the military is trying to be, especially for the WAF enlistment problems.

Concerning my contact with WAF policewomen I feel that there are some duties that women should be able to perform (as would in questions 27-45). But as of now, the Air Force only uses these girls as show pieces to show how sexually liberated the military is trying to get. _____ and don't care if they're equally capable of performing police duty as men.

Policewomen are needed but should be used only to free policemen from functions such as clerical work and use in coping with female offenders or children.

The questionnaire has covered most of the argument but women have as much right to work on police force if they so wish. True. Some job would be hard but with training, they can do it.

Women should have a chance to perform police duties (street or office work) or it wouldn't be American!

Like everything else in this type of work, it all depends on the situation. As an overall whole there are some jobs in this field females are less desired but if you have one who can take it, by all means let her do it!!!

A female can perform law enforcement duties equally to a male so long as the female has complete training in all fields. Even more extensive than a male.

I feel women can do a security policeman's job just as well as men.

The female police can handle some aspects of police work better than a man. They shouldn't push them any further. The physical part of law enforcement is for men. The handling of searches of female personnel is one of the policewoman's main duties.

Questions are somewhat vague and I feel that I cannot answer all questions with the answers provided. There would be instances where it would depend on the situation as to whether I would agree or disagree with the question asked. Since I have had a little experience with the capabilities of women policemen, I have noted that the equipment and uniform design are very inadequate to perform assigned duties. I refer specifically as regards the holster being very loose, the uniform not provided for wearing of whistle, shield. etc.

Questions 46 thru 80. With proper training and with a very strong desire and will most women assigned to duties I have agreed with would be a great asset to any police department. With the potential woman she must be all business and no problem should exist.

Keep females out of the security police field except for administrative!

Policewomen would be better utilized in administrative positions thus, making more policemen available to the overall duties.

I think women would be good, if they are kept in the office.

Policewomen will be an attribute to any police force. In my opinion, the Air Force should have had women assigned to the security police years ago.

I feel that if a woman wants to be in police work and has or gets the required training, physically as well as in theory, there is no reason why she can't perform as well as a male on any assignment.

If their used in police work they should be used in all phases the same as men.

The policewoman can be just as efficient in all situations that the policemen now perform, providing they receive the equal amount of training, experience and treatment. I do not feel that women should be given the administrative positions solely because of being a woman. Then positions should be filled with any competent, qualified personnel, regardless of sex.

Women cannot perform suitably in a patrol dog flight. Her physical makeup and mental attitude could create havoc in a kennel area..

There will be definite problems in using women in police duties. However there is room for them.

Some questions are hard to answer as they do not give enough exceptions in regards to physical strength required for some jobs or in regards to life and death situations.

The only place for a woman in any police field is a desk job or working with female suspects.

I think women ought to be given a chance in the whole field. Let them see what it is like, and ask them if they think they can handle it.

Women say they can do everything a man can do so as far as I'm concerned, make them equal in every way.

I feel that if a woman wants to become a Security Policewoman and has had the same exact training she can be just as good as the man with same amount of training. I feel she should receive nor should she expect any special treatment because of her sex. If she is a better cop than the other member of her flight and an easier job (D/Sgt) or (alarm monitor) or other office job comes open she should get it but not because she is a woman.

1. There are too many individual situations that could arise, to use women without proper dispatch. 2. I believe they should be trained and available to units for special situations that could occur daily; certainly needed.

Female policemen should be assigned to duties commensurate with their "individual ability" and not by a prescribed set of standards which may or may not be appropriate. The type of duty to be performed should be dictated by the "threat" facing the women, and the mission. Females could be used for traffic control, other out duty, intelligence gathering activities, administrative functions such as desk sergeant, reports and analysis, P&R and investigations, etc.

Female officer's is a good idea so long as they have a male partner if they work on the road.

I have a very limited experience base with female policemen. There are many jobs I would not like to subject a woman to. I would want to select the policewoman very carefully. There are jobs women could accomplish equally well or better than men.

There is a strong need for policewomen but not alone on patrol. They cannot handle the scene in all cases where a man 98% could.

1. The selection process is the most important issue. I feel women can be equally capable, however, the traditional male force characteristics must be modified and policeman education. There is no question that some policemen may attempt to take advantage of policewomen, some criminals may take advantage of policewomen during apprehensions, and some domestic/marital problems may arise. Selecting the proper women to meet these new challenges is important. 2. I feel that policewomen, if properly trained, should be able to handle even the hardened criminal. Since men will generally respect the women when in another case they would take on a policeman.

Policewomen in a capacity other than an administrative function add extra burden to a policeman. There are very few exceptions.

I believe that the biggest hurdles to effective utilization of policewomen will be the old time supervisor who is reluctant to change, the males who jealously look at the career field as the last all-male foothold, and all who feel that women will be in more or greater danger than men. Conversely, with proper publicity and training as to the benefits of assigning women to police work as regards their training, abilities, and potential, the reluctance and objections can undoubtedly be overcome.

Q 50. However some discretion must be used. Q 68. I assume that any supervisor must have experience. Q 70. By "search," I am assuming a body search is included. Q71. A policeman should not touch the female but may look in her purse or removable outer garments such as an overcoat. Q72. Maybe not the "greatest" but certainly a decided advantage. Q 79. Except that a male is normally physically stronger than a female. Utilization of females in the police role can only be achieved when the traditional taboos associated with the capability of women to perform all tasks equally as men are overcome. There is no basis to believe they cannot perform in an effective, even superior manner. They will take some "lumps" but they must have the opportunity.

First assumption--only qualified persons are accepted as police officers.

Women should be able to work police duty but not to supervise until they have proven themselves capable. I don't see any reason why they shouldn't prove that they are capable.

Women, as women police are good. In some cases better than men; but for the most part women as a beat or vehicle patrol would be unuseful. One or 2 women assigned per flight to do necessary policeowmen assignments would be fine.

Many of the questions covered in this questionnaire covered the use of using policewomen in routine patrol. It is my opinion that for the most part policewomen would not be advantageous on routine patrol, however I do strongly agree that policewomen would be highly advantageous when it comes to dealing with females in custody, searching, booking, confining female confinement guards, and special investigation, undercover assignments.

Women would fit well into all branches of Law Enforcement, providing they are put into the night jobs.

With the proper training and experience, I feel some women could become excellent police officers. It would depend on the women's willingness to excel to be a good policeman. Some women would be better police officers than men. This all depends upon the person(s) involved.

Other than for special assignments, such as juvenile, it has not been fully shown that a female can handle street police work. If a female is hired as a patrolman for beat work, she should be assigned, supervised, and rated the same as a man would be. Otherwise they cannot work.

I am not certain of my answer to ques. 74. In general I feel there are many areas women can contribute their skills and abilities in law enforcement but not all areas.

Women have no place in patrol except to search and help transport female suspects. As for detective functions, it remains to be seen. If I ever had a female beat partner, I would do some serious job hunting.

Policewomen can definitely play an important part in Law Enforcement duties. However, they should be kept in administrative and clerical work, or perform off the street duties excluding traffic investigations and traffic control.

To a limit I feel policewomen will be helpful to the Security Police Squadron, but keeping in mind there are some tasks that a woman cannot perform in the police field.

There are certain duties the average policeman must do that a policewoman would be incapable of doing. Policewomen would work out fine if their jobs are carefully selected. As desk clerks it would work out better as a woman's voice is much more clear than a male. I think there should be policewomen.

I really think this survey is totally stupid and whoever thought it up the same. Why should you care what we think, you're going to do it anyway. This reminds me of the "Air Force," guide screwed up.

I think policewomen should work the radio since a man can hear a women's voice alot clearer and sharper.

Women are as smart as men; many are much smarter. Many are less emotional than men. Many men are less emotional than women. It is true that in general, men naturally have more physical strength. Women can be effectively trained to defend themselves from the strongest of men.

I believe it would be to our advantage to have policewomen as a co-worker. A policewoman would be a great help in many different ways.

If women are assigned to this sqdn and have chosen this career field, they should not be kept from working shifts, standing gates, etc. They should have their share of the undesirable jobs men have to perform so the men still have as much opportunity for better jobs.

Some questions requiring positive/negative answers could best be explained otherwise. Generally, I feel that once exposed to the advantages of the employment of policewomen on a broad scale, both law enforcement agencies and the public will accept and wholeheartedly appreciate their value to this important part of our society. One of the most important factors for the public citizen and the law enforcement agent alike to consider is that the "playing down" of the female's physical and emotional stability under pressure is foolhardy.

God made men and women different, thank goodness. It is the fact that there is a difference that makes the policewoman even more valuable.

Men are men and women are women. This won't change. It's that difference which makes the woman valuable. Especially in surveillance and undercover.

#79 & #80. I basically agree with although I have come upon situations that I don't think a policewoman should handle other than that I believe they're equal.

If women are properly trained, I don't see any reason why they can't perform the same duties as men.

If a policewoman is properly trained there should be no trouble as far as their ability to perform.

I feel that policewomen would be one heck of an asset to any police organization especially the SPS where we preach equality. It would be an honor for me to ride patrol with a policewoman.

If a policewoman was assigned to this squadron, she would never be able to use anything she learned. The squadron would put her in some job to where she would be a showpiece, but kept out of the way. Part of this would come from fear of her getting hurt, screwing up on the job, and from prejudice. From my observations of my squadron, I feel that she would enter one of the worse assignments that she could honestly have. Supervision personnel would be overly interested in her with either attention, while neglecting their men, and also interest with harassment for various things that could come up.

If policewomen are hired, they should do the same work as a policeman. No job selection for either on bases of sex.

I think there are some women who could fully handle the job in all aspects. However, the great advantage in using women would be as clerical workers. They are more adept at this type of thing than men are. Let the men do the beat pounding and the women, the paperwork.

I would not mind a policewoman for a patrol partner if I knew how she had been trained and knew her capabilities. We should have code police schools.

I believe that at certain times, places and areas police-women would be very helpful. I believe patrol at 11-7 is inappropriate but 7-3 would be a good shift. A policewoman would be very helpful in cases involving females and children. Some law enforcement officers would be unable to approach this in a professional and mature way.

I found many of the questions slanted and bias: I believe that if they sign on for the job, they should perform in all aspects of the duty. Bias or preference as to assignment is prejudice which initially started then in the field.

You're kidding? I hope!!!!

If assigned they should be qualified to meet all phases of the security police career field. Thus eliminating bias working areas in connection with there male counterpart.

Women personnel on a police force would greatly increase efficiency and performance of all police agencies. The sooner we have women officers the better.

I believe that policewomen can perform most all duties presently assigned to males. It may well be a shot in the arm for the police profession.

I do not believe it is yet necessary for this country to plan on use of women in ground combat situations. There are many opportunities for useful Security Police employment of women at both the officer and NCO/enlisted level.

Policewomen should be admitted to the police force only as administrative clerks. They should not be put on a beat or patrol.

Some of these questions are really stupid, really. Not all females are capable of handling all problems but some are capable of handling them. I suggest putting the female that capable of handling a certain problem in that position, and the one that's not capable, put them in other positions.

Women are capable of doing police duties as long as these duties are within the capabilities of the woman. I believe a policewoman would and could do an outstanding job as the administrative end of law enforcement. A woman desk sgt is a very good example. The use of her typing abilities also her manner in receiving calls, both by phone and by person. I say there is room for the woman in Law Enforcement.

#'s 78 and 64 are affirmative because few women have been used in these positions. Questions need to be better qualified. Example: #57-occasions when men need protection.

History will tell us.

Some statements are vague.

Many of the questions answers depends on the circumstances.

Some questions very difficult to answer "SA, A, D, SD" and consideration might be given to inclusion of fifth category of "possibly."

I think this questionnaire is a lot of bull shit! This thing make women look like a lot of ass holes. Because of questionnaires like this and all the rest of them women will never get want they should have had in the beginning. A person himself or herself should be able to pick and choice what he or she wants to do and wants to be. Women are just like men if she wants to do what every it may be she just men will do it and if not she just like men will tell who ever it is to kiss her ass.

Questions are too vague to have any concrete meaning.

As a law enforcement instructor the above answers are based on the proper method used in screening and training policewomen. As far as working with a policewoman, I have met some policeman that I would not like to work with.

Prejudice questions--hard to answer by just marking blocks.

This survey is worthless. Whoever wrote it should be placed in a mental inst.

I feel that women should be given a chance to show whether or not they can perform the police duties as well as a man.

All questions are too general and do not give enough background information.

There are a lot of "ifs" to several questions, which could change the answer to agree or disagree.

I feel that policewoman should also work security duties.

Not enough information given on many questions.

Wow!

I'm for women liberation all the way.

The 5th.

Ques. 59. Is this to mean beats where male officers are necessary to control crime etc. or male officers as partners in this area.

In many cases, questions do not allow the many variables required for an intelligent answer to be considered. The answer may need a response choice between a firm yes or no, an honest opinion may not allow for a pure all or none in many cases. A response may well be selected as representing the best available choice and not represent the individual's true feelings.

None.

If trained a woman can do all the duties of a policeman, if they have the right attitude about the job. Most policeman in the services today do not want the job.

Request results of this survey (if published) be sent to: Resident, 8600 Zuni SE Apt #22, Albuquerque, N. Mexico 87108.

I have observed the first AF Security Policewoman assigned to Travis AFB for a period of 6 mo. During this time period

I think the addition of policewomen to the force would help to improve the image of the police profession. Policewoman could add charm, compassion, understanding and the gentle touch to the profession. The most important factor in allowing police-women to perform various duties involved in police work is that

it will release them from administrative functions and allow them to accomplish the more demanding tasks involved in the police profession. I AM AN AVID BELIEVE IN WOMEN'S LIBERATION. RIGHT ON!!

I do think that having a policewomen on the job, will help police perform better duty.

I made corrections on #39, 44 and 65.

Although the questions are good, most answers would change due to circumstances involved. Ex #50: I don't recommend any -- lone policeman or policewoman be dispatched to a known dangerous place. #80: In most jobs women are equally if not more capable, however in some they are not.

The questionnaire is very complete!

Although there are exceptions to the norm, my opinions are based on the average female.

Yes - why not?

Some of the questions don't arouse a lot of emotion; believe a "no opinion" block should have been included.

The last set of questions (46-80) did not have clearly defined parameters that could be used to make the proper judgment. There are too many variations in situations where you would answer some of these questions differently. Additionally, you failed to leave an "out" for those that had no opinion on some questions/situations. You forced people to take sides where perhaps they don't know enough about the subject to make a correct value judgment. I don't believe the results should be considered valid nor representative of an "honest opinion."

Except for physical strength there are few if any distinctive characteristics that would cause a policewoman to be less effective than the man. There are many myths and prejudices that only time and experience will overcome.

I assisted in conducting the WAF Security Policewoman Test Program. I'm "sold" on female police, both enlisted and officer.

I feel that this questionnaire contains internal conflicts and inconsistencies which may impair its validity. For example, questions 53 and 54 address substantially the same subject, but 53 begins "Most women. . ." while 54 begins "Policewomen. . ." My answers may therefore appear inconsistent, but it must be recognized that most men aren't strong enough either, but most policemen are. Questions 79 and 80 are also similar, but 79 states ". . .there is no difference. . ." Obviously there are differences which will affect duty performance, but that does

not mean that the performance of women will be less adequate. Further, the questionnaire asks for conclusions on subjects with which few if any of us have any familiarity, and on subjects which may change in character by the very act of testing them. For example, questions 70, 71, 73 and 75 deal with the same subject from two points of view. On the one hand we know that men frisking women is risky business, but we have no experimental evidence on the opposite situation. How many men have we seen hollering "Rape?" Those answers therefore have only transitory validity if any at all.

The numbers of the question to be commented on are below. #66. The amount of profanity and verbal abuse that a policewoman may or will get from offenders should be shown to them in training so they will be able to cope with it as a everyday event. #72. The question shouldn't be whether or not that a woman can be searched better by a policewoman than a policeman. The reasoning behind this is a man is just as capable in searching as a policewoman may be. It could be better under the fact, that there would be less of a chance of a woman offender trying to press charges of a policeman molesting her. #77. This question should be directed towards a policeman's wife rather than the policeman himself. A study would be done to find out if such problems could arrive if women did go on patrol with married policemen.

My responses to questions 49 and 50 reflect disagreement with the word "many" as used. Some jobs or some places would be inappropriate for policewomen, but I believe "many" is too strong a word.

What is true purpose of survey? Why indicate base of assign? IGS? Is CSU doing for USAF or is USAF assisting CSU?

I think this is a poor survey; questions are quite slanted and many questions have no objective answer but only subjective opinion on the part of the individual answering the question. If the survey is going to be the basis for a paper or opinion it is obvious from this survey that the author has many preconceived ideas on the subject.

Be great working with females.

I believe women could work some of the jobs but not all. Some of these questions do not go into enough detail for a truly honest answer.

Women can be used effectively in many ways but they still need experience and common sense to be a policewoman.

Women policemen would be nice, but do what you want to.

This is a good idea, but most of the questions are asked in the wrong manner. The majority of these questions should be reviewed and rewritten. Thank you for asking.

Though not by nature a fence-straddler, I feel there should have been a middle ground in some of these--way questions were worded made choices very difficult. Certainly would appreciate a copy of your thesis. Integrating WAF into SP was at my instigation, following Travis riots. Our lady cops have done well!

Many questions could be answered agree or disagree depending upon the situation which is not stated.

(42) Of WAF Squadrons only.

Civilian police agency have used policewomen for a long time. It's about time the service became update and see the benefits.

If a decision is made to employ policewomen in other than administrative duties, then they must be used in all facets of the law enforcement function; where their physical size or alleged vulnerability are a significant factor, then obviously special consideration must be given. However, this is the exception rather than the rule. Potentially, a female officer can perform as efficient in law enforcement work, then they must be prepared to share them fully. Thus, they must perform their share of patrol and other dangerous tasks on a par with their male counterparts. Anything less than this is discriminatory to male officers and cannot be tolerated. I feel that they are equally capable of performing in a satisfactory manner with only limited special exceptions. Searches of females by males and the converse are necessary situations which require public acceptance but which are often necessary for the safety of the individual officer. Quite obviously opposite sex searches are unnecessary when another officer is immediately available but when another officer is not available, the search should be performed. The survey does not offer a middle ground between agree and disagree. This forces an opinion in a specific direction when the question is so "loaded" as to necessitate a neutral response. Use of the terms "most" "many" "all" etc prevent the respondent from admitting that there are problems in this area but that he neither agrees in whole or disagrees in whole with the statement.

Recommend an additional rating entitled "dependent upon circumstances" be added to the survey.

Most of the questions in this form are very leading and uninformative if you want the true answer to the questions then make another form with more informative questions and room to put an opinion after each question. The way this form is laid out you don't want women as policewomen and you are trying to bias the opinion of everyone who fills it out. You are very prejudice against policewomen.