

A PROGRESS REPORT ON
WOMEN IN
POLICING

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PoliceFoundation

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The Police Foundation is an independent, nonprofit organization established by the Ford Foundation in 1970 and dedicated to supporting innovation and improvement in policing.

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PREFACE

Since its inception in 1970, the Police Foundation has had a major interest in studying and assisting the employment of women in policing. As this report notes, the Police Foundation has funded several studies and programs on the subject of women in policing. So a natural outgrowth of the Police Foundation's work is this present volume.

Paralleling the Police Foundation's work in this area have been the efforts of several agencies of the United States Department of Justice. It is through the generous support of the Justice Department's Office of Justice Assistance, Research, and Statistics (formerly the Law Enforcement Assistance Administration) that the Police Foundation was able to assess the current status of women in policing.

Strides have been made on the part of women in policing. Women now play useful roles in the improvement and enhancement of the American police service. A lesson of the 1970s is that women make effective contributions to realizing the role of the police—control of crime and the maintenance of order.

The Police Foundation publishes this study with the hope that it will serve not only to enlighten the public but to encourage and buttress police efforts to increase the potential of female police officers.

Patrick V. Murphy
President
Police Foundation

FOREWORD

The value of this study is not to be measured by the extent to which the reader agrees with the facts revealed or with the research technique chosen by the authors both to validate their premises and to dispel the pervasive cultural belief that women are unable to perform certain jobs traditionally characterized as "men's jobs." The real value is in the scientific manner in which they have approached this festering problem and the fortitude which they have displayed in tackling custom and tradition. You are invited to do likewise.

The wise use of human resources by state and local police agencies is essential to the system of law enforcement in the United States today. To ignore or fail to take advantage of *all* available resources is foolhardy and wasteful. Yet the resistance to women in police work continues to be strong and, in many instances, would not be overcome were it not for sanctions resulting from litigation alleging sexually discriminatory employment practices.

It is our sincere hope that this update of the Police Foundation's 1972 monograph, *Women in Policing*, will prove its worth as a useful and edifying document.

Wilbur Brantley
Director, Office of Civil Rights Compliance
Office of Justice Assistance,
Research and Statistics

PROLOGUE

The Law Enforcement Assistance Administration (LEAA) is pleased to have supported an assessment of the employment status of women in law enforcement agencies across the nation. For nearly a decade now, we have witnessed an ever-increasing number of sworn female police officers serving on patrol in our communities, responding to citizens' calls and virtually conducting the full range of police functions that heretofore were traditionally considered to be "man's work."

Although much has been written and discussed about the woman's role and performance in policing, little attention has been given to police personnel practices and policies and their impact on the female recruit. Yet it is evident by an increasing number of sex discrimination complaints and litigation that all is not well within our nation's police agencies.

Not only does this Police Foundation study present a comprehensive and thorough analysis of the current employment status of women in policing, it clearly demonstrates the tremendous progress they have achieved in pursuing a law enforcement career. Conversely, the study underscores the uphill battle facing those women aspiring to penetrate the supervisory ranks and managerial positions within our law enforcement agencies, especially at the state levels.

This study should serve as an invaluable tool to law enforcement officials and administrators as they strive to achieve full equality and integration for all police personnel.

Homer F. Broome, Jr.
Administrator
Law Enforcement Assistance Administration

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This personnel study of female police officers was funded by the Office of Civil Rights Compliance (OCRC), Office of Justice Assistance, Research, and Statistics (OJARS) and conducted by the Police Foundation. For their support in the preparation and completion of this report, we wish to express special appreciation to Homer F. Broome, Jr., administrator, Law Enforcement Assistance Administration (LEAA); Lewis Taylor, former director, OCRC; Wilbur Brantley, director, OCRC; and the Police Foundation Board of Directors, particularly the Personnel Committee, chaired by Dr. Hubert Locke

We thank former Chief H. D. Caldwell (Houston, Texas); Chief Arthur Dill (Denver, Colorado); Chief Kenneth Harms (Miami, Florida); Chief William Hart (Detroit, Michigan); and former Chief Burtell Jefferson (Washington, D.C.) for their generosity in accommodating our assessment efforts.

Special appreciation is due our project advisory board for support and guidance. We thank each member.

We also express our appreciation to Joseph Lewis, former director of evaluation; Police Foundation; Tom Brady, former director of communications, Police Foundation, and Mara Adams, former editor, Police Foundation.

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We acknowledge appreciation for the contribution of Lawrence Sherman, director of research, Police Foundation.

Mildred A. Conley, administrative assistant and Hattie M. Carrington, information coordinator, National Information and Research Center on Women in Policing, Police Foundation, deserve special acknowledgment for their contributions to the development and completion of this report. Ms. Conley devoted countless hours throughout the preparation of the report. Her suggestions and cooperation assisted immeasurably in our efforts. Ms. Carrington provided research assistance in the verification of statistics and substantive content. We deeply appreciate her efforts.

We wholeheartedly thank Thomas A. Hart, Jr., a graduate of Georgetown University Law School and currently a federal law clerk in St. Louis, Missouri, for his ideas and extensive research efforts.

We express sincere gratitude to Patrick V. Murphy, president of the Police Foundation, who, through his wisdom and commitment to the continual enhancement of the American police service, provided unfaltering support and direction which led to the reality of this report.

March 1981

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EXECUTIVE SUMMARY

This study explores the extent to which women are being employed as sworn police officers in state and municipal departments across the United States. The purpose of the study was to analyze the effects of specific personnel practices designed to support full employment of women in policing. To this end, an effort has been made to place the current employment status of women in policing in its full historical and sociopolitical context.

The role of women in policing has evolved from that of a social worker charged with handling female and child victims and offenders to that of a full-fledged law enforcement officer whose mandate is to enforce the law, maintain order, and provide for the public's safety—in the same way as men. A review of the literature shows that, in the late nineteenth century and the early twentieth century, municipal police departments were opposed to using women as police officers with full authority. Rather, police departments afforded women only limited police authority, partially in response to a growing women's movement that successfully encouraged police departments to use female officers to handle matters involving women and children. In this capacity, female police officers functioned very much as social workers.

Although during World Wars I and II, female officers replaced male officers who were in the military, it was not until the civil rights and women's movements of the sixties that a substantial number of female officers began to perform the full range of police duties. Furthermore, the number and percentage of female police officers increased significantly only after the passage of the 1972 Equal Employment Opportunity Act, which prohibited the use of sexist and blatantly discriminatory personnel practices.

In 1979, women composed, nationwide, 3.38 percent of the sworn officers in municipal police departments and 1.02 percent in state police departments. The percentage of women in municipal police departments varies directly with the size of the population served by the department. However, the percentage of white women in departments serving populations

of 500,000 or more is less than would be expected, perhaps because of the high crime rate and large minority populations in cities of that size. The South and the West have significantly larger proportions of female police officers in both state and municipal departments than do either the North Central region or the Northeast. This phenomenon is partially explained by the rapid expansion of the police forces in the West and South since 1972 and by the reduction in police forces in the Northeast and the North Central regions during this same period because of fiscal restrictions.

ELIGIBILITY

Discriminatory police personnel practices have diminished since 1972. No longer are police departments requiring higher educational requirements for women than for men: a high school diploma or its equivalent is the most prevalent educational requirement for both men and women police applicants. Although some departments require a college education, as a means of upgrading policing as a profession, such requirements are applied equally to male and female applicants. The differential height requirements for male and female applicants for police officer positions, once prevalent, are now illegal. Most departments merely require, for both men and women, that applicants' height be proportionate to their weight.

Low maximum age requirements appear to have a discriminatory effect on female applicants, who tend to be older than male applicants for police officer positions. Police departments whose low maximum age requirements are challenged by women will have the burden of proving the "business necessity" of such requirements. The maximum age requirements of most departments is in the range of 30–34 years.

RECRUITMENT

Male-oriented recruitment practices, common before 1972, are strictly proscribed by the Equal Employment Opportunity Act of 1972. Those police de-

partments committed to increasing their pool of women applicants will find great value in amending their recruitment practices to include the use of female police officers as recruiters; pictures of women officers conducting police work on job posters; advertisements describing the department's policy to hire women and to pay and deploy them equally with men. The case studies suggest that the mere knowledge of equal employment opportunity and equal pay for equal work will attract significant numbers of female applicants for police officer positions.

SELECTION

Most police departments use some combination of the following six selection criteria: written examinations, interviews, veterans' preference, background investigations, physical examinations, and physical agility tests. Although women as a group tend to do better on written examinations, background investigations, and medical examinations than do men as a group, minority women tend to do less well on each criterion than do white women. Police departments therefore would be well advised to examine these selection criteria and reduce possible negative effects on minority women.

Oral interviews, which are often unstructured, are highly subjective and therefore susceptible to the covert prejudices of individual interviewers. In order to reduce the possible discriminatory effects of this criterion upon underrepresented applicant groups, police departments should carefully structure the interviews and train interviewers, as well as monitor recommendations in order to determine whether individual interviewers are rejecting a disproportionate number of women. Similarly, police departments wishing to reduce the disparate impact of veterans' preference on female applicants should carefully review its administration.

TRAINING

Few police departments have formal field training programs for officers during the interim between completion of recruit training and assumption of full police duties. Formal field training programs assist all new officers. However, in those instances where the veteran officers have negative attitudes about female police officers, the new female officer suffers, as does her development as an effective police officer. Formal field training programs can reduce these effects.

ASSIGNMENT

Most police departments assign women to patrol duty upon completion of recruit training. The majority of police departments began to assign women to

patrol after the Equal Employment Opportunity Act of 1972. Interestingly, municipal police departments complied more rapidly with equal assignment of men and women than did the state police departments. Performance evaluations (presented in Chapter 1) which show that women effectively perform the duties of patrol helped justify the general assignment of women to patrol.

RANK AND PROMOTION

Although the percentage of female police officers has increased from 1.5 percent in 1972 to 3.38 percent in 1979, women still constitute an exceedingly small percentage of the sworn officers above the rank of police officer. Only 1.69 percent of all municipal officers above the rank of police officer and only .29 percent of all state police above the rank of patrol officer are women. Perhaps this situation will improve with time, as women have been hired in significant numbers in police departments only since 1972, and the usual progression period from the rank of police officer to the rank of sergeant is approximately five to seven years. There are a number of other circumstances which adversely affect the promotion of female officers. They include the tendency toward assigning women to nine-to-five desk jobs after a few years in the department, and psychologically discouraging them from applying for promotions to supervisory positions requiring that they supervise men. The fact that a larger percentage of women than men are assigned to juvenile divisions and a larger percentage of men than women to investigative positions, along with the small number of women in supervisory roles, lowers the chances for significant numbers of women rising to policy-making positions in the near future.

ISSUES

In recent years, two additional personnel issues have been the subject of equal employment opportunity complaints and litigation: pregnancy and maternity benefits and sexual harassment at the workplace. In 1978, Congress passed the Pregnancy Discrimination Act mandating that pregnancy and related illnesses be treated as any other temporary disability. Thus, police departments are required to accord women who are pregnant or recovering from pregnancy the same consideration any officer would receive for a temporary disability. In many instances, this means finding a light-duty assignment for a female officer during her pregnancy, as well as allowing her to take extended sick leave for delivery and recovery, if such personnel privileges are granted men with temporary disabilities.

Courts are beginning to recognize sexual harassment as an actionable issue under the equal employ-

ment opportunity laws. Further, in 1979 the U.S. Equal Employment Opportunity Commission issued guidelines specifically notifying employers of their liability when sexual harassment exists at the workplace. Police departments would be well advised to issue statements denouncing sexual harassment, notifying personnel that those who perpetuate such harassment will be disciplined, and advising potential victims that they have available to them grievance mechanisms.

The seventies witnessed vast changes in American policing. Among them have been the elimination of many barriers to the full employment of female police officers; the increased employment of minority police officers; the introduction of formal personnel procedures based on some sort of merit system; the expansion of the role of the police to that of "public safety officers" concerned with social services as well as law enforcement; improvement of the quality and quantity of training; a new reliance on the results of applied research; and greater accountability to the public. Hence, the expanded role of women in policing has not occurred in a vacuum. Rather, it is a product of an environment of change in the concept and practice of policing in the United States.

The precedents of the seventies should serve as the basis for continued growth in the numbers and

percentages of women among sworn police. Women, who compose about 38 percent of the total labor force, are currently applying to police agencies which have announced a hiring policy of "equal pay for equal work" in percentages of 10 to 20 percent. Women could constitute as large a compliment as 20 percent of total police officers by the end of the eighties if all discriminatory police practices are eliminated. Such an increase in the number of female police should further efforts to ensure modern, efficient, effective, and humane police departments throughout the country.

The greatest challenge for women in policing in the eighties is to overcome barriers to promotion and obtain a significant proportion of supervisory and policy-making positions in police departments. This challenge to move beyond the entry level to positions of control is essential to the achievement of full employment for female officers. Although functioning as peers with male officers provides women an opportunity to *influence* the police service, only as supervisors and managers (in at least representative numbers) will women be able to *affect* not only their continued course and progress, but the essential improvement of American policing as well.

INTRODUCTION

The Police Foundation conducted this study in 1979, with support from the Office of Civil Rights Compliance (OCRC) of the Office of Justice Assistance, Research and Statistics (formerly of the Law Enforcement Assistance Administration), to assess the employment status of women in American policing. Unlike previous studies, which focus on the *performance* of female police officers, this study examines administrative and personnel practices affecting the *employment* of women in police agencies.

Since the Police Foundation's 1972 monograph, *Women in Policing*, there have been major changes in the hiring and deployment of female police officers. This study updates and builds upon the findings of the 1972 study by looking at the employment status of women in policing in the light of recent legislative and judicial developments.

This research project contained three principal components: a literature review, including legislation and court decisions; a group of detailed case studies of five major city police departments; and a national survey mailed to 450 state and municipal law enforcement agencies. The primary goal of the project was to determine the extent to which conditions have changed for women in law enforcement: Do police agencies continue to base their hiring and selection policies on a double standard; are women still assigned only to matters involving women and children, or are they deployed on patrol; to what extent are there women in policy-making or supervisory positions; are there geographic or population-related variations in the numbers of women in police agencies.

METHODOLOGY

To address these questions, the researchers gathered information on employment of women in police agencies. In addition to reviewing the evolution of women's role in policing, two other methods were used to elicit the necessary information: case studies and a national survey.

CASE STUDIES

The basic design of the research project called for examining in detail the actual practice of five major departments serving populations of more than 50,000. Each was selected for its greater than average number and percentage of female officers, as well as for regional representation. The researchers collected data on the characteristics of the five departments—Denver (4.9 percent women), Detroit (11.7 percent women), Houston (6.1 percent women), Miami (6.2 percent women), and Washington, D.C. (7.3 percent)—from the FBI's *Uniform Crime Reports*;¹ the 1977 general administrative survey conducted by the Police Foundation and the Kansas City, Missouri, Police Department;² the Police Executive Research Forum's survey of operational and administrative practices;³ and a survey of police agencies conducted by the Police Foundation to determine the changes in policing that had taken place in the ten years since the publication of the report of the President's Commission on Law Enforcement and Administration of Justice.⁴

The following characteristics made the five departments desirable research sites:

- Washington and Denver had participated in evaluations of the effectiveness of women on patrol.
- Certain personnel policies affecting women had been directed by court order in Miami, Denver, and Detroit for specified periods.
- Detroit had the largest complement of female officers of any American police agency.
- Washington and Detroit employed women in supervisory positions.
- Houston, unlike most police departments, had always permitted open competition between men and women on promotional examinations.

Preliminary visit

During preliminary visits to each of the five agencies, the researchers discussed with administrative personnel the purpose of the project and the kinds of information that would be necessary to complete it. The researchers obtained lists of people in each department having special knowledge of, or familiarity with, specific personnel policies and their impact on women.

Also during this visit, project staff presented and discussed the request for statistical information about the department and explained how to complete the form. The data requested included the current and past-yearly compositions of the agency as long ago as 1970; the most current data on applications, new hires, promotions, and separations; and the most current distribution of sworn personnel by rank. These data were to be delivered to project staff at the time of the five-day site visit.

Five-day visit

When project staff returned for the intensive site visit, they conducted in each agency an experience survey, using carefully designed interview guides that included both open-ended and fixed-alternative questions. Using the lists obtained during the preliminary visit, project staff interviewed those persons whose everyday experiences enabled them to observe the effects of administrative decisions and actions upon female officers. These interviews were designed to elicit some of the unwritten information and impressions that police personnel accumulate over the course of their experience. The primary interviewing technique was that of the focused interview, in which the questions tend to probe more deeply into a limited number of topics.

The statistical and interview data collected in each department were used to compile a department case study which each department reviewed and verified.

The case studies suggest that equal opportunity for women in policing results from the absence of separate women's bureaus, quota restriction of women, male-oriented recruitment strategies, differential eligibility requirements, separate eligibility lists, separate training, and differential promotional criteria. The case studies emphasize as well that stringent physical agility testing and insensitive pregnancy and related benefit policies, in particular, curtail the number and tenure of female officers in major municipalities.

NATIONAL SURVEY

The questionnaire for the national survey principally included fixed-alternative questions, although

there were some open-ended questions. The draft questionnaire was pretested in six selected departments, revised, and mailed to state law enforcement agencies and all municipal police departments serving populations above 50,000.

Also included in the 11-page questionnaire was a replication of a 1973 survey of the membership of the International Association of Chiefs of Police (IACP).⁵ These survey questions concern selection criteria and educational and physical requirements. The response rate after six weeks was 60.5 percent, and it increased to 77.8 percent after reminders were sent to the nonresponding departments.

Results

In general, the survey showed the following:

- The percentage of female police officers varies directly with the size of the population served by the municipal police departments.
- Municipal police departments located in the South have the largest percentage of female officers, followed by those in the West, the North Central, and the Northeast.
- State police agencies located in the West have the largest percentage of female officers, followed by those in the South, the North Central, and the Northeast.
- Of the respondents, 87 percent of the municipal and 83 percent of the state departments assign female police officers to patrol.
- Most municipal and state police departments began assigning female officers to patrol duties after the passage of the Equal Employment Opportunity Act of 1972.
- The majority of female police officers are assigned to patrol, juvenile, investigative, and administrative functions, respectively.
- Municipal police departments located in the South have a larger proportion of female officers in ranks above that of police officer than municipal police departments in any other region.
- State police departments located in the West have a larger proportion of female officers in ranks above that of patrol officer than state police departments in any other region.
- Differential eligibility requirements for male and female applicants, reported in 1972, have virtually disappeared.

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⁴President's Commission on Law Enforcement and Administration of Justice, *The Challenge of Crime in a Free Society* (Washington, D.C.: U.S. Government Printing Office, 1967), 102.

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CHAPTER I

EVOLUTION OF WOMEN IN POLICING: A REVIEW

New York City became the first municipality to hire women, as prison matrons, in 1845. In 1888, the Massachusetts and New York state legislatures passed laws requiring cities with populations of 20,000 or more to hire police matrons to process female prisoners. In 1893, the mayor of Chicago appointed Marie Owens (the widow of a local police officer) to the position of police officer, a position she held for 30 years.¹

As the twentieth century evolved, various women's groups campaigned for increased hiring of women as police officers. Such groups included, most notably, the League of Women Voters; the Federation of Women's Clubs; and the National Woman's Christian Temperance Union.² In 1905, the city of Portland, Oregon, authorized Lola Baldwin limited police powers in cases involving women. In response to the success of this initiative, Portland established, and staffed with women as "operatives" and "workers," the Department of Public Safety for the Protection of Young Girls and Women.³

The Los Angeles Police Department appointed the first sworn female police officer, Alice Wells, in 1910, in response to a petition from 100 influential citizens. Her duties were restricted to supervision and enforcement of laws regarding women and juveniles at places of public recreation. In 1915, Wells established the International Association of Women Police (IAWP), which remains today the most widely recognized national body of female police officers. By 1916, there were policewomen in 25 cities covering 20 states—an increase largely attributable to Alice Wells' influence.

By the end of World War I, the number of cities employing women had reached 200, although the women were most often assigned to separate women's bureaus, which were sometimes commanded by female officers. Their duties focused on victims of sex offenses, juvenile delinquents, female criminal suspects, missing persons, and abused or neglected children. Often, women hired to work in the women's bureaus were required to meet eligibility require-

ments regarding height, weight, and education different from those for men. For example, women were generally required to have a college degree, and to be at least 5'8" tall. Further, police departments maintained quotas of no more than 1 percent female officers and generally paid policewomen, as they did matrons, lower salaries than they paid policemen. Many departments denied women the opportunity to take promotional examinations. Generally women were infrequently promoted and only when there was a vacancy at a higher rank in the women's bureau.⁴

In 1924, a total of 235 policewomen were employed in 32 police agencies across the country. The New York City Police Department, the Detroit Police Department, the Chicago Police Department, and the Metropolitan Police Department of Washington, D.C., employed the largest number of women, with 61, 31, 30, and 21, respectively.⁵ By 1930, there were at least 1,534 policewomen throughout the United States. Reported 1940 data show that there were 1,775 policewomen; this number grew to 2,610 by 1950.⁶

SURVEYS

By 1970, the national total of female law enforcement personnel had increased to 5,617.

In 1973, the International City Management Association (ICMA) surveyed cities serving populations of 250,000 or more. Respondents indicated that the rate of representation of women among uniformed law enforcement personnel was 2 percent. Regionally, municipal agencies in the South and West reported a representation rate of 2 percent, whereas agencies in the Northeast and North Central regions reported 1 percent.⁷

The International Association of Chiefs of Police (IACP) also conducted a survey in 1973 which showed that in 375 municipal police agencies there were 1,644 female officers, with a per-agency average of 4; in 74 county police agencies there were 1,176 female officers, with a per-agency average of 16; and in 44 state police agencies there were 39 female officers.⁸

HIRING AND DEPLOYMENT

Unpublished data compiled by the Police Foundation in 1977, which refer to 216 municipal police agencies serving populations of 50,000 and above, show that the employment of women in municipal policing expanded from 1967 to 1977. Of the agencies responding to Police Foundation surveys, 172 reported an average of three (0.9 percent) female officers in departments with an average of 352 total sworn personnel in 1967; whereas in 1977, the responding agencies noted an average of 14 (3.2 percent) female officers in departments averaging 436 sworn personnel.

Data provided by the Federal Bureau of Investigation (FBI) covering the years 1972-77 show an increase of 80 percent in the employment of female police officers in municipal agencies: 1972, 1.5 percent; 1973, 1.7 percent; 1974, 2.0 percent; 1975, 2.1 percent; 1976, 2.4 percent; and 1977, 2.7 percent.⁹

In 1978, the FBI's count of female police officers had grown to more than 9,000, constituting approximately 3 percent of all municipal, state, and federal law enforcement personnel. It is noteworthy that only 10 to 12 major city police agencies currently employ 3 percent or more women; and the majority have fewer than 150 female officers.¹⁰ (For example, our 1979 case studies show that women constituted 6.4 percent of the Miami Police Department's sworn personnel, but there were only 49 female officers. The Denver Police Department's percentage of female officers was 4.9, but there were only 67 women. The Detroit Police Department's percentage of female officers, however, was significantly above the national average. There were more than 600 women among Detroit's sworn personnel, composing nearly 12 percent of the force, prior to the layoffs in late 1980 that reduced the number of women by 7.7 percent in the all too common "last hired, first fired" pattern.)

The 1980 issue of the *Uniform Crime Reports* ("Crime in the United States 1979") shows that the percentage of female officers ranges from a high of 8.6 percent in county police agencies to a low of 2.6 percent in police agencies serving city populations of 10,000-24,999. Suburban police agencies and those agencies serving city populations of 100,000 and more have female complements of 5.1 percent and 3.9 percent, respectively; averages which are above the UCR total cities average of 3.5 percent.¹¹

Although women rank as high as captain, inspector, and deputy chief in municipal agencies such as the Washington, D.C., Metropolitan Police Department, the Detroit Police Department, and the New York City Police Department, they are overwhelmingly represented at the rank of police officer in the vast majority of municipal police agencies across the country.

Although the vast majority of municipal police agencies historically relegated policewomen only to women's bureaus to function as social workers and matrons, there were exceptions. Some agencies, such as the Miami Police Department, assigned women plainclothes detective duties as early as the late fifties. In 1979, the Police Foundation conducted a survey of municipal police agencies which ascertained that 19 percent of the respondents assigned women to patrol as early as the late sixties. However, the Indianapolis Police Department became the first municipal agency to assign women formally to patrol by relegating two women to traffic and patrol duties in 1968.¹² In 1972, Washington, D.C., became the first major municipal agency to deploy a significant number of women (86) on patrol.¹³

State law enforcement agencies did not hire women as troopers until 1930, when the Massachusetts State Police hired the first female state law enforcement officers. The Connecticut State Police agency hired women troopers in 1943. Both state agencies assigned women to matters involving youths and women. In 1972, the Pennsylvania State Police agency became the first to assign male and female troopers identical duties. A 1975 survey conducted by the Race Relations Information Center indicates that there were approximately 42,000 state law enforcement officers, of which 135 were women.¹⁴ Today about 1 percent of state law enforcement officers are women.

The Executive Protective Service was the first federal law enforcement agency to hire female officers following the Civil Service Commission's decision in 1971 to allow women to carry firearms. The United States Secret Service first hired female agents in 1971. Today, approximately 2 percent of the 1,500 Secret Service agents are women. Women were first hired by the Federal Bureau of Investigation in 1972. As with the U.S. Secret Service, approximately 2 percent of the nation's 8,000 FBI agents are women. At latest count there were 1,591 female federal law enforcement officers, accounting for about 2.7 percent of all federal law enforcement officers.¹⁵

Since the enactment of federal equal employment opportunity laws there has been considerable progress in the hiring and deployment of women in municipal, state, and federal law enforcement agencies. No longer are women subject to differential hiring criteria and interior compensation, nor are they relegated solely to women's or juvenile bureaus. Following the 1963 Equal Pay Act; the 1972 Revenue Sharing Act; the 1972 amendment to Title VII of the 1964 Civil Rights Act; the 1978 Pregnancy Discrimination

Act; subsequent Equal Employment Opportunity Commission guidelines; and successful litigation, women are more likely to be hired, compensated, trained, and generally deployed throughout municipal, state, and federal police agencies without reference to their gender.

PATROL PERFORMANCE EVALUATIONS

Eight major evaluations of the patrol performance of women officers have appeared since 1973. These eight studies focused on female officers in Washington, D.C. (1974); St. Louis County, Missouri (1975); New York City (1977); Denver, Colorado (1977); Newton, Massachusetts (1977); Philadelphia, Pennsylvania (1978); the Pennsylvania State Police (1973); and the California Highway Patrol (1976) emphasizing the scientifically measurable issue of whether women perform as ably as male police officers.

Policewomen on Patrol: Final Report

One of the most widely cited studies of policewomen on patrol is the 1972–1973 evaluation of policewomen in the Washington, D.C., Metropolitan Police Department.¹⁶ The evaluation, sponsored by the Police Foundation and conducted by The Urban Institute, focused on three major questions:

1. Is it appropriate, from a performance viewpoint, to hire women for patrol assignments on the same basis as men?
2. What advantages or disadvantages arise from hiring women on an equal basis with men?
3. What effects would the use of a substantial number of policewomen have on the nature of police operations?

Study subjects were 86 policewomen and 86 policemen who had graduated in the same training academy class. The researchers employed a variety of performance measurements to compare the two patrol groups, including supervisory ratings, patrol observations, citizens' opinions, and arrest statistics.

Analysis of the performance measures supports the premise that it is appropriate for agencies to hire women for patrol assignments on the same basis as men. The officers evaluated performed in a very similar manner and achieved similar results when interacting with angry or violent citizens.

Major differences in performance between policewomen and policemen were related to arrests, traffic citations, and injuries. Analysis showed that the women made fewer arrests and issued fewer traffic citations. However, female officers sustained a higher conviction rate than male officers, making it likely that, although men made more arrests, women made fewer unnecessary arrests or higher quality arrests. Policewomen were assigned to light duty assign-

ments because of injury more often than policemen.

The researchers concluded that there were a number of assets in employing policewomen. Because the community supported the idea of equal employment for women, the hiring of policewomen probably would enhance police-community relations. Also, because "women are less likely to become involved in serious unbecoming conduct," they are not likely to damage community relations.¹⁷ Another advantage to police agencies hiring female officers is federal law compliance, namely, the Civil Rights Act of 1964, as amended in 1972. Further, because "women act less aggressively and they believe less in aggression, . . . the presence of women may stimulate increased attention to ways of avoiding violence and cooling violent situations without the resort to the use of force."¹⁸ The researchers discovered no area of patrol work that could be considered beyond the ability of policewomen.

The Urban Institute researchers polled citizens and police officers in Washington, D.C., concerning their attitudes about women on patrol. Citizens, regardless of sex or race, were found to be generally supportive of the idea of women on patrol, and no differences were observed in the levels of respect or favorable attitudes of male and female officers toward citizens. Although patrolmen doubted women's patrol skills, policewomen felt that their patrol skills were as good as men's, in most cases.

The researchers concluded that police officials as well as patrolmen agreed that women handled several types of violent situations less well than men. Although the women showed only a slight preference for patrolling with a male partner, men expressed a definite preference for patrolling with a male partner. Black officials and policemen were found to be somewhat less unfavorable toward policewomen than white officials and policemen. The researchers note that by the end of the year-long evaluation, the men's attitudes toward women on patrol had changed only slightly.

Evaluation of Policewomen on Patrol in a Suburban Police Department

This evaluation presents study findings of the effectiveness of female police officers in the St. Louis (Missouri) County Police Department.¹⁹ The purpose of the study was to extend previous findings of the effectiveness of female officers from the city setting to the suburban setting. The patrol performance of 32 police officers—16 women and 16 men—in St. Louis County was evaluated. Performance data were collected through personal interviews, citizen interviews, attitude surveys, performance ratings, and objective police records.

For the most part, study findings are very similar

to those of the Washington, D.C.,²⁰ and New York City²¹ studies. The performance of patrol duties among St. Louis County female police officers was found to be equal to that of the male officers. However, the study determined that “women’s policing style seem[ed] to differ significantly from that of men.”²² The female officers performed less aggressively, made fewer arrests, and involved themselves in “preventive” activity less often than male officers. They issued more traffic citations than men, but were perceived by citizens to be more sensitive to human needs than male officers.

Women on Patrol: A Pilot Study of Police Performance in New York City

In 1974, New York City Police Commissioner Michael Codd asked the police department personnel bureau to compare the patrol performance of female police officers with that of male officers. The commissioner also requested the development of guidelines to help the department increase the effectiveness of female patrol officers. The personnel bureau collaborated with the Vera Institute of Justice to design and execute an appropriate research scheme.²³ The primary method of research was direct observation of the patrol performance of 41 female and 41 male New York City officers, selected on the basis of their patrol experience and the type of precinct to which they were assigned. For evaluation purposes, five key elements of patrol duty in which the presence of women raised the most questions were identified: 1) “style” of patrol; 2) gaining and keeping control; 3) activity level; 4) special skills; and 5) physical capacities. These five elements of policing were observed during 3,625 hours of patrol and 2,400 police-civilian encounters.

Study results indicate that women generally are as effective as men on patrol, and that women’s style of patrol is virtually identical to that of men. Although study results indicate that all 82 officers used the same control techniques, women made fewer arrests and were less likely to undertake demanding physical activity. Civilians rated the female officers as being “. . . more competent, pleasant and respectful . . .” than male patrol officers.²⁴ The research also shows that female officers were as restrained in using force and displaying their weapons as were male officers.

Researchers gave the New York Police Department several specific suggestions for using female patrol officers more effectively. Among them was a suggestion to institute training for all officers that would encourage the development of a style of patrol complementary to an officer’s individual patrol-encounter strengths and weaknesses. Recommendations included teaching male officers on patrol, as

well as male supervisors, to be more aware not only of the capabilities of female patrol officers, but of their needs as well.

Policewoman Effectiveness

In 1975, the Denver Civil Service Commission entered into a consent decree concerning the hiring, retention, and promotion of women in the Denver Police Department. The *Hogue v. Bach* (Civ. No. C-3693 [D. Colo. 1970]) consent decree required that the Denver Civil Service Commission conduct a study to ascertain whether female police officers in Denver were capable of performing well in varied areas of police work. Psychometrists were contracted to conduct the evaluation; they focused on policing in patrol and traffic.²⁵ In emphasizing these two police functions, the researchers aimed at pinpointing areas of policing in which female officers performed differently from male officers. The researchers also sought to determine if the differences they discovered were a detriment to the delivery of police services.

Twenty-seven female officers assigned to the patrol and traffic divisions in Denver were the study subjects, and 27 male officers, similarly assigned, constituted the control group. Four observers rated these officers in terms of performance on 56 variables. Study results present no significant differences in performance between the groups in the vast majority of the variables monitored. However, nine variable comparisons produced significant differences at the .05 level. The major differences concern: 1) citizen complaints (men had significantly more); 2) shooting ability (men had significantly better shooting records); and 3) attitudes toward citizens (women were found to exhibit more attitude variation toward citizens). Results also show that women took more sick days than men and issued significantly fewer instructions to their male partners. Interestingly, the researchers determined that the “. . . physical limitations of women [did not] seem to imply limitations on the ability to arrest suspects.”²⁶ In summary, the Denver study indicates that women were “equally [as] effective as men in all observed facets of police work.”²⁷

Evaluation of Women in Policing Program: Newton, Massachusetts

Approach Associates evaluated the duty performance of women in the Newton, Massachusetts, Police Department.²⁸ The Massachusetts Committee on Criminal Justice contracted the researchers to: 1) determine if female police officers were treated equally with men in the Newton Police Department; 2) determine if the performance of female officers was on par with the performance of male officers; 3) determine if women had been integrated into the

Newton Police Department; and 4) determine the response of the community to women on patrol. Researchers observed 12 female and 25 male officers on patrol and scrutinized performance and workload data (sick time, complaints, commendations, and supervisors' ratings), noting performance differences in their police activities.

Data analysis shows great discrepancy between the negative views of male officers concerning the performance of women, and the study results which showed little difference "between the kinds and amounts of activity accomplished by male and female officers."²⁹ In fact, some performance data show that women performed better than men in certain areas. A major finding of the study relates to the negative attitudes of men toward women in policing. Researchers conclude that these attitudes rested to a great extent upon "a general ethos or image of policing as a male preserve" rather than the actual performance of women.³⁰

The Study of Policewomen Competency in the Performance of Sector Police Work in the City of Philadelphia

In response to a court order, Philadelphia, Pennsylvania, contracted Bartell Associates, Inc., to conduct a study of sector patrol work in 1978. Researchers sought to determine if there were essential differences in the performance of male and female officers that could be attributed to gender.³¹ The research, which focused on difficult requirements of sector patrol in high crime areas, involved 100 male and 100 female recruits. The 200 recruit officers were trained at the Philadelphia Police Academy and were assigned to tasks in the same police districts. Researchers identified 17 difficult aspects of sector patrol duty and observed and evaluated the subject officers' performance of each task.

Study results show that, physically, men were stronger and more agile than women; however, attempts to relate strength to patrol performance were unsuccessful. Data analyzed also show that men made significantly more physical arrests than women, and that women required arrest assistance more often than men. Although there was no substantial difference in the number of assaults experienced by either group of recruits, women were assaulted more often when making arrests. Researchers also determined that women experienced more motor vehicle accidents and incurred more injuries as a result of negligence in the care and operation of police vehicles. Study results also show that women had significantly more sustained disciplinary infractions. Overall, study results indicate that, with respect to a large portion of sector police work, women performed as ably as men.

Pennsylvania State Police Female Trooper Study

In response to legislation and court decisions forbidding the arbitrary exclusion of women from police patrol, a number of municipalities conducted studies to determine if gender was a bona fide occupational qualification (BFOQ) for police officers. Prior to 1973, however, no state highway patrol or police agency had explored the feasibility of employing women as state highway patrol officers. Aware of the debate over women in policing, the Pennsylvania State Police conducted a study of its female troopers to determine the performance capability of women vis-a-vis men as state troopers.³² Fourteen female and 14 male cadets formed the two comparison groups which matched on four criteria: 1) state police academy scholastic averages; 2) prior education; 3) intelligence quotient; and 4) Army General Classification Test scores.

Initially, evaluation was to rest upon both groups being assigned to the same station, with the same supervisors and performing identical tasks. However, a change in study design was necessitated as the cadets had not been assigned to the same station, nor had they been assigned identical duties.

First, study findings show that supervisors were reluctant to assign female troopers to potentially dangerous situations and midnight patrol with male troopers. The researchers report that this factor gave rise to considerable resentment among male troopers toward their female counterparts. It is also reported that this factor affected the performance level of female troopers. However, findings show that female and male troopers performed equally in the investigation of criminal activity. In contrast, female troopers were found to be less effective than male troopers in the traffic-enforcement function. It is noteworthy that study data show that supervisors rated female troopers higher than male troopers in efficiency. Also, it is reported that the public felt female troopers could perform their duties as well as their male counterparts. In sum, the researchers note that, "[a]s a result of the partiality shown toward the females there is not sufficient information available to determine whether a female can or cannot function in the role of a trooper."³³ But, the authors continued, "[e]vidence so far has disclosed that some of the females are able to perform most troopers' duties as well as a male."³⁴

*Women Traffic Officer Project:
Final Report*

The state of California has also contributed to the research on women in policing. The California State Legislature issued Senate Bill 1859, which required the California Highway Patrol to conduct a two-year

study of patrol officer performance. The purpose of the study was to determine the feasibility of employing women as state traffic officers.³⁵

The research sample consisted of 41 female and 42 male graduates of the California Highway Patrol Academy, who were assigned to highway patrol commands throughout the state. To evaluate the performance of the officers, researchers identified 16 critical tasks of the highway patrol function and monitored each officer's level of performance. The critical tasks monitored by field evaluators were: making high-risk and felony vehicle stops; using firearms effectively; taking charge at accident scenes; lifting and carrying prisoners or victims in varying terrain; preparing written reports; administering first aid; communicating well verbally; and recognizing the symptoms of "under the influence" drivers.

Overall, the public received both men and women favorably and patrol supervisors found that both groups performed the critical tasks acceptably. However, in addition to using more sick leave and experiencing more difficulty than men in making arrests of physically combative persons, women were found to have a slightly higher attrition rate.

The researchers concluded that it is feasible to employ women as state traffic officers. Findings show that the cost of recruiting, training, and maintaining women as state patrol officers is higher than that required for male patrol officers; however, not exorbitantly so. The data collected were not sufficient to determine whether women are capable of handling situations demanding great physical strength. Study conclusions show that academy grades were highly correlated with male and female performance in the field. Further, some selection procedures and background characteristics were found to be highly correlated with male and female performance not only in the academy, but in the field as well. This is particularly true of scores achieved on the pre-employment written examination, the Qualifications Appraisal Panel interview scores, and the number of college hours attained.

EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION AND LITIGATION

Since the early sixties, several significant pieces of federal equal employment opportunity legislation of particular importance to women have been passed: the Equal Pay Act of 1963; Title VII of the Civil Rights Act of 1964, amended by the Equal Employment Opportunity Act of 1972; the Revenue Sharing Act of 1972; the Justice Systems Improvement Act of 1979; and the Pregnancy Discrimination Act of 1978. Since the passage of these pieces of legislation, the volume of litigation which focused on the eradication of discriminatory employment practices has been and

continues to be staggering. The increased use of women in policing is directly attributable to this legislation and subsequent litigation.

LEGISLATION

Equal Pay Act of 1963

The Equal Pay Act of 1963, governed by the Fair Labor Standards Act of 1938 as amended, 29 U.S.C. 206(d), prohibits discrimination in the payment for services on the basis of sex. All actions brought on the basis of the Equal Pay Act must concern unequal pay between sexes for equal work.

The bases on which individuals may expect equal pay are that the work performed must be of equal skill, effort and responsibility, and performed under similar working conditions.

The Equal Pay Act is enforced by the Equal Employment Opportunity Commission, which performs periodic audits of covered employers and also investigates complaints filed by aggrieved individuals, groups, and third parties.

Title VII

Title VII of the Civil Rights Act of 1964 prohibits all employment activities (terms, conditions, hiring, recruitment, promotion, termination, classification, layoff, benefits, etc.) that discriminate on the basis of race, color, religion, sex, or national origin.

Title VII covers private and public employers with 15 or more employees, and unions with 15 or more members. The 1972 amendments authorize the Equal Employment Opportunity Commission (EEOC) to file suit against private employers, while the United States Department of Justice is authorized to sue public employers charged with employment discrimination. In addition, aggrieved individuals or groups may complain to EEOC or file suit under Title VII. EEOC has given its interpretation of Title VII as it relates to employment discrimination on the basis of sex in its Sex Discrimination Guidelines.³⁶

Revenue Sharing Act of 1972

The Revenue Sharing Act of 1972 provisionally prohibits discriminatory use of revenue-sharing funds. Section 122 of the Revenue Sharing Act ensures the protection of all persons in the United States against discrimination on the basis of race, color, national origin, or sex as regards participation in or benefits from any program or activity funded in whole or part with revenue-sharing funds.

The Office of Revenue Sharing (ORS) of the U.S. Department of Treasury is responsible for the enforcement of this anti-discrimination provision. ORS is authorized to terminate revenue-sharing funds to jurisdictions engaging in discriminatory employment practices.

The Justice Systems Improvement Act of 1979

The Justice Systems Improvement Act of 1979 prohibits any OJARS-funded program or activity from discriminating on the basis of race, color, religion, national origin, or sex in the provision of benefits, participation in, or employment in said program or activity.

The preceding 1976 amendment to the 1968 Omnibus Crime Control and Safe Streets Act, commonly referred to as the "Jordan Amendment," prohibits the flow of OJARS money to any jurisdiction or agency found to use the money in a discriminatory manner, unless that agency agrees to corrective action. The Jordan Amendment defines steps which must be taken by OJARS once a finding is made by an appropriate court, administrative agency, or OJARS itself, that there has been a pattern or practice of discrimination. In the absence of an agreement by the discriminating agency to take corrective action, OJARS must take steps to suspend or terminate funding.

The Pregnancy Discrimination Act of 1978

The Pregnancy Discrimination Act of 1978 prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions. The Act also prescribes that pregnancy be treated as any other temporary disability by employers in the provision of employment benefits. This amendment adds a new subsection (k) to Section 701 of Title VII, which reads as follows:

(k) The terms "because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and nothing in section 703(h) of this title shall be interpreted to permit otherwise. This subsection shall not require an employer to pay for health insurance benefits for abortion, except where the life of the mother would be endangered if the fetus were carried to term, or except where medical complications have arisen from an abortion: *Provided*, That nothing herein shall preclude an employer from providing abortion benefits or otherwise affect bargaining agreements in regard to abortion.³⁷

LITIGATION

Since the passage of the federal legislation described previously, there has been a great volume of litigation alleging discrimination in employment on the basis of sex. Among the litigated issues of particular importance to police departments are height and weight requirements, physical agility tests, veterans'

preference, sexual harassment, and pregnancy and related maternity benefits.

Height and Weight Requirements

Height and weight requirements traditionally used by police agencies as selection criteria have been challenged as discriminatory when they result in the exclusion of a disproportionate number of women and other groups of applicants. Defendant police departments and commentators have argued that minimum height requirements identify candidates for patrol officers who have physical strength and ability, and who are free of any psychological disorder bred of small stature. Recent legal battles concerning the use of height and weight requirements have been won by plaintiffs alleging past, present, and future disproportionate impact. Success has rested largely upon defendant police departments' failure to show that the employment practices were justified (as a matter of law) as business necessities.³⁸

When a police department has a minimum height requirement for all officers (for example, 5'8" or 5'9"), a greater proportion of qualified female applicants will be excluded than male applicants because women are, on the average, five inches shorter than men. Arguably, this is the kind of restriction on employment that the Supreme Court condemned in *Griggs v. Duke Power Co.*, 401 U.S. 424 (1971). The court in *Griggs* stated that the purpose of Title VII is "the removal of artificial, arbitrary, and unnecessary barriers to employment (i.e., sex) when the barriers operate invidiously to discriminate on the basis of race or other impermissible classifications." The Supreme Court has recognized that Title VII imposes a more stringent standard on employers than does the Constitution,* as noted in *Washington v. Davis*, 426 U.S. 229 (1976). Under Title VII, the burden of showing job relatedness of an employment selection device cannot be carried by the assertion of an obvious (but also unmeasured) relationship between selection standards. It is essential that the selection devices be validated by professionally accepted methods (*Blake v. City of Los Angeles*, 15 FEP 76 [D. Cal. 1977]).

A case typifying challenges to height and weight requirements in police departments is *Officers for Justice v. Civil Service Commission, City of San Francisco*, 395 F. Supp. 378 (N.D. Cal. 1975).** In this case, police officers and applicants sued the Civil

*However, in *Smith v. City of East Cleveland*, 363 F. Supp. 1131 (N.D. Ohio, 1973) 8 E.P.D. p. 9749 (June 1974), the court ruled that the city's requirements that an applicant for police officer positions be at least 5'8" tall and weigh at least 150 pounds violated the equal protection clause of the Fourteenth Amendment. The purpose and effect of the standards were held to have no rational relationship to the quality of a police officer's job performance.

**See also 473 F. Supp. 801 (1979).

Service Commission for discriminatory height requirements and physical agility tests. After concluding that the statistical data established a prima facie case of employment discrimination against Asians, Latinos, and women, the district court ruled that the San Francisco Police Department failed to carry its burden of justifying the height requirement. The court held that the defendants did not introduce sufficient evidence of job-relatedness or alternative practices regarding the height standards to overcome the statistical disparity in the numbers of male and female officers resulting from the height and physical testing.

The most recent Supreme Court case challenging height and weight requirements as discriminatory on the basis of sex is *Dothard v. Rawlinson*, 433 U.S. 331 (1977). The State of Alabama argued that the height and weight requirements have a direct relationship to the strength essential to efficiency as a correctional counselor. No evidence correlating height and weight with the requisite amount of strength required for the job was introduced. In fact, the state failed to offer evidence of any kind in justification of the statutory standards. In *Dothard*, “the Supreme Court upheld the lower court’s finding of a Title VII violation where the 5’2” height and 120-pound weight requirements for prison guards disparately impacted upon women, and no evidence had been offered to show the job-relatedness of such requirements such as the correlation of such requirements to the requisite strength.”³⁹

Courts that have considered the issue have most often distinguished *Dothard* from cases involving height/weight criteria in police activities outside of corrections. Most recently, in *Blake v. City of Los Angeles*, the Ninth Circuit Court struck down the Los Angeles Police Department’s use of height as a selection criterion because of the different roles police play in society as compared with prison guards. Further, the police department failed to show that the use of the height/weight requirements were so closely job related that their use is “necessary to safe and efficient job performance.”

Like the courts, OJARS discourages use of height and weight criteria. OJARS has promulgated three sets of regulations, under administrative authority which is supported by the Justice Systems Improvement Act of 1979,⁴⁰ that specifically prohibit discrimination by state and local recipients of OJARS funds.⁴¹ One set of regulations focuses upon the use of minimum height requirements. Recognizing the racially and sexually discriminatory nature and effect of most height standards, the regulations provide that such requirements, if shown to have a disproportionate impact upon women, will be considered to violate OJARS’ prohibition against discrimination—unless the requirement is an “operational neces-

sity.”⁴² These OJARS regulations have been successful in preventing the improper use of minimum height standards among state and municipal police departments.⁴³

The OJARS regulations have also been effective in diminishing the importance of height and weight requirements in police hiring decisions. Survey data collected for this report reveal that only 13 percent of municipal and 11 percent of state police departments retain specific height requirements. Clearly, the prevalence of height and weight requirements that produce a disparate impact upon women has been drastically reduced. The fact that the vast majority of police departments are able to successfully select officers without specific height requirements makes it difficult for the few departments that retain specific height requirements to justify their use as a business necessity.

PHYSICAL AGILITY TESTS

In their interpretations of Title VII, courts have ruled that all applicants for a position requiring physical strength and agility must be given an opportunity to demonstrate their ability to perform the work in question without regard to their sex.⁴⁴ Further, EEOC Guidelines on Sex Discrimination prohibit the refusal to hire women based on characteristics attributed to them as a class.

Responses to the survey conducted for this report indicate that 78 percent of municipal and 91 percent of state police departments require physical agility tests for applicants for police officer. Rapid reflexes and high degrees of speed coordination, dexterity, endurance, and strength are most often required. These physical fitness standards, purportedly measured in physical agility tests, may not be applied in a discriminatory manner. If the use of a physical fitness standard eliminates a disproportionate number of female applicants, it must be shown to be reasonably job-related⁴⁵ and have a valid purpose.⁴⁶

Police departments requiring physical agility tests that have a disparate impact upon women and other minorities must be certain that the tests meet standards of job relatedness and validation and that no other less discriminatory measures are available. In a recent case, the court invalidated a physical agility test that included such exercises as pushups, sit-ups, broad jumps, and obstacle courses.⁴⁷

In *Officers for Justice v. Civil Service Commission*, 395 F. Supp. 378, 11 FEP 815 (D. Cal. 1975), the court held that the physical agility test used by the San Francisco Police Department had “substantial disparate impact upon women.” The San Francisco physical agility test then before the court measured only physical skills used in emergency situations. It did not address the aspects of patrol work that

emphasized skills such as “teamwork, intelligence, judgment, patience, and verbal skills as more important aids to patrol officers in emergency situations.” In light of the inconclusive evidence regarding the extent to which the skills measured by the physical agility test were related to patrol performance, the court found that the validity of the test had not been established and barred the use of the test. (See *Officers for Justice v. Civil Service Commission*, 473 F. Supp. 801 [1979].)

Harless v. Duck, 619 F. 2d 611 (1980) is one of the most recent court of appeals decisions addressing the use of physical agility examinations. In *Harless*, Judge Nathaniel Jones reversed the trial court and found that the physical agility test under question was invalid under Title VII:

Defendant did not meet their burden of proving that the test was valid and job-related. First the job analysis does not specifically define the amount of physical strength required or the extent of physical exertion required. The same type of tests never have been validated. Third, there is no justification in the record for the type of exercises chosen or the passing marks for each exercise.

Undoubtedly, police officers must meet certain physical standards to be capable of performing their jobs. However, this obvious fact does not relieve police departments of their duty under Title VII to develop nondiscriminatory means of measuring physical fitness. Clearly, physical agility tests constitute suspect selection criteria.

VETERANS' PREFERENCE

The Federal Veterans' Preference Act of 1944 covers virtually all who served in the military prior to 1976, whether in combat or not. The federal government and all states maintain civil service systems that appropriate some hiring and/or promotion preference to veterans, of whom few are women. The constitutionality of veterans' preference as it affects women and minority groups has been unsuccessfully challenged in Pennsylvania, Minnesota, and Massachusetts.⁴⁸

In *Feeney v. Commonwealth of Massachusetts*, 442 U.S. 256, 99 S. Ct. 2282 (1979), the U.S. Supreme Court upheld the Commonwealth's absolute use of veterans' preference, notwithstanding strong Fourteenth Amendment arguments raised on behalf of female employees. Although the Court acknowledged that the law “operates overwhelmingly to the advantage of males,” it found that the discriminatory result of the law did not constitute a violation of the guarantee of equal protection of laws under the Fourteenth Amendment. The Court noted that in order for a constitutional violation to exist, the adverse impact must be traced to a discriminatory intent. The ruling

emphasized that the Fourteenth Amendment “guarantees equal laws, not equal results.” Thus, because no evidence was presented to show that the use of veterans' preference in Massachusetts “. . . was originally devised or subsequently reenacted because it would accomplish the collateral goal of keeping women in a stereotypic and predefined place in the Massachusetts civil service,” no violation was found. However, the dissenting opinion in *Feeney* noted that the absolute preference shows “purposeful gender-based discrimination” and bears no substantial relationship to a legitimate governmental objective.

In *Smith v. City of East Cleveland*, 363 F. Supp. 1131 (1973), an East Cleveland female police officer successfully challenged the East Cleveland Police Department's use of veterans' preference. The court, however, did not reach the constitutional issue, but rather found that the police department's use of veterans' preference points violated an Ohio state statute.

Findings from the Police Foundation's 1979 personnel survey show that about 60 percent of municipal and state police agencies use veterans' preference in varied personnel decisions, even though it is apparent that this practice negatively affects the hiring and advancement of women in policing.

SEXUAL HARASSMENT

Several courts have found that sexual harassment constitutes employment discrimination on the basis of sex, and is therefore illegal under Title VII. Five of the 11 federal courts of appeals have addressed claims of sexual harassment as a form of sex discrimination.⁴⁹

In *Williams v. Saxbe*, 413 F. Supp. 654 (D.D.C. 1976), the Court of Appeals ruled:

. . . Title VII is violated when a supervisor, with the actual or constructive knowledge of the employer, makes sexual advances or demands toward a subordinate employee and conditions that employee's job status—evaluation, continued employment, promotion, or other aspects of career development—on a favorable response to those advances or demands, and the employer does not take prompt and appropriate remedial action after acquiring such knowledge.

In *Miller v. Bank of America*, 418 F. Supp. 233 (N.D. Cal. 1976), the court paid deference to the fact that defendant operated a mechanism for handling sexual harassment grievances which the plaintiff did not use. The fact that the Bank of America “operated under a policy of disciplining and/or discharging employees found to be guilty of such misconduct”⁵⁰ constituted convincing evidence that Title VII had not been violated.

Two other recent cases of special significance to police departments are *Vinson v. Taylor*, 22 EPD

§30,708 (D.D.C. 1980) and *Continental Can Co. v. Minnesota*, 23 EPD §30,997 (1980). In *Vinson*, the District Court held that a complaint to the supervisor who is also the person perpetrating sexual harassment "is not sufficient notice to the employer to create liability." In *Continental Can*, the Minnesota Supreme Court held the company liable for the sexual harassment of a woman employee by male co-workers. The court found the employer liable because it did nothing to prevent or eliminate the harassment, in spite of both "actual and constructive knowledge of its existence."⁵¹

In its recently finalized guidelines on sexual harassment, EEOC has reiterated Title VII's requirement that employers maintain workplaces free of sexual intimidation and harassment. The guidelines proscribe an employer from subjecting employees to "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature," and also proscribe "an intimidating, hostile, or offensive working environment."⁵² The guidelines describe the complete liability of the employer for acts of sexual harassment by supervisors, whether or not the employer knew of the supervisors' acts. The employer is responsible for nonsupervisory employees' conduct providing that the employer was aware of the misconduct. Further, the guidelines prescribe the employers' duty to take positive action to redress or eliminate employee or supervisory misconduct.

Clearly, recent case law and the EEOC guidelines are indicative of the necessity for police departments, along with other employers, to maintain working conditions free of sexual intimidation and harassment. It is also clear that police departments should establish mechanisms for the investigation of complaints of sexual harassment.* At least one major city police department has such a mechanism. In 1979, Mayor Marion Barry of Washington, D.C., issued an executive order establishing a grievance mechanism for all city employees that police officers can use for the resolution of sexual harassment complaints. Other police departments or municipalities should consider establishing similar mechanisms to reduce their Title VII liability.

PREGNANCY AND MATERNITY BENEFITS

In recent years, the courts have addressed the matter of rights of workers during pregnancy and immediately thereafter. *Cleveland Board of Education v. LaFleur*, 414 U.S. 632 (1974), was the first pregnancy discrimination case decided by the Supreme Court. In *LaFleur* and its companion case, *Cohen v. Chesterfield County School District*, the Court ruled that a policy requiring a pregnant teacher to leave her

job at a fixed point in the fourth or fifth month of pregnancy, without allowing the individual to show her ability to continue work, violated the Constitution's due process clause, and was an infringement on a woman's fundamental right to decide whether or not to bear a child without the threat of undue governmental interference.

Since *LaFleur*, the three most important Supreme Court cases dealing with pregnancy discrimination have been *Geduldig v. Aiello*,⁵² *General Electric Company v. Gilbert*,⁵³ and *Nashville Gas Co. v. Satty*.⁵⁵ In *Aiello*, the Court upheld California's state disability benefits program, which covered every type of disability that could befall a worker except for disability arising out of "normal" pregnancy and childbirth. In this decision and in *Gilbert*, the Court concluded that pregnancy discrimination is not necessarily sex discrimination. In its decision in *Gilbert*, the Court found that the exclusion of pregnancy-related disabilities from an insurance plan, which on its face is not worth more to men than to women, does not have a gender-based effect on women that would amount to unlawful sex discrimination.**

The Court in *Gilbert* pointed out what does not constitute sex discrimination; one year later, the Court in *Satty* discussed the elements that do constitute sex discrimination based on a pregnancy-related employment policy. In *Satty*, the Court decided that an employer's policy of depriving women returning from maternity leave of their previously accumulated seniority violated Title VII. This practice, explained the Court,

not merely [fails] to extend to women a benefit that men cannot and do not receive, but . . . impose(s) on women a substantial burden that men need not suffer. The distinction between benefits and burden is more than one of semantics.

Aiello, *Gilbert*, and *Satty* conclude that sex discrimination exists when the employer extends opportunities or benefits to one gender that are more valuable or less restricted than those offered to the other. Conversely, when existing benefits and opportunities are offered equally to men and women, no sex discrimination exists, even when additional benefits

*In *Bundy v. Jackson*, 24 FEP Cases 1155 (App D.C. 1981), the Circuit Court's holding emphasizes an employer's obligation to investigate complaints of sexual harassment and to take appropriate corrective action.

**The Pregnancy Discrimination Act of 1978 added to Section 701 of Title VII a new subsection (k), which enacts into law the general position of EEOC guidelines that had been discarded by the Supreme Court in *Gilbert*, *supra*. This new subsection (k) prescribes that pregnancy be treated as any other temporary disability by employers in the provision of employment benefits and specifically prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.

that might have been particularly valuable to one sex are withheld.⁵⁶

The analysis applied by the United States Court of Appeals for the Ninth Circuit, in *Roller v. City of San Mateo*, 572 F. 2d 1311 (1977), has value as a precedent in determining the key steps involved in deciding a Title VII case related to discriminatory treatment of pregnant police officers. In 1975, Gail N. Roller, the only female police officer in the San Mateo, California, Police Department, and the first to serve equally with men on patrol duty in the department's history, brought an employment discrimination suit under Title VII that challenged the police department's treatment of pregnant police officers. Officer Roller charged that the police department, by failing to assign her to light duty (as was recommended by the city physician), instead of placing her on sick leave after the third month of her pregnancy, had discriminated against her on the basis of sex, in violation of Title VII. The court held that the city presented a legitimate nondiscriminatory reason for its action when it introduced a city directive that required all of its employees to be physically fit to perform all duties, and specified that modified or light duty assignments were not to be given even if authorized by the attending physician. The court concluded that Roller had failed to establish that the city, in failing to assign her to light duty instead of placing her on sick leave, had violated Title VII.

The legal standards designed to protect pregnant employees have been enumerated and described. Difficult political and legal battles await those who refuse to comply with the recently enacted Pregnancy Discrimination Act. Policy guidelines should be amended to require that pregnancy, childbirth, and related medical conditions be considered equivalent to other temporary physical disabilities as regards employment benefits.

SUMMARY

National representation of women in law enforcement has increased from less than 1 percent at the beginning of this century to more than 3 percent in 1980. Moreover, since 1910 the role of female police officers has diversified significantly, and no longer are women relegated solely to women's and juvenile bureaus.

Various court decisions of the 1970s have virtually eliminated the use of height and weight requirements and physical agility tests. Consequently, female police applicants now face fewer notably adverse hiring practices. Additionally, in response to federal legislation (particularly the 1963 Equal Pay Act; the 1972 Title VII Amendment of the 1964 Civil Rights Act; and the 1978 Pregnancy Discrimination

Act), female officers are hired, paid, and awarded personnel benefits by municipal, county, state, and federal law enforcement agencies on the same basis as are male officers.

With the support of both scientific evaluation of female officers' patrol performance and recent court decisions, female law enforcement personnel are more likely to be trained and assigned duties with no reference to their gender. Federal legislation, various court decisions, and consent decrees have resulted in open competition for promotions between men and women, and women (generally without the benefit of veterans' preference points) now rank as high as captain, inspector, and deputy chief in an increasing number of municipal police agencies. Female police chiefs are also now a reality.

Proponents of equal employment opportunity continue to develop new legal theories, and vigorously apply currently existing ones, to achieve parity at the workplace. Thus, as the expansion of women in law enforcement continues, committed administrators are able to provide the necessary direction in working relations between men and women through personnel policies that ensure all employees a working environment free of intimidation of all sorts and full employment for women.

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⁸Terry Eisenberg, *Police Personnel Practices in State and Local Government* (Gaithersburg, Md.: International Association of Chiefs of Police, 1973), p. 39.

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¹⁴News and Notes, "Discrimination," *Crime and Delinquency*, April 1975, p. 185 as cited in Peter Horne, "Policewomen: 2000 A.D." (unpublished work, St. Louis Community College at Meramec, 1978), p. 3.

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²⁵Harold Bartlett and Arthur Rosenblum, *Policewoman Effectiveness* (Denver, Colorado: Civil Service Commission and the Denver Police Department, 1977).
²⁶*Ibid.*, p. 19.
²⁷*Ibid.*, p. 20.
²⁸Carol Kizziah and Mark Morris, *Evaluation of Women in Policing Program: Newton, Massachusetts* (Oakland, Calif.: Approach Associates, 1977).
²⁹*Ibid.*, p. 2.
³⁰*Ibid.*
³¹*The Study of Police Women Competency in the Performance of Sector Police Work in the City of Philadelphia* (State College, Pa.: Bartell Associates, Inc., 1978).
³²Pennsylvania State Police, *Pennsylvania State Police Female Trooper Study* (Harrisburg, Pa.: Pennsylvania State Police, 1974).
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³⁴*Ibid.*
³⁵*Women Traffic Officer Project: Final Report* (Sacramento, Calif.: Department of California Highway Patrol, 1976).
³⁶EEOC Sex Discrimination Guidelines, 29 CFT 1604.2.
³⁷The purpose of subsection (k) was to change the definition of sex discrimination in Title VII (as interpreted by the Supreme Court in *Gilbert* and *Satty*) to reflect the common-sense view [of the EEOC Guidelines] and to ensure that working women are protected against all forms of employment discrimination based on sex. By making clear that distinctions based on pregnancy are per se violations of Title VII, the bill would eliminate the need in most instances to rely on the [disparate] impact approach, and thus would obviate the difficulties in applying the distinctions [between impermissible burdens and permissible refusal to extend benefits] created in *Satty*.
³⁸*Blake v. City of Los Angeles*, 595 F. 2d 1367 (1979); *Harless v. Duck*, 619 F. 2d 611 (1980); the Police Foundation and the International Association of Chiefs of Police (IACP), in cooperation with The Urban Institute, conducted a study to determine if there was a correlation between the height and performance of police officers in the following agencies: Dade County, Florida; Dallas, Texas; Des Moines, Iowa; and Oakland, California. Findings show that height

differences generally have no statistically significant effect on police performance. (*Police Officer Height and Selected Aspects of Performance*, copies available from Police Foundation, 1909 K Street, N.W. #400, Washington, D.C. 20006.)
³⁹Barbara L. Schlei and Paul Grossman, *Employment Discrimination Law: 1979 Supplement* (Washington, D.C.: Bureau of National Affairs, Inc., 1979), p. 100.
⁴⁰42 U.S.C. §3701.
⁴¹28 C.F.R. §42.201 (broad prohibition of discrimination), 28 C.F.R. §42.301 (EEO plans and evaluations required for some grant recipients.) Equal Rights Guidelines, Nos. 1-6, 38 Fed. Reg. 6115 (March 9, 1979). (Prohibition against minimum height requirements that have a discriminatory effect, discussed *infra*.)
⁴²This phrase has been construed to mean that "there exists an overriding legitimate operational purpose" and that "there are available no acceptable alternate policies or practices that would better accomplish the operational purpose advanced." The provision also calls for OJARS to accept findings of discrimination by a federal or state court or administrative agency (§3766 (2) (A)).
⁴³See 42 U.S.C. §3766 (c); 28 C.F.R. §42.201. See also *Kirkland v. Department of Correctional Services*, 520 F. 2d 429 (2nd Cir., 1975).
⁴⁴*Bowe v. Colgate-Palmolive Co.*, 416 F. 2d 711 (7th Cir., 1969), revising in part 272 F. Supp. 332 (S.D. Ind. 1967). The Seventh Circuit Court reversed in ordering the district court to devise a system under which women who so desired would be given a reasonable opportunity to show their ability to lift more than 30 pounds. The weight-lifting could be used, but only as a general guideline for all employees. All employees regardless of sex must be notified and allowed to bid on all openings for jobs requiring heavy lifting.
⁴⁵EEOC Sex Discrimination Guidelines, 29 CFT 1604.2.
⁴⁶*Washington v. Davis*, 426 U.S. 229 (1976).
⁴⁷*Harless v. Duck*, 619 F. 2d 611 (1980) and *White v. Nassau County Police Department*, 15 FEP 261 (D. NY 1977).
⁴⁸*Feinerman v. Jones*, 356 F. Supp. 252 (MD. Pa. 1973); *Koefgen v. Jackson*, 355 F. Supp. 243 (Minn. 1972); *Feeney v. Commonwealth of Massachusetts*, 442 U.S. 256, 99 S.Ct. 2282 (1979).
⁴⁹*Fisher v. Flynn*, 598 F. 2d 633 (1st Cir. 1979); *Tompkins v. Public Service Electric and Gas Co.*, 568 F. 2d 1044 (3rd Cir. 1979); *Garber v. Saxon Business Products*, 552 F. 2d 1032 (4th Cir., 1977); *Miller v. Bank of America*, 418 F. Supp. 223 (N.D. Cal. 1976); *Barnes v. Costle*, 561 F. 2d 983 (D.C. Cir. 1977).
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⁵¹Susan Blumenthal, "Landmark Sexual Harassment Case Decided by Minnesota Supreme Court," *National NOW Times*, XIII (7) July, 1980.
⁵²29 C.F.R. §1604.11 published for comment at 45 Fed. Reg. 25024 (April 11, 1980).
⁵³417 U.S. 484 (1974).
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CHAPTER II

NATIONAL MAILED SURVEY OF MUNICIPAL AND STATE POLICE DEPARTMENTS

CHARACTERISTICS OF RESPONDING DEPARTMENTS

The primary purpose of the survey was to ascertain the average number and percentage of female officers in American police departments. An 11 page questionnaire regarding police personnel practices that affect the deployment of women as sworn police officers was mailed to all municipal police departments serving populations of 50,000 or more, and to state police departments without regard to population (see Appendix D).^{*} The survey sought to determine the extent to which women are used as sworn police officers, as well as the extent to which personnel policies affecting hiring and retention are used to exclude women. Questionnaires were mailed to 387 municipal and 47 state police departments. Response rates for both groups were high: 73.6 percent for municipal departments (n=285) and 74 percent for state departments (n=35).

Table 1 shows the geographic distribution of responding municipal police departments by size of population served. Analysis of the response rates for

possible response biases reveals that municipal departments serving populations of 250,000–499,999, and those located in the South, had the highest response rates, both about 85 percent. The lowest response rates were among departments serving populations of 50,000–99,999 (69 percent) and among departments located in the Northeast (60 percent). The higher response rates among the larger departments might be explained by the higher probability that they have planning and analysis units that can compile the necessary data to respond to survey requests.

As Table 2 illustrates, responding state police departments were well distributed among the four geographic regions of the country. Nevertheless, there were regional differences in response rates: the highest response rate was among departments in the West (about 90 percent) and the lowest response rate was among departments in the North Central region (about 70 percent).

^{*}Three state police departments were mistakenly omitted and did not receive the national mailed survey.

TABLE 1
Distribution of Municipal Police Departments, by Region and Population

Population	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
50,000–99,999	41	14	49	17	34	12	38	13	162	56
100,000–249,999	10	4	17	6	27	9	18	6	72	25
250,000–499,999	4	1	7	3	13	5	6	2	30	11
500,000 or more	2	1	6	2	6	2	7	3	21	8
TOTAL	57	20	79	28	80	28	69	24	285	100

TABLE 2
Geographic Region of Responding State Police Departments

REGION							
Northeast		North Central		South		West	
Number	Percent	Number	Percent	Number	Percent	Number	Percent
8	22.22	7	19.44	11	30.56	10	27.78

NUMBER AND PERCENTAGE OF FEMALE POLICE OFFICERS

Responses to questions of number and percentages of female officers (constituting our samples) revealed that, although nationwide the percentage of women in the labor force is approximately 38 percent, the mean percentages of female police officers are 3.38 percent in municipal and 1.02 percent in state police departments. The mean numbers of female police officers in municipal and state police departments are 19.68 and 9.68, respectively.

Table 3 shows that the percentage of women in municipal departments varies directly with the size of the population served. In departments serving populations of 500,000 or more, this trend is reversed for white women but not for minority women. The greater percentage of minority women in large municipal departments is explained by the larger proportion of minorities in the labor force in larger cities. The mean percentage of minority men—but again, not minority women—also declines in departments serving populations of 500,000 or more, perhaps because of the often oppressive image such police departments have among the minority communities they are supposed to serve. The minority men in these communities may be more likely to hold such a view than are women because men have a higher probability of personal encounters with police officers.

As Table 4 shows, municipal departments in the South have the highest mean percentages of female police officers, followed by the West, the North Central region, and the Northeast. Police departments in the South and West have been expanding their forces since affirmative action goals became prevalent in police departments (generally, 1972), whereas the Northeast and North Central regions have had to reduce their police forces as a result of diminishing finances.

As Table 5 shows, state police departments in the West have the highest mean percentage of female police officers, followed by the South, the North Central region, and the Northeast.

TABLE 3

Mean Percentage of Female Police Officers in Municipal Police Departments, by Population and Ethnicity

Number of Responding Departments	Population	Ethnicity		Total
		White	Minority	
163	50,000-99,999	2.45	.44	2.89
72	100,000-249,999	2.91	.84	3.75
30	250,000-499,999	3.07	1.20	4.27
21	500,000 or more	2.92	1.72	4.64
TOTAL 286		2.67	.71	3.38

TABLE 4

Mean Percentage of Female Police Officers in Municipal Police Departments, by Region

Number of Responding Departments	Region	Ethnicity		Total
		White	Minority	
57	Northeast	1.46	.30	1.76
79	North Central	2.37	.64	3.01
81	South	3.31	1.24	4.55
69	West	3.25	.52	3.77
TOTAL 286		2.67	.71	3.38

TABLE 5

Mean Percentage of Female Police Officers in State Police Departments, by Region and Ethnicity

Number of Responding Departments	Region	Ethnicity		Total
		White	Minority	
8	Northeast	.61	.06	.67
6	North Central	.80	.13	.93
11	South	.76	.26	1.02
10	West	1.28	.07	1.35
TOTAL 35		.88	.14	1.02

ASSIGNMENT OF FEMALE OFFICERS

Of the respondents, 87 percent of the municipal and 83 percent of the state police departments assign some of their female officers to patrol. Both municipal and state police departments, for the most part, began assigning women to patrol *after* the passage of federal law obligating them to follow nondiscriminatory employment practices. Most municipal departments preceded state departments in complying with federal equal employment opportunity laws.

Before passage of the Civil Rights Act of 1964, which did not apply to state and local governments, only 2 percent of the municipal and 3 percent of the state police departments assigned female police officers to patrol. In the interim, between the passage of the act in 1964 and the 1972 amendment that extended its coverage to state and local governments, an additional 9 percent of the municipal agencies complied with the spirit of the law and assigned female officers to patrol; however, none of the state departments did. Between 1972 and 1975, approximately 53 percent of the municipal and 23 percent of the state police departments assigned female officers to patrol. By 1979, those percentages had increased to roughly 87 percent of municipal and 83 percent of state police departments (see Tables 6 and 7).

A 1974 survey of the membership of the International Association of Chiefs of Police showed that female police officers were then assigned to juvenile, investigative, administrative, and patrol functions, respectively.¹ The Police Foundation's 1979 survey indicates that the majority of female police officers in municipal departments now is assigned to patrol, juvenile, investigative, and administrative functions, respectively. Most municipal police departments assign fairly equal proportions of men and women to patrol, administrative, and technical functions. However, there is a tendency to assign larger proportions of women to juvenile functions, and to assign larger proportions of men to traffic and investigative functions (see Table 8).

There are a few discernible population- and region-related differences among municipal departments in the general assignment patterns for men and women. Municipal departments serving the largest populations (500,000 or more) assign a smaller proportion of women than men to patrol and a larger proportion of women than men to administrative functions. Departments serving the smallest population size (50,000–99,999) have the strongest tendency to assign larger proportions of women than men to juvenile functions (see Tables 9, 10, 11, and 12). Municipal departments in the Northeast assign a larger proportion of women than men to administrative functions, and virtually all of the female officers so as-

TABLE 6

Assignment of Female Police Officers to Patrol:
Distribution of Municipal Police Departments

Year	Number	Cumulative Number	Percentage	Cumulative Percentage
1944	1	1	.35	.35
1950	1	2	.35	.70
1954	3	5	1.05	1.75
1959	1	6	.35	2.10
1966	3	9	1.05	3.15
1967	1	10	.35	3.50
1968	5	15	1.75	5.25
1969	4	19	1.40	6.65
1970	7	26	2.46	9.11
1971	6	32	2.11	11.22
1972	29	61	10.18	21.40
1973	36	97	12.63	34.03
1974	50	147	17.54	51.57
1975	35	182	12.28	63.85
1976	26	208	9.12	72.97
1977	15	213	5.26	78.23
1978	22	235	7.72	85.95
1979	3	238	1.05	87.00

TABLE 7

Assignment of Female Police Officers to Patrol:
Distribution of State Police Departments

Year	Number	Cumulative Number	Percentage	Cumulative Percentage
1960	1	1	2.86	2.86
1972	1	2	2.86	5.72
1973	4	6	11.43	17.15
1974	3	9	8.57	25.72
1975	6	15	17.14	42.86
1976	6	21	17.14	60.00
1977	3	24	8.57	68.57
1978	2	26	5.71	74.28
1979	3	29	8.57	82.85

TABLE 8

Percentage Distribution of Police Officers
in Municipal Police Departments by Assignment,
Gender, and Ethnicity

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	62.72	66.17	60.61	62.84
Administration	5.39	4.79	5.79	5.98
Investigation	13.10	12.30	10.11	6.91
Juvenile	3.47	5.61	10.83	11.26
Traffic	6.03	3.56	3.69	1.68
Technical	4.23	2.34	6.80	4.50
Other	5.06	5.25	2.17	6.83
TOTAL	100.00	100.00	100.00	100.00

TABLE 9

Percentage Distribution of Police Officers
in Municipal Police Departments Serving
Populations of 50,000-99,999,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	66.06	66.49	63.27	52.0
Administration	5.50	5.02	6.18	8.0
Investigation	11.69	13.03	7.27	6.0
Juvenile	3.81	6.78	12.73	18.0
Traffic	5.23	2.99	1.46	2.0
Technical	3.75	1.76	8.36	2.0
Other	3.96	3.93	.73	12.0
TOTAL	100.00	100.00	100.00	100.0

TABLE 10

Percentage Distribution of Police Officers
in Municipal Police Departments
Serving Populations of 100,000-249,999,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	58.54	68.27	57.10	72.41
Administration	5.01	4.12	4.73	2.30
Investigation	15.36	11.25	10.41	4.60
Juvenile	3.17	4.42	10.73	6.90
Traffic	7.14	3.01	8.20	1.15
Technical	4.81	2.71	5.36	9.20
Other	5.97	6.22	3.47	3.45
TOTAL	100.00	100.00	100.00	100.00

signed are white. Departments in the Northeast also assign the smallest proportion of women to investigative functions and the largest proportion of women to juvenile functions. In contrast, municipal departments in the West assign the smallest proportion of women to juvenile functions and the largest to investigative functions. Municipal departments in the North Central region assign a larger proportion of women than men to traffic functions (see Tables 13, 14, 15, 16).

The Police Foundation's 1979 personnel survey shows that the majority of all police officers in state police departments are assigned to patrol and traffic functions. Table 17 shows that a larger proportion of women than men are assigned to patrol functions in state police departments, probably at least in part because a larger proportion of the female state police of-

TABLE 11

Percentage Distribution of Police Officers
in Municipal Police Departments
Serving Populations of 250,000-499,999,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	55.52	61.66	67.43	68.80
Administration	5.12	5.30	2.93	2.75
Investigation	16.91	14.86	8.47	8.26
Juvenile	2.54	5.45	7.49	8.26
Traffic	7.60	4.12	4.89	3.67
Technical	5.33	2.94	3.58	3.67
Other	6.98	5.67	5.21	4.59
TOTAL	100.00	100.00	100.00	100.00

TABLE 12

Percentage Distribution of Police Officers
in Municipal Police Departments
Serving Populations of 500,000 or More,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	57.12	64.96	42.50	62.50
Administration	6.25	5.37	9.50	10.10
Investigation	12.06	8.40	31.75	12.02
Juvenile	2.52	3.91	5.50	6.25
Traffic	7.19	6.50	3.00	2.88
Technical	5.05	2.84	4.25	1.92
Other	9.81	8.02	3.50	4.33
TOTAL	100.00	100.00	100.00	100.00

icers are newly hired. Similarly, a larger proportion of minority male officers is assigned to patrol and traffic functions than of white male officers. Both the female and the minority male officers were hired in the largest numbers in recent years. A larger proportion of female officers in state police departments in the South is assigned to administrative functions than in the other three regions; a larger proportion of female officers in state police departments in the Northeast is assigned to investigative functions than in the other three regions. The departments in the North Central region assign the largest proportion of their female officers to patrol and traffic functions; departments in the South assign the smallest proportion of their female officers to those functions (see Tables 18, 19, 20, and 21).

TABLE 13

Percentage Distribution of Police Officers
in Northeastern Municipal Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	68.10	58.73	58.79	63.75
Administration	4.80	4.52	12.06	.00
Investigation	10.07	17.06	2.04	2.80
Juvenile	3.33	7.21	17.67	18.70
Traffic	3.97	3.13	.81	4.99
Technical	5.10	2.50	5.23	3.72
Other	4.63	6.85	3.40	6.04
TOTAL	100.00	100.00	100.00	100.00

TABLE 14

Percentage Distribution of Police Officers
in North Central Municipal Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	62.70	65.52	53.20	58.82
Administration	5.42	4.34	4.52	4.39
Investigation	12.24	11.73	8.43	5.22
Juvenile	4.15	7.16	15.63	10.05
Traffic	6.41	3.68	9.74	1.34
Technical	4.26	3.27	6.62	4.53
Other	4.82	4.30	1.86	15.65
TOTAL	100.00	100.00	100.00	100.00

TABLE 15

Percentage Distribution of Police Officers
in Southern Municipal Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	59.39	65.95	61.89	62.37
Administration	5.13	5.20	5.42	7.31
Investigation	14.67	11.82	7.96	7.44
Juvenile	2.79	4.68	10.45	11.01
Traffic	6.61	3.93	2.87	1.19
Technical	5.22	2.84	7.86	6.44
Other	6.19	5.58	3.55	4.24
TOTAL	100.00	100.00	100.00	100.00

TABLE 16

Percentage Distribution of Police Officers
in Western Municipal Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol	61.95	70.34	65.71	69.30
Administration	6.14	4.64	4.99	8.08
Investigation	14.89	11.08	16.23	10.11
Juvenile	3.54	5.18	5.18	10.06
Traffic	6.69	3.18	.78	1.71
Technical	2.35	.98	6.44	.42
Other	4.44	4.60	.67	.32
TOTAL	100.00	100.00	100.00	100.00

TABLE 17

Percentage Distribution of Police Officers
in State Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol/Traffic	85.44	86.46	72.00	77.04
Administration	3.35	2.76	8.93	6.16
Investigation	5.88	8.12	7.51	9.43
Juvenile	.22	.76	.00	.00
Technical	2.07	.80	11.17	7.37
Other	3.04	1.10	.39	.00
TOTAL	100.00	100.00	100.00	100.00

TABLE 18

Percentage Distribution of Police Officers
in Northeastern State Police Departments,
by Gender, Ethnicity, and Assignment

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol/Traffic	79.66	79.17	78.80	100.00
Administration	5.12	2.36	.00	.00
Investigation	9.84	14.68	21.17	.00
Juvenile	.00	2.86	.00	.00
Technical	2.01	.95	.00	.00
Other	3.31	.00	.00	.00
TOTAL	100.00	100.00	100.00	100.00

TABLE 19

Percentage Distribution of Police Officers
in North Central State Police Departments,
by Assignment, Gender, and Ethnicity

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol/Traffic	87.96	96.36	94.67	84.78
Administration	3.18	1.94	2.72	7.94
Investigation	.80	.53	2.72	7.28
Juvenile	.00	.00	.00	.00
Technical	2.22	.00	.00	.00
Other	5.84	1.17	.00	.00
TOTAL	100.00	100.00	100.00	100.00

TABLE 20

Percentage Distribution of Police Officers
in Southern State Police Departments,
by Assignment, Gender, and Ethnicity

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol/Traffic	82.93	85.86	52.43	72.06
Administration	2.58	3.32	16.28	6.67
Investigation	9.83	8.46	9.48	11.26
Juvenile	.67	1.60	.00	.00
Technical	1.96	1.35	21.81	10.01
Other	2.03	.00	.00	.00
TOTAL	100.00	100.00	100.00	100.00

TABLE 21

Percentage Distribution of Police Officers
in Western State Police Departments,
by Assignment, Gender, and Ethnicity

Assignment	MEN		WOMEN	
	White	Minority	White	Minority
Patrol/Traffic	88.84	85.36	87.75	100.00
Administration	3.48	2.64	2.58	.00
Investigation	3.42	9.26	5.74	.00
Juvenile	.00	.00	.00	.00
Technical	2.10	.58	2.80	.00
Other	2.16	2.16	1.13	.00
TOTAL	100.00	100.00	100.00	100.00

RANKS OF FEMALE OFFICERS

Responses to the question regarding the distribution of sworn police personnel by gender, ethnicity, and rank indicate that few white or minority female officers hold ranks above that of police or patrol officer in either municipal or state police departments. In municipal departments, women constitute 4.26 percent of the sworn personnel at the police officer rank, but only 1.69 percent of the sworn personnel at higher ranks. Similarly, in state departments women account for 1.5 percent of the sworn personnel at the patrol officer rank, but only .29 percent of those above that rank.

Although the mean percentage of women at the police officer rank in municipal police departments varies directly with the size of the population, there is no relationship between the size of the population served and the mean percentage of women in higher

TABLE 22

Mean Percentages of Female Police Officers At and Above the Rank of Police Officer
In Municipal Police Departments, by Population and Ethnicity

POPULATION	WHITE		MINORITY		TOTAL	
	Rank		Rank		Rank	
	Police Officer	Above Police Officer	Police Officer	Above Police Officer	Police Officer	Above Police Officer
50,000-99,999 (n = 163)	3.06	1.30	.37	.41	3.43	1.71
100,000-249,999 (n = 72)	3.89	1.49	1.27	.20	5.16	1.69
250,000-499,999 (n = 30)	4.03	1.10	1.55	.38	5.58	1.48
500,000 or more (n = 21)	3.52	1.57	2.31	.35	5.83	1.92
TOTAL (n = 286)	3.40	1.34	.86	.35	4.26	1.69

ranks (see Table 22). However, the regional location of the municipal departments with the highest and lowest mean percentages of women at the police officer rank also have the highest and lowest percentages of women at higher ranks (see Table 23). This correspondence does not extend to state police departments. State departments in the North Central region have a mean of zero percent female officers above the rank of patrol officer. At the other end of the spectrum, departments in the South and West have .46 and .42 percent women at higher ranks, respectively (see Table 24).

Tables 25 and 26 show the average numbers of female police officers in municipal and state police departments at five specific ranks, ranging from

police officer to the command ranks. The police officer rank includes recruit and probationary officers, as well as police officers. “Corporal” is a now infrequently used rank between police officer and sergeant. “Investigator” includes investigator and detective ranks. “Supervisors” include sergeants and lieutenants. “Command” ranks include captains, inspectors, majors, assistant chiefs, deputy chiefs, and chiefs. Data in Table 27 show that although in the 285 responding municipal departments the mean number of women police officers of all ranks is 19.68, most (17.09) are police officers. The next highest rank of women – investigator – has a mean number of 1.54 women. Data in Table 28 show that the total mean numbers of female supervisors and women in com-

TABLE 23
Mean Percentages of Female Police Officers At and Above the Rank of Police Officer
In Municipal Police Departments, by Region and Ethnicity

REGION	WHITE		MINORITY		TOTAL	
	Rank		Rank		Rank	
	Police Officer	Above Police Officer	Police Officer	Above Police Officer	Police Officer	Above Police Officer
Northeast (n = 57)	1.89	.58	.33	.21	2.22	.79
North Central (n = 79)	2.98	1.38	.85	.14	3.83	1.52
South (n = 81)	4.09	1.78	1.46	.71	5.55	2.49
West (n = 69)	4.33	1.42	.62	.27	4.95	1.69
TOTAL (n = 286)	3.40	1.34	.86	.35	4.26	1.69

TABLE 24
Mean Percentages of Female Police Officers At and Above the Rank of Police Officer
In State Police Departments, by Region and Ethnicity

REGION	WHITE		MINORITY		TOTAL	
	Rank		Rank		Rank	
	Police Officer	Above Police Officer	Police Officer	Above Police Officer	Police Officer	Above Police Officer
Northeast (n = 8)	.88	.14	.08	.00	.96	.14
North Central (n = 6)	1.20	.00	.19	.00	1.39	.00
South (n = 11)	1.10	.35	.33	.11	1.43	.46
West (n = 10)	2.00	.42	.10	.00	2.10	.42
TOTAL (n = 35)	1.32	.26	.18	.03	1.50	.29

TABLE 25

Mean Numbers of Police Officers
in Municipal Police Departments,
by Ethnicity, Gender, and Rank

Rank	MEN		WOMEN	
	White	Minority	White	Minority
Command Staff	23.05	.80	.00	.00
Supervisory Staff	163.26	4.86	.06	.00
Investigative Staff	54.26	2.00	.17	.03
Corporals	45.77	3.31	.03	.00
Line Staff	684.00	56.80	7.86	1.49
Other	4.11	.06	.06	.00
TOTAL	974.45	67.83	8.18	1.52

TABLE 26

Mean Numbers of Police Officers
in State Police Departments,
by Ethnicity, Gender, and Rank

Rank	MEN		WOMEN	
	White	Minority	White	Minority
Command Staff	10.34	.77	.04	.01
Supervisory Staff	75.29	7.25	.57	.15
Investigative Staff	42.01	5.46	1.20	.34
Corporals	4.75	.56	.08	.03
Line Staff	290.83	55.46	10.64	6.45
Other	9.01	1.61	.14	.03
TOTAL	432.23	71.11	12.67	7.01

TABLE 27

Mean Numbers of Female Police Officers in Municipal Police Departments,
by Ethnicity, Rank, and Population

Rank	POPULATION									
	50,000–99,999 (n = 162)		100,000–249,999 (n = 72)		250,000–499,999 (n = 30)		500,000 or more (n = 21)		Total (n = 285)	
	White	Minority	White	Minority	White	Minority	White	Minority	White	Minority
Command	.01	.06	.01	.00	.13	.00	.29	.14	.04	.01
Supervisor	.11	.03	.42	.04	.83	.17	4.24	1.48	.56	.15
Investigative	.33	.03	.81	.11	1.30	.90	9.10	2.05	1.20	.34
Corporal	.05	.02	.13	.07	.17	.00	.05	.00	.08	.03
Police Officer	2.88	.56	6.43	2.24	18.17	8.27	74.19	63.71	10.64	6.45
Other	.04	.03	.11	.01	.00	.00	1.24	.19	.14	.03
TOTAL	3.42	.73	7.91	2.47	20.60	9.34	89.11	67.57	12.66	7.02

TABLE 28

Mean Numbers of Female Police Officers in Municipal Police Departments,
by Ethnicity, Rank, and Region

Rank	REGION									
	Northeast (n = 57)		North Central (n = 79)		South (n = 80)		West (n = 69)		Total (n = 285)	
	White	Minority	White	Minority	White	Minority	White	Minority	White	Minority
Command	.07	.00	.08	.03	.03	.01	.00	.02	.04	.01
Supervisor	.42	.07	.73	.29	.55	.16	.52	2.28	.57	.15
Investigative	1.23	.47	.57	.03	.14	.53	1.76	.04	1.20	.34
Corporal	.05	.04	.05	.05	1.38	.03	.07	.36	.08	.03
Line Staff	10.98	4.37	11.77	10.54	11.04	7.49	8.17	.00	10.64	6.45
Other	.00	.00	.25	.04	.15	.05	.13	.03	.14	.03
TOTAL	12.75	4.95	13.45	10.98	13.29	8.27	10.65	2.73	12.66	7.02

mand ranks are merely .72 and .05, respectively.

Although the mean number of women in all ranks increases directly with the size of the population served by the departments, there are also regional differences in the mean numbers of women at the various ranks. Municipal police departments in the North Central region have the largest mean numbers of women in supervisory command ranks; departments in the Northeast have the smallest. The largest (1.80) and smallest (.60) mean numbers of women in investigative ranks are found in the West and North Central regions (see Tables 27 and 28).

Although the 35 responding state departments have an average of 9.67 female officers, 9.37 of those officers are at the patrol officer rank. State police departments in the Northeast and North Central regions have no women in investigative ranks. State police departments in the South and West have .45 and .20 women, respectively, in investigative ranks. Only state police departments in the Northeast have women in supervisory ranks. No state departments in any of the four regions have women in command ranks (see Table 29).

In sum, female police officers are most fully deployed in municipal departments serving populations of 500,000 or more and in municipal departments in the South and West. Although state police departments lag far behind municipal departments in their deployment of female officers, state police departments in the West are further ahead than state police departments in the other three regions.

POLICE ELIGIBILITY REQUIREMENTS

The questionnaire used in the Police Foundation's 1979 survey on women in policing included a series of questions about specific eligibility requirements for

police officers. Some of these were used in a 1973 survey on police personnel practices.² Comparative analyses of responses to these questions in both 1973 and 1979 demonstrate interesting changes in police personnel practices after the equal employment opportunity provisions of the Civil Rights Act of 1964 were extended to state and local units of government by the 1972 amendment to Title VII of the act. Litigation based on the federal prohibitions against employment discrimination, notably Title VII, has since focused on virtually all eligibility requirements used by police departments. In instances where the practices are found to have a disparate impact upon any of the "protected groups," including women, without a substantial business necessity, the courts have ordered that the practice be discontinued.

Responses to the 1973 survey show that there was a slight tendency to require higher *educational attainments* of female police officers than for male officers in departments that employed women as sworn police officers,³ (probably because of the popular tendency to use female police officers in social worker type roles in police departments in 1973 and previously). Responses to the Police Foundation's 1979 survey clearly indicate that this tendency toward differential educational requirements has disappeared. Both state and municipal police departments maintain virtually identical educational requirements for male and female officers (see Table 30). This is most appropriate as it is unlikely that any court would uphold differential educational requirements.

Although the overwhelming majority of police departments require a minimum educational prerequisite of a high school diploma or its equivalent, there are some variations in requirements among mu-

TABLE 29
Mean Numbers of Female Police Officers in State Police Departments,
by Ethnicity, Rank, and Region

Rank	REGION									
	Northeast (n = 8)		North Central (n = 6)		South (n = 11)		West (n = 10)		Total (n = 35)	
	White	Minority	White	Minority	White	Minority	White	Minority	White	Minority
Command	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Supervisor	.25	.00	.00	.00	.00	.00	.00	.00	.06	.00
Investigative	.00	.00	.00	.00	.36	.09	.20	.00	.17	.03
Corporal	.13	.00	.00	.00	.00	.00	.00	.00	.03	.00
Line Staff	8.00	1.38	11.67	2.17	5.27	1.73	8.30	.90	7.86	1.49
Other	.00	.00	.00	.00	.09	.00	.10	.00	.06	.00
TOTAL	8.38	1.38	11.67	2.17	5.72	1.82	8.60	.90	8.18	1.52

TABLE 30
Eligibility Requirements for Candidates for Police Officer
in Municipal and State Police Departments

Eligibility Requirements	JURISDICTION							
	Municipal				State			
	MEN		WOMEN		MEN		WOMEN	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Education:								
None	8	2.81	7	2.46	1	2.78	1	2.78
High School	240	84.21	241	84.56	32	88.89	32	88.89
Some College	37	12.98	37	12.98	3	8.33	3	8.33
TOTAL	285	100.00	285	100.00	36	100.00	36	100.00
Minimum Age:								
None	1	.38	1	.38	0	.00	0	.00
18	52	19.85	52	19.62	6	18.75	6	18.18
19	18	6.87	16	6.04	1	3.13	1	3.03
20	21	8.02	21	7.92	2	6.25	2	6.06
21	167	63.74	172	64.91	20	62.50	20	60.61
Older than 21	3	1.14	3	1.13	3	9.37	4	12.12
TOTAL	262	100.00	265	100.00	32	100.00	33	100.00
Maximum Age:								
None	38	15.32	40	15.81	1	3.23	1	3.13
Younger than 30	15	6.05	17	6.72	4	12.90	4	12.50
30-35	161	64.92	165	65.22	21	67.74	22	68.75
Older than 35	34	13.71	31	12.25	5	16.13	5	15.63
TOTAL	248	100.00	253	100.00	31	100.00	32	100.00
Minimum Height:								
Specific Height	39	13.64	36	12.59	4	11.43	4	11.40
Height/Weight Proportion	26	9.09	28	9.79	7	20.00	7	20.00
None	221	77.27	222	77.62	24	68.57	24	68.57
TOTAL	286	100.00	286	100.00	35	100.00	35	100.00

municipal and state departments by size of population served and regional location. Municipal departments serving small populations (50,000-99,999) and those located in the Northeast are most likely to have no educational prerequisite; municipal departments serving medium-sized populations (250,000-499,999) and those located in the West were most likely to have an educational prerequisite of some college or an A.A. or B.A. degree (see Tables 31 and 32). As Table 33

shows, only a few state police departments located in the South require some college, and only one state department located in the Northeast has no educational prerequisite. Although it appears that a higher education prerequisite would not adversely affect the hiring of white women, it would clearly have a negative impact on the hiring of minority women.

In 1973, all surveyed police departments had *age requirements* for male police officers, but only 68 per-

TABLE 31
Educational Requirements for Women
in Municipal Police Departments, by Population

Educational Requirements	POPULATION									
	50,000-99,999		100,000-249,999		250,000-499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	6	3.70	0	.00	1	3.33	0	.00	7	2.46
High School	133	82.10	65	90.28	23	76.67	20	95.24	241	84.56
College	23	14.20	7	9.72	6	20.00	1	4.76	37	12.98
TOTAL	162	100.00	72	100.00	30	100.00	21	100.00	285	100.00

TABLE 32

Educational Requirements for Women
in Municipal Police Departments, by Region

Educational Requirements	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	4	7.02	1	1.27	1	1.25	1	1.45	7	2.78
High School	53	92.98	69	87.34	69	86.25	50	72.46	241	84.56
College	0	.00	9	11.39	10	12.50	18	26.09	37	12.98
TOTAL	57	100.00	79	100.00	80	100.00	69	100.00	285	100.00

TABLE 33

Educational Requirements for Female Police Officers
in State Police Departments

Educational Requirements	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	1	12.50	0	.00	0	.00	0	.00	1	2.78
High School	7	87.50	7	100.00	8	72.73	10	100.00	32	88.89
College	0	.00	0	.00	3	27.27	0	.00	3	8.33
TOTAL	8	100.00	7	100.00	11	100.00	10	100.00	36	100.00

cent had age requirements for female officers. Results of the 1979 survey indicate that 93 percent of the responding departments have age requirements for both male and female police officers. Again, such a differential requirement based on gender would be found illegal under Title VII.

In 1973, the range of *minimum* age requirements differed for male and female officers: 18–25 for men and 18–30 for women. Our 1979 data show a range of 18–23 as minimum ages for both men and women (see Table 34).

In 1973, the range of *maximum* age requirements also differed for male and female officers: 25–50 for men and 28–55 for women.⁴ The 1979 data show a range of 28–60 for maximum ages for both male and female officers. Most departments (65 percent) use 21 as a minimum age for male and female applicants, and a range of 30–35 as a maximum age (30 percent). (See Table 35.)

There are a few regional- and population-related differences among municipal and state police departments. A larger percentage of municipal departments

TABLE 34

Minimum Age Requirements in
Municipal and State Police Departments

Minimum Age	JURISDICTION			
	Municipal		State	
	Number	Percent	Number	Percent
None	1	.38	0	.00
18	52	19.62	6	18.18
19	16	6.04	1	3.03
20	21	7.92	2	6.06
21	172	64.91	20	60.61
22	2	.75	2	6.06
23	1	.38	2	6.06
TOTAL	265	100.00	33	100.00

TABLE 35

Maximum Age Requirements in
Municipal and State Police Departments

Maximum Age	JURISDICTION			
	Municipal		State	
	Number	Percent	Number	Percent
None	40	15.81	1	3.13
Low (Less than 30)	17	6.72	4	12.50
Medium (30–35)	165	65.22	22	68.75
High (36+)	31	12.25	5	15.63
TOTAL	253	100.00	32	100.00

serving small populations of 50,000–99,999 (25 percent) and located in the Northeast (41 percent) are more likely to use 18 as the minimum age for police applicants. State police departments in the Northeast use 21 and 18 as a minimum age with equal frequency (43 percent). (See Tables 36, 37, and 38.)

Municipal and state police departments serving all population sizes and in all regions of the country use a medium range of 30–35 as the maximum age for police applicants (see Tables 39, 40, and 41).

Of the police departments surveyed in 1973, 97 percent had *height requirements* for male police officers, but only 54 percent had height requirements for female police officers.⁵ The 1979 survey showed a trend toward uniformity in height requirements for men and women, with fewer departments using height requirements at all. Thirteen percent of the municipal and 11 percent of the state police depart-

ments have specific height requirements for male and female police officers, ranging from 4'10" to 5'9". An additional 9 percent of the municipal police departments report having a "height proportionate to weight" requirement for male and female police officers. Of the state police departments, 20 percent report having the "height proportionate to weight" requirement for male and female police officers. The overwhelming majority of police departments report no height requirement at all: 77 percent of municipal and 69 percent of state departments.

Height requirements for women have spawned much of the sex discrimination litigation in recent years. The burden on employers to prove the business necessity of height requirements for women has been difficult—although not impossible.

Comparing the distribution of municipal police departments with specific height requirements for

TABLE 36
Minimum Age of Applicants
in Municipal Police Departments, by Population

Age	POPULATION									
	50,000–99,999		100,000–249,999		250,000–499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	1	.66	0	.00	0	.00	0	.00	1	.38
18	37	24.50	8	12.31	5	17.24	2	10.00	52	19.62
19	10	6.62	3	4.62	0	.00	3	15.00	16	6.04
20	6	3.97	5	7.69	5	17.24	5	25.00	21	7.92
21	97	64.24	46	70.77	19	65.52	10	50.00	172	64.91
22	0	.00	2	3.08	0	.00	0	.00	2	.75
23	0	.00	1	1.54	0	.00	0	.00	1	.38
TOTAL	151	100.00	65	100.00	29	100.00	20	100.00	265	100.00

TABLE 37
Minimum Age of Applicants
in Municipal Police Departments, by Region

Age	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	0	.00	0	.00	1	1.30	0	.00	1	.38
18	21	41.18	17	22.67	9	11.69	5	8.06	52	19.62
19	6	11.76	1	1.33	8	10.39	1	1.61	16	6.04
20	7	13.73	3	4.00	9	11.69	2	3.23	21	7.92
21	17	33.33	53	70.67	48	62.33	54	87.10	172	64.91
22	0	.00	0	.00	2	2.60	0	.00	2	.75
23	0	.00	1	1.33	0	.00	0	.00	1	.38
TOTAL	51	100.00	75	100.00	77	100.00	62	100.00	265	100.00

TABLE 38
Minimum Age of Applicants
in State Police Departments, by Region

Age	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18	3	42.86	0	.00	1	11.11	2	20.00	6	18.75
19	1	14.29	0	.00	0	.00	0	.00	1	3.13
20	0	.00	0	.00	1	11.11	1	10.00	2	6.25
21	3	42.86	6	100.00	6	66.67	5	50.00	20	62.50
22	0	.00	0	.00	1	11.11	0	.00	1	3.13
23	0	.00	0	.00	0	.00	2	20.00	2	6.25
TOTAL	7	100.00	6	100.00	9	100.00	10	100.00	32	100.00

TABLE 39
Maximum Age of Applicants
in Municipal Police Departments, by Population

Age	POPULATION									
	50,000–99,999		100,000–249,999		250,000–499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	19	13.29	18	13.44	7	25.00	0	.00	40	15.81
Low	10	6.99	9	6.72	2	7.14	2	10.00	17	6.72
Medium	96	67.13	90	67.16	15	53.57	18	90.00	165	65.22
High	18	12.59	17	12.69	4	14.29	0	.00	31	12.25
TOTAL	143	100.00	134	100.00	28	100.00	20	100.00	253	100.00

TABLE 40
Maximum Age of Applicants
in Municipal Police Departments, by Region

Age	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	3	6.12	8	10.81	15	20.27	14	25.00	40	15.81
Low	11	22.45	2	2.70	4	5.41	0	.00	17	6.72
Medium	33	67.35	54	72.97	41	55.41	37	66.07	165	65.22
High	2	4.08	10	13.51	14	18.92	5	8.93	31	12.25
TOTAL	49	100.00	74	100.00	74	100.00	56	100.00	253	100.00

TABLE 41
Maximum Age of Applicants
in State Police Departments, by Region

Age	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	0	.00	0	.00	0	.00	1	11.11	1	3.13
Low	3	42.86	0	.00	1	11.11	0	.00	4	12.50
Medium	3	42.86	6	85.71	8	88.89	5	55.56	22	68.75
High	1	14.29	1	14.29	0	.00	3	33.33	5	15.63
TOTAL	7	100.00	7	100.00	9	100.00	9	100.00	32	100.00

TABLE 42

Specific Height Requirements for Female Applicants in Municipal Police Departments, by Population

Population	Number	Percentage
50,000-99,999	24	66.67
100,000-249,999	5	13.89
250,000-499,999	4	11.11
500,000 or more	3	8.33
TOTAL	36	100.00

female applicants by population (Table 42) with the characteristics of the responding municipal departments in the 1979 survey (Table 1) shows that departments serving populations of 50,000-99,999 are most likely to have this requirement; departments serving populations of 100,000-249,999, however, are the least likely to have it. A similar comparison by region (Table 43) indicates that municipal departments in the North Central region and those located in the Northeast are the most likely and the least likely, respectively, to have a height requirement. Because only five state police departments have height requirements for female applicants, no regional analysis is possible.

In 1973, 90 percent of the responding police departments surveyed required visual acuity tests for male police officers, but only 60 percent required the tests for female police officers.⁶ In 1979, 99 percent of the responding departments reported a *vision requirement* for both male and female police officers. This uniformity rests upon the fact that female officers in 1979 were hired (with only a few exceptions) to perform the same job tasks as their male counterparts, whereas, in many instances female officers in 1973 were not.

Ninety-five percent of the departments responding to the 1973 survey required a *medical examina-*

TABLE 43

Specific Height Requirements for Female Applicants in Municipal and State Police Departments, by Region

Region	JURISDICTION			
	Municipal		State	
	Number	Percent	Number	Percent
Northeast	4	11.11	2	40.00
North Central	15	41.67	1	20.00
South	9	25.00	1	20.00
West	8	22.22	1	20.00
TOTAL	36	100.00	5	100.00

tion for male police officers, but only 64 percent required it for female officers.⁷ In 1979, 99.70 percent of the responding departments required medical examinations for both male and female police officers.

In summary, differential eligibility requirements for male and female applicants for police officer positions have been all but eliminated in the eight years since the passage of the 1972 amendment to Title VII of the 1964 Civil Rights Act. Educational, age, height, visual acuity, and medical requirements are not the same for men and women in most municipal and state police departments.

There remain, however, some areas of concern. Although most police departments require a high school diploma or its equivalent for both male and female applicants, those few departments which do have college requirements may run the risk of adversely affecting female minority applicants. Since our case studies suggested that women generally apply for police work at an older age, departments that deviate from the generally used maximum age range of 31-35, using a maximum of 30 or younger in-

stead, may unnecessarily eliminate female applicants in significant numbers. Further, the few departments that have specific height requirements have a high probability of discriminating against female applicants (notwithstanding the slim likelihood that such a requirement might be justified under the business necessity standard).

POLICE SELECTION CRITERIA

The questionnaire also included a series of questions regarding specific criteria for selecting police

officers. Table 44 shows the number and percentage of municipal and state police departments using five different selection items.

Written examinations

Written examinations are required in 97 percent of municipal and 94 percent of state police departments. As illustrated in Tables 45 and 46, more than 95 percent of municipal departments serving all population sizes and in all regions use written examinations as selection criteria. Table 47 shows that

TABLE 44
Selection Criteria for Applicants
in Municipal and State Police Departments

Selection Criteria	JURISDICTION							
	Municipal				State			
	NO		YES		NO		YES	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Written Examination	8	2.82	276	97.18	2	5.56	34	94.44
Oral Interview	22	7.89	257	92.11	0	.00	36	100.00
Veterans' Preference	112	40.14	167	59.86	15	41.67	21	58.33
Physical Agility Test	63	22.50	217	77.75	3	8.82	31	91.18
Recruit Training	33	11.66	250	88.34	1	2.78	35	97.22

TABLE 45
Use of Written Examinations in Municipal Police Departments,
by Population

	POPULATION							
	50,000-99,999		100,000-249,999		250,000-499,999		500,000 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
NO	3	1.86	4	5.56	0	.00	1	4.76
YES	158	98.14	68	94.44	30	100.00	20	95.24
TOTAL	161	100.00	72	100.00	30	100.00	21	100.00

TABLE 46
Use of Written Examinations in Municipal Police Departments,
by Region

	REGION							
	Northeast		North Central		South		West	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
NO	1	1.75	1	1.28	3	3.75	3	4.35
YES	56	98.72	77	98.72	77	96.25	66	95.65
TOTAL	57	100.00	78	100.00	80	100.00	69	100.00

TABLE 47
Use of Written Examinations in State Police Departments,
by Region

	REGION							
	Northeast		North Central		South		West	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
NO	1	12.50	0	.00	1	9.09	0	.00
YES	7	87.50	7	100.00	10	90.91	10	100.00
TOTAL	8	100.00	7	100.00	11	100.00	10	100.00

all state departments in the North Central region and the West use written examinations. Only one state department in the Northeast and one in the South do not use written examinations. Although female applicants generally do well on written examinations, these exams sometimes have an adverse impact on female minority applicants.

Oral interviews

Oral interviews are required in 92 percent of the responding municipal and all of the state police departments. However, Table 48 shows that oral interviews are more prevalent in municipal departments serving smaller populations (50,000-249,999) than in those serving larger populations (250,000 or

more). A larger proportion of municipal departments in the West use the oral interview as a selection criterion than in any other region; the smallest proportion of departments using oral interviews is found to be in the Northeast (see Table 49). Findings of the Police Foundation's 1979 case studies, reported in Chapter 3, indicate that women often fare better than men in oral interviews.

Veterans' preference

Veterans' preference is used as a selection criterion in 60 percent of municipal and 58 percent of state police departments. Veterans' preference is implemented in a variety of ways, ranging from absolute preference to the addition of a few points to the

TABLE 48
Use of Oral Interviews in Municipal Police Departments,
by Population

	POPULATION									
	50,000-99,999		100,000-249,999		250,000-499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	147	93.04	66	94.29	26	86.67	18	85.71	22	7.89
NO	11	6.96	4	5.71	4	13.33	3	14.29	257	92.11
TOTAL	158	100.00	70	100.00	30	100.00	21	100.00	279	100.00

TABLE 49
Use of Oral Interviews in Municipal Police Departments,
by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	45	81.82	71	92.21	73	93.59	68	98.55	257	92.11
NO	10	18.18	6	7.79	5	6.41	1	1.45	22	7.89
TOTAL	55	100.00	77	100.00	78	100.00	69	100.00	279	100.00

scores of “qualified” veteran applicants. There are no significant differences in the prevalence of veterans’ preference among municipal departments serving populations of varying sizes; regionally, fewer municipal departments in the Northeast than in the other three regions use it. The variation among state departments in the four regions is not significant (see Tables 50, 51, and 52). Obviously, veterans’ preference is more beneficial to men than to women, because more men have served in the armed forces. Nevertheless, the Supreme Court has ruled that veterans’ preference does not constitute a discriminatory (unlawful) selection factor.

Physical agility tests

In 1973, 54 percent of the departments responding to a personnel survey used a physical agility test for male police officers, but only 31 percent used this selection criterion for female officers.⁹ However, now that female police officers perform the same tasks as their male counterparts, 78 percent of the municipal and 91 percent of the state police departments use physical agility tests for both men and women. Municipal departments serving populations of 50,000–499,999 require physical agility tests more often than do departments serving the largest population group (500,000 or more). Municipal departments in the

North Central region and the West, more so than in the South and Northeast, require physical agility tests. The three state police departments that do not use a physical agility test as a selection criterion are located in the North Central region and the South (see Tables 53, 54, and 55).

One argument against physical agility tests is based on an assumption that men have an unfair advantage over women, not because they have greater ability, but rather because they are more likely to have participated in sports and consequently are better prepared to take an agility test. Proponents of this position argue that women can be trained to be as agile as men. Further, they maintain, if departments must have agility tests, they should administer them *after* training. Contrary to this position, 91 percent of the municipal and state police departments require that the agility test be passed before training. More municipal departments serving medium-size populations (100,000–249,999) require applicants to pass agility tests before training than do departments serving either large or small populations. Also, a larger proportion of municipal departments in the North Central region and the West require applicants to pass agility tests before training than those located in the South and Northeast. Only three state police departments located in the South

TABLE 50
Use of Veterans’ Preference in Municipal Police Departments,
by Population

	POPULATION									
	50,000–99,999		100,000–249,999		250,000–499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	95	60.51	40	55.56	19	63.33	13	65.00	167	59.82
NO	62	39.49	32	44.44	11	36.67	7	35.00	112	40.18
TOTAL	157	100.00	72	100.00	30	100.00	20	100.00	279	100.00

TABLE 51
Use of Veterans’ Preference in Municipal Police Departments,
by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	49	85.96	45	59.21	36	45.57	37	55.22	167	59.86
NO	8	14.04	31	40.79	43	54.43	30	44.78	112	40.14
TOTAL	57	100.00	76	100.00	79	100.00	67	100.00	279	100.00

TABLE 52
Use of Veterans' Preference in State Police Departments,
by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	5	37.50	3	42.86	6	54.55	3	30.00	17	41.67
NO	3	62.50	4	57.14	5	44.55	7	70.00	19	58.33
TOTAL	8	100.00	7	100.00	11	100.00	10	100.00	36	100.00

TABLE 53
Use of Physical Agility Tests in Municipal Police Departments,
by Population

	POPULATION									
	50,000-99,999		100,000-249,999		250,000-499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	121	76.58	58	80.56	25	83.33	13	65.00	217	77.50
NO	37	23.42	14	19.44	5	16.67	7	35.00	63	22.50
TOTAL	158	100.00	72	100.00	30	100.00	20	100.00	280	100.00

TABLE 54
Use of Physical Agility Tests in Municipal Police Departments,
by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	42	76.36	64	81.01	51	66.23	60	86.96	217	77.50
NO	13	23.64	15	18.99	26	33.77	9	13.04	63	22.50
TOTAL	55	100.00	79	100.00	77	100.00	69	100.00	280	100.00

TABLE 55
Use of Physical Agility Tests in State Police Departments,
by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	8	100.00	4	57.14	6	54.55	10	100.00	28	77.78
NO	0	.00	3	42.86	5	45.45	0	.00	8	22.22
TOTAL	8	100.00	7	100.00	11	100.00	10	100.00	36	100.00

do not require applicants to pass agility tests before training (see Tables 56–61).

Although many opponents of women in policing have maintained that women cannot succeed in rigorous police physical training, there are indications that this is not the case. Women successfully completed police training in numbers proportionate to men in the five departments studied by the Police Foundation in 1979 (see Appendix C). If training were a barrier to hiring women, its effects would be most adverse in departments that require successful completion of training *before* appointment. Forty-nine percent of municipal and 72 percent of state departments require applicants to complete training before they become police officers, but we do not know how that affects the women’s washout rate nationally.

Most police departments use three selection criteria: written examinations, physical agility tests, and interviews. The written examinations used in many police departments have not been validated and are often not job-related, and they have a potentially adverse impact on the hiring of minority women. Physical agility tests tend to eliminate qualified female applicants disproportionately. Interview boards whose members are not carefully screened, trained, and provided with structured interview formats can project their biases against women into their decisions about candidates. The prevalence of these three criteria and their high potential for discriminatory ef-

fect suggest that police departments should reevaluate each of them and reduce, if not eliminate, their discriminatory effects.

Veterans’ preference, which is used in fewer than half of the police departments in America, often is rooted in a legislative mandate, and is significantly less beneficial to female applicants than to their male counterparts. However, there are ways to implement veterans’ preference so that the affirmative action goals of hiring both women and veterans can be pursued. The requirements that recruit training be successfully completed before appointment also can be used to discriminate against women. Again, police departments should carefully assess this criterion to minimize disparate impact upon female candidates for police officer positions.

REFERENCES

- ¹Brenda E. Washington, *Deployment of Female Police Officers in the United States* (Gaithersburg, Md.: International Association of Chiefs of Police, 1974).
²Terry Eisenberg, et al., *Police Personnel Practices in State and Local Governments* (Washington, D.C.: Police Foundation, 1973), 94–95.
³*Ibid.*, 17–19.
⁴*Ibid.*, 18, Table 8.
⁵*Ibid.*
⁶*Ibid.*
⁷*Ibid.*, 19, Table 9.
⁸*Commonwealth of Massachusetts v. Feeney*, 429 U.S. 66 (1979).
⁹Eisenberg, et al., *Police Personnel Practices in State and Local Governments*, p. 19.

TABLE 56
Municipal Police Departments Using Physical Agility Tests
Before Training, by Population

	POPULATION									
	50,000–99,999		100,000–249,999		250,000–499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	109	87.90	56	96.55	24	96.00	12	85.71	201	90.95
NO	15	12.10	2	3.45	1	4.00	2	14.29	20	9.05
TOTAL	124	100.00	58	100.00	25	100.00	14	100.00	221	100.00

TABLE 57
Municipal Police Departments Using Physical Agility Tests
Before Training, by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	36	85.71	59	92.19	49	90.74	57	93.44	201	90.95
NO	6	14.29	5	7.81	5	9.26	4	6.56	20	9.05
TOTAL	42	100.00	64	100.00	54	100.00	61	100.00	221	100.00

TABLE 58
State Police Departments Using Physical Agility Tests
Before Training, by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	8	100.00	5	100.00	7	70.00	10	100.00	30	90.91
NO	0	.00	0	.00	3	30.00	0	.00	3	9.09
TOTAL	8	100.00	5	100.00	10	100.00	10	100.00	33	100.00

TABLE 59
Municipal Police Departments Requiring Training
Before Appointment, by Population

	POPULATION									
	50,000-99,999		100,000-249,999		250,000-499,999		500,000 or more		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	62	41.06	39	60.94	18	75.00	9	45.00	128	49.42
NO	89	58.94	25	39.06	6	25.00	11	55.00	131	50.58
TOTAL	151	100.00	64	100.00	24	100.00	20	100.00	259	100.00

TABLE 60
Municipal Police Departments Requiring Training
Before Appointment, by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	18	35.29	34	45.95	45	60.00	31	52.54	128	49.42
NO	33	64.71	40	54.05	30	40.00	28	47.46	131	50.58
TOTAL	51	100.00	74	100.00	75	100.00	59	100.00	259	100.00

TABLE 61
State Police Departments Requiring Training
Before Appointment, by Region

	REGION									
	Northeast		North Central		South		West		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
YES	4	50.00	6	85.71	9	81.82	7	70.00	26	72.22
NO	4	50.00	1	14.29	2	18.18	3	30.00	10	27.78
TOTAL	8	100.00	7	100.00	11	100.00	10	100.00	36	100.00

CHAPTER III

CASE STUDIES

To highlight practices that result in broader use of female police officers, the third phase of the research entailed the scrutiny of the personnel practices of five municipal police agencies. A detailed case study of each agency's specific personnel practices was compiled from these data and is presented in Appendix C.

The departments studied were chosen because they have better than average numbers and percentages of female police officers, and because of their geographic diversity: the Detroit Police Department (644 female officers—11.7 percent); the Metropolitan Police Department, Washington, D.C. (307 female officers—7.3 percent); the Miami Police Department (49 female officers—6.2 percent); the Houston Police Department (181 female officers—6.1 percent); and the Denver Police Department (67 female officers—4.9 percent).

The research method used in the case studies recognized guidelines issued by federal agencies charged with the enforcement of Title VII of the 1964 Civil Rights Act. The Equal Employment Opportunity Commission, the U.S. Department of Labor, the U.S. Office of Personnel Management, and the U.S. Department of Justice have issued numerous guidelines for the development of affirmative action/equal employment opportunity programs. All these guidelines instruct employers to review carefully all employment practices to ascertain whether such practices discriminate, or tend to discriminate, against applicants or employees on the bases of race, color, national origin, sex, or religion. Further, these guidelines recommend that employers conduct a statistical analysis of the utilization of female and minority employees. As well, employers are urged to compare the utilization rates of women and minorities with their respective percentages in the local labor market. Such analyses are recommended to all employers who wish to minimize their susceptibility to equal employment opportunity complaints and lawsuits, and who wish to ensure equal employment opportunity at their workplace. Specifically,

police agencies that are recipients of cumulative OJARS grants or sub-grants of \$25,000 or more and that have 50 or more employees are *required* to conduct these analyses in the process of developing equal employment opportunity programs. Noncompliance with this requirement can result in the suspension or termination of OJARS funds.

In each department, the analysis of the work force began with a definition of the "relevant labor market", i.e., the Standard Metropolitan Statistical Area, the area of recruitment, etc. The composition of the departments' work forces were then specified in terms of race and gender for three years during the period 1964-78. Each of the three years for which data were obtained is near a benchmark year for equal employment opportunity: 1964, the year the Civil Rights Act was passed; 1972, the year the Equal Employment Opportunity Act was passed; and 1978, 12 years after the Civil Rights Act and six years after the Equal Employment Opportunity Act. Data on the composition of the departments at these key points in this 12-year period illustrate the departments' progress in the use of female police officers since the passage of key federal laws.

Where possible, current or very recent statistics were obtained on applicants and new hires that separated them by race and gender. These data allowed comparisons of the rates at which both men and women applied to and were hired by each department. Data on termination of employment, categorized by race and gender, also were collected. These two sets of data constituted the "flow data" for the year examined. Police departments should maintain "flow data" on applications, hires, and separations for each year in the relative time period, from 1972 onward, so that they can monitor the effects of their employment practices on the deployment of women and minorities.

The distribution of police officers by race, gender, rank, and assignment for the most recent year were the final sets of data obtained from the five police departments. These data show how men and women are

used in the department by categorizing each function of the agency. This information is necessary for developing an equal employment opportunity plan.

In addition to the statistics provided by the five police departments, subjective information was collected through interviews with key personnel in the departments and other agencies responsible for police personnel policies. The interviews focused on the following issues: the history of the employment of women in the department; recruitment practices; eligibility requirements; selection criteria; training procedures; assignment patterns; promotion procedures; disciplinary actions; and retention rates.

The two largest police departments in the study—Washington, D.C., and Detroit—established separate women's bureaus around 1920, about the time that women's organizations and Alice Stebbins Wells were advocating that police departments use policewomen to handle the problems of women and girls. Both Washington and Detroit assigned policewomen in their respective women's bureaus to prostitution, rape, child abuse, and juvenile delinquency cases.

The personnel practices of three of the five police departments studied—Miami, Denver, and Detroit—were partially governed by court orders subsequent to Title VII lawsuits alleging that the departments maintained employment practices that discriminated on the basis of gender. Each of the court orders included goals for hiring women. The Miami and Detroit orders also directed promotion goals for women; and the Denver and the Miami orders required validation of all selection criteria to guard against adverse impact on women and minorities. The Denver order further mandated the evaluation of the effectiveness of female police officers in the exercise of their patrol duties. Consequently, Denver replicated the 1972 Police Foundation-supported evaluation of women on patrol in Washington, D.C. Additional motions in the Detroit case resulted in court-mandated computations of retroactive seniority dates for female police officers who had been delayed in joining the department by discriminatory eligibility requirements. These retroactive seniority dates protected many female officers from discharge when the Detroit Police Department was forced to lay off police officers because of fiscal limitations.

Recently, the Court of Appeals for the Fifth Circuit approved the consent decree between the city of Miami and the U.S. Justice Department (*U.S. v. City of Miami*, 22 EPD §30,822 [CA, 5th, 1980]) over the objections of police organizations that there existed no specific judicial findings of past discrimination. The court ruled that it is not a requirement of Title VII that race- and sex-conscious provisions of a consent decree be supported by "specific" findings of past

discrimination to be constitutional, providing the decree is reasonable.

ELIGIBILITY REQUIREMENTS

Four of the departments (Houston was the exception) once maintained differential educational requirements: policewomen had to have two years of college or a college degree, whereas policemen were required to have only a high school diploma or its equivalent. These requirements were equalized, requiring a high school diploma, for men and women in each of the departments about the time that women were allowed to advance beyond the limited social worker-type roles and were assigned to patrol and allowed to perform the full range of police duties. When they first began hiring women for patrol duty, Houston and Washington, D.C., required women to meet the same minimum height requirement as men. However, both cities subsequently dropped the height requirement. The five departments now require only that height be proportionate to weight.

The eligibility requirements of each of the five departments are discussed in detail in the case study reports (see Appendix C).

RECRUITMENT PROCEDURES

In the five police departments the aspects of the recruitment procedures that seem to attract female applicants include the use of female officers as recruiters and media coverage of the departments' desire to hire women and to pay and deploy them equally with men. Media coverage of lawsuits and subsequent court orders, experiments involving women on patrol, and individual female officers provide valuable support for a police department's efforts to recruit women. These activities educate and inform the public about the department's changed position on the use of women as police officers; they also help to offset the chilling effects of past discrimination against women. Although special projects sponsored either within the department or by outside community-based organizations can assist a department in its efforts to recruit female officers, they cannot succeed without clearly stated public announcements by the chief of police.

SELECTION CRITERIA

Of the five departments, the Houston Police Department is the only one that does not use a *written examination* as a selection criterion for entering the training academy. Women generally do well—sometimes better than men—on written examinations. However, examinations often have a negative effect on the hiring of minorities and, therefore, minority women. Miami, Denver, and Detroit have made special efforts to develop written examinations

that reduce this adverse effect. The Miami and Detroit examinations were developed by the University of Chicago;* Denver's examination was developed by psychometrists of the Denver Civil Service Commission.

Both Washington, D.C., and Denver apply veterans' preference points to passing examination scores. Washington, D.C., however, limits veterans' preference points to Vietnam-era veterans.

Although all the departments studied use the *oral interview* as a selection criterion, there are variations in the way the interviews are conducted. In Washington, D.C., Houston, and Detroit, background investigators conduct the interview. In Miami, the interview is conducted by a board of three sworn officers, at least one of whom must be of the same race and gender as the applicant. Denver also uses a three-member interview board made up of police officers, including at least two minorities and one officer from a department other than the Denver Police Department.

The five departments studied use a *background investigation* and *medical examination* as selection criteria, but neither of these criteria eliminates female applicants in disproportionate numbers. In fact, women tend to do better on the background investigation than do men.

Houston, Denver, and Miami use the *polygraph examination* as a selection criterion. Each of the five departments studied uses a *psychiatric* or *psychological examination* as a selection criterion for applicants about whom questions of mental or emotional stability have arisen. Neither criterion affects members of one gender more than the other.

The other selection criterion, used only in Miami and Houston, is the *physical agility test*. This controversial criterion eliminates a significantly disproportionate number of female applicants in Houston, where the test is pass/fail. Reportedly, in Miami, the use of a point system in scoring lessens the test's adverse effects on the hiring of female police officers.

Overall, the percentage of female officers selected in a given year in the five departments studied ranged from 10 percent in Houston to 40 percent in Detroit. Washington and Miami have about 30 percent female officers among their recent new hires, and Denver continues to select about 20 percent women. It appears that once the eligible women in the labor force become aware that a police department is an equal employment opportunity/affirmative action employer they will apply for police officer positions in proportions equal to about 15 to 20 percent of the total applicant pool. In some instances, female applicants are qualifying and being selected for police officer positions in proportions that actually exceed their application rates.

TRAINING

Although all of the departments studied require training before new recruits assume the full responsibilities of police officers, only Houston uses that training as a selection criterion. The final written examination at the end of the Houston recruit training program accounts for a 20 percent attrition rate among its recruits. Nevertheless, reportedly, there is not a disproportionate number of women who fail recruit training.

Training officers attest to the advantages of having women as instructors at training academies, citing their positive influence on female recruits' self-esteem, and their dissipating influence on some male recruits' prejudice against women as police officers. All of the departments studied have female instructors at their training academies who teach a variety of subjects, including firearms training, physical training, combat arts, and precision driving. Some acted as counselors and supervisors as well.

Three departments have formal *field training programs* (Denver, Houston, and Miami), and two (Denver and Houston) have female field training officers. Female officers in departments without formal field training programs identify such programs as necessary for the smooth entry of women into police agencies. They report that relying on senior patrol officers, who sometimes are opposed to women as patrol officers, for training is difficult and unproductive.

Some physical training officers report that women have difficulty with exercises such as leg thrusts and push-ups, but that, with training, women can learn to do all exercises. Miami and Detroit have individualized physical training programs which are particularly helpful to female recruits. In at least two departments studied (Detroit and Washington), female officers have demonstrated strong interest in additional physical training after completing recruit training. In Washington, female officers asked for and obtained an additional combat arts training program. Notably in Detroit, female officers participate in greater proportions than male officers in the department's voluntary physical fitness program.

Firearms training is another aspect of police training reported as difficult for some women. One training officer in Houston reports that this difficulty is easily corrected for most women by adjusting the trigger weight.

In summary, in none of the five departments

*The University of Chicago contributed the development of nondiscriminatory selection criteria under contract with Office of Civil Rights Compliance at what was then the Law Enforcement Assistance Administration and is now Office of Justice Assistance, Research and Statistics.

studied is training a significant barrier to women in their efforts to become police officers.

ASSIGNMENT

All of the departments studied assign all new recruits, men and women, directly to patrol duty after graduation from the police academy. Four of the five departments make a concerted effort to disperse female officers throughout the departments' patrol districts. The exception to this rule is Houston, which has a policy of assigning new patrol officers to the districts nearest their residences. A second pattern to which Houston is the exception is the assignment of the majority of police officers, men and women, to patrol. In Houston, most female officers are assigned to criminal investigations.

There are some discernible patterns in the assignment of white and minority women in the departments studied. A larger proportion of minority than white women is assigned to patrol and community relations functions, while a larger proportion of white than minority women is assigned to administrative and criminal investigations functions in most departments.

There is a reported reluctance on the part of women to apply for and serve in specialized units, particularly those units which are extremely demanding physically, and there is little evidence that the departments studied actively encourage women to serve in those units. Notably, there is a female officer assigned to the Canine Unit of the Miami Police Department.

PROMOTIONS

All departments studied have a larger proportion of women than men at the "police officer" rank—female police officers having been hired in large numbers by police departments only in the last eight years. Seniority is considered in promotional decisions in four of the five departments studied. (Miami is the exception.) Further, women have been eligible to take promotional examinations on an equal basis with men only in recent years in all of the five departments except Houston, which has always allowed open competition between female and male officers on promotional examinations. In earlier years, Miami, Washington, D.C., and Detroit maintained separate promotional lists for women and men and, in Washington and Detroit, women could compete for higher ranks only within their separate women's bureaus. Nonetheless, there are signs of progress in the promotion of women. Most notably, Detroit has four female inspectors, and Washington has one female captain (equivalent ranks). The highest ranking woman in Houston is a lieutenant, and in both

Denver and Miami the highest ranking female officers are sergeants.

Court orders in Detroit and Miami have effected changes in promotional procedures for women. Detroit was ordered to end its use of sex-segregated promotional lists. Miami was ordered to promote one-third "affected class members" (women, blacks, and Latinos). To accomplish its promotion goals, Miami promotes on a rank-order basis until reaching an established cut-off point; after that point, only affected class members are promoted. The Miami Police Association and police union sued the department, alleging that this promotion procedure resulted in "reverse discrimination," but the courts have upheld Miami's remedial efforts.

There remain significant barriers to the promotion of women in police departments, most notably the use of veterans' points and performance ratings. Female veterans are scarce, and court rulings have been damaging (see *Litigation—Veterans' Preference*). The subjective nature and adverse impact of performance ratings upon women have been widely discussed but rarely remedied. It is simply difficult to define, much less measure, what constitutes good police work.

For some women personal barriers to promotion include the limitation of family responsibilities, which still fall disproportionately upon mothers rather than fathers. (Promotion often means giving up a regular or day shift in return for rotating or night shifts.)

ATTRITION

Reportedly, in four of the five departments studied female police officers separate in proportions equal to or less than their percentage composition of the police forces. In Detroit, however, women separate in highly disproportionate numbers, perhaps in response to a disability leave policy affecting pregnant officers. Because of limited sworn personnel, the Detroit Police Department is not able to provide "light duty" assignment to officers with non-duty-related disabilities. Consequently, female officers who cannot perform their duties because of pregnancy must go on leave without pay until they can resume their full duties. Other major city police departments experiencing staffing limitations due to fiscal cutbacks are considering or implementing disability leave policies such as Detroit's.

It should be noted, however, that the Pregnancy Act of 1978 requires that pregnancy be treated like any other disability. Police departments, therefore, should be careful to treat pregnancy like any other non-duty-related disability as regards all benefits and conditions of employment.

SEXUAL HARASSMENT AT THE WORKPLACE

Washington, D.C., and the state of Michigan have instituted grievance procedures for complaints of sexual harassment. Courts have found sexual harassment actionable grounds for complaint of sex discrimination under Title VII. Providing a method for resolving complaints of sexual harassment can help

protect an employer from liability under Title VII. Police departments, like other public employers, should be especially wary of the potential for sexual harassment and provide accountable personnel measures (see *Litigation—Sexual Harassment*) such as those in the Detroit Police Department and the Washington, D.C., Metropolitan Police Department.

AFTERWORD

This assessment of the current employment status of women in American policing included careful analyses of the history of women in policing; empirical research relating to women's performance of police/patrol duties; recent equal employment opportunity legislation and subsequent judicial decisions; a national mailed survey of state and municipal police departments; and five case studies of police departments with better than average numbers and percentages of female police officers.

Study findings show that the role of women in policing evolved slowly from that of social workers charged with handling female and child victims and offenders. With the start of the women's and civil rights movements and the passage of equal employment opportunity legislation, the role of women in policing began to broaden encompassing detailed changes in the police services rendered by women. The equal employment opportunity legislation has served as the basis for numerous lawsuits alleging discrimination on the basis of gender in the personnel practices of numerous police departments. Employment practices that discriminate on the basis of gender either in intent or effect have been ruled illegal and, thereby, abolished or reversed. The large volume of litigation alleging discriminatory employment practices in police departments is likely to continue, but an increasing number of police departments are analyzing their personnel practices to determine possible discriminatory practices and to alter them voluntarily in order to comply with the equal employment opportunity laws.

The majority of the lawsuits alleging discriminatory employment practices in police departments have related to barriers to the "hiring" of women. Numerous evaluations of the effectiveness of women's vis-a-vis men's ability to perform the full range of police duties have verified the efficacy of employing female police officers. These studies have been cited in numerous judicial proceedings, and have formed the bases of court decisions ordering hiring and promotion goals for female police officers.

It can be reasonably anticipated that equal employment opportunity litigation during the eighties will focus more on issues of importance to women who already have been hired as police officers rather than to those applying for the job. The issues of particular concern include equal access to in-service training; equally diversified assignment opportunities; equal promotional opportunities; equal employment benefits (such as pregnancy and maternity leave); and sexual harassment at the work place.

Clearly the equal employment opportunity laws proscribe differential selection criteria and employment benefits for men and women. Few departments attempt to maintain previous blatantly discriminatory personnel practices, such as separate women's bureaus; female quotas; male-oriented recruitment practices; different eligibility requirements for male and female police officers; separate eligibility lists for initial selection and promotion; separate training for men and women; and differential promotional criteria for men and women. Nevertheless, some police departments follow personnel practices which, perhaps without discriminatory intent, have a discriminatory impact upon the full employment of women. Height requirements, low maximum age requirements, unstructured oral interviews, improperly implemented veterans' preference standards, unvalidated physical agility tests, pregnancy and maternity benefits, assignment practices, training opportunities, and sexual harassment are areas where discrimination and insensitivity on the basis of gender are frequently found.

Municipal police departments serving populations of 50,000-99,999 and located in the Northeast have less than the average percentage (3.38) of female police officers. These municipal departments and *all* state police departments should be the targets of efforts to increase the numbers and percentages of women hired as police officers during the eighties. Although the mean percentage of female police officers in all state police departments is low (1.02 percent), state police departments located in the North-

east have the lowest representation of female police officers. Further, municipal departments located in the Northeast assign a smaller proportion of women to patrol, a larger proportion of women to administrative functions, and a larger proportion of women to juvenile functions than any of the other regions. The municipal departments in the Northeast also have the smallest percentage of women above the rank of police officer. Clearly, the municipal departments in the Northeast have the greatest distance to go to achieve full employment of female police officers. The municipal and state police departments in the South and West are much further ahead in the utilization of female police officers than the departments in both the North Central region and the Northeast.

Those municipal and state agencies that are far short of providing equal employment opportunity to women should follow the Equal Employment Opportunity Commission's guidelines for voluntary affirmative action and conduct "reasonable analyses" of the impact of their personnel practices on the utilization of female police officers. This would determine "reasonable bases" for "reasonable actions" to reverse discriminatory practices and reduce the effects of prior discrimination.

Although there is much room for improvement in the hiring of female police officers, the greatest challenge for the eighties is the abolition of existing barriers to the promotion of female police officers. It is imperative that women rise to supervisory and policy-making positions in state and municipal police agencies. The fact that women have begun to be hired, particularly by municipal agencies, in significant numbers as peers with male police officers has given women an opportunity to *influence* the course of American policing. Potentially, women could constitute 10 to 20 percent of American police forces by the end of the decade if all discriminatory police employment practices are eliminated. Thus, as women increase their involvement in American policing they must be aware that it is only as policy-makers that they will be able to *direct*, on an equal basis with men, needed improvements in the quality of police services—ensuring modern, effective, efficient, and humane policing throughout the United States.

RECOMMENDATIONS

- Police agencies should establish affirmative action programs for the full employment of female officers. These programs

should contain three elements: a reasonable self-analysis, a reasonable basis for concluding action is appropriate, and reasonable action. The purpose of such a program is to determine whether employment practices do, or tend to, exclude, disadvantage, restrict, result in adverse impact or disparate treatment of women, or leave uncorrected the effects of prior discrimination. If such effects are determined to exist to any degree, practices should be adopted that will eliminate them.

- Police agencies should abandon specific height requirements for police officers.
- Police recruitment practices should include the use of female officers as recruiters, depiction of female officers performing police work on job posters, and advertisement of the department's policy to hire, pay, and deploy women equally with men.
- Police agencies should validate all selection procedures.
- Police agencies should abandon use of physical agility tests that eliminate a disproportionate number of female applicants.
- Police agencies should structure objective oral interviews for police applicants to be conducted by trained interviewers.
- Police agencies should institute formal field training programs for police recruits to enhance the performance of all officers, and also to assure that female recruits receive fair and proper initiation into police work.
- Police agencies should encourage female officers to accept diversified assignments to enhance their chances of promotion.
- Police agencies should encourage women to participate in varied in-service training programs.
- Police agencies should pay careful attention to their disability policies to ensure that pregnancy and maternity are treated equally with other temporary disabilities.
- Police agencies should establish formal grievance mechanisms for sexual harassment complaints.
- Female officers should prepare to assume leadership positions in American police agencies.

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APPENDIXES

- A. Research Interview Pool
- B. Index of Principal Litigation and
Index of Key Legislation
- C. Case Studies
- D. National Mailed Survey of Municipal and
State Police Departments

APPENDIX A

RESEARCH INTERVIEW POOL

The following persons, along with many women officers, participated in the research interview pool for this study. Participation entailed a focused interview in the respective jurisdictions, at which time otherwise unattainable, but very pertinent, personal

observations concerning the recruitment, selection, training, assignment, rank, and attrition of female police officers were outlined. The contribution of these police, civil service, and court representatives was incalculable.

The METROPOLITAN POLICE DEPARTMENT Washington, D.C.

Warren Bullock, former director of personnel
Captain Charles Bacon, Personnel Division
Assistant Chief Maurice T. Turner
Deputy Chief Theodore R. Carr
Deputy Chief Charles Rinaldi
Captain Rodwell H. Catoe
Lieutenant Robert Pennington
Erma Bennett, U.S. Civil Service Commission
Marie Kane, U.S. Civil Service Commission
Dean Larick, U.S. Civil Service Commission

THE DENVER POLICE DEPARTMENT Denver, Colorado

Sergeant Cliff Stanley, Personnel Division
Division Chief Robert L. Jevnager
Division Chief Robert L. Luby
Captain Leslie Gebhart
Captain L. W. Penell
Captain Chris Wilkerson
Lieutenant Casey Simpson
Sergeant Ernestine Rowe
Detective Ruth Campbell
Harold Bartlett, U.S. Civil Service Commission
Bill Greenwood, U.S. Civil Service Commission
Dr. Arthur Rosenblum, U.S. Civil Service
Commission
The Honorable Alfred A. Arraj, U.S. District Court
Judge for the District of Colorado
Robert Dowler, assistant city attorney
Dr. Walter Longeway, medical examiner

THE MIAMI POLICE DEPARTMENT Miami, Florida

Major James W. Reese, commander, Management
Section
Major Alfredo Bared
Major Clarence Dickson
Captain William Hammond
Sergeant Jessie Jensen
Sergeant Edgar Kramer
Howard M. Rasmussen, director, S.E. Florida
Institute of Criminal Justice
Dr. Carlos Arrauz, assistant director, Department
of Human Resources
Dr. Val Marcos, Department of Human Resources
Angela Robinson, Department of Human Resources
Yvonne Santa-Maria, Department of Human
Resources
Clinton Pitts, assistant city attorney
Dr. L. A. Toto, city physician

THE DETROIT POLICE DEPARTMENT Detroit, Michigan

Earl N. Gray, director of personnel
Executive Deputy Chief James Bannon
Deputy Chief George P. Bennett
Deputy Chief Reginald Turner
Commander Rufus Anderson
Commander E. E. Bowron
Commander Richard Caretti
Commander Tom Ferree
Commander John Henry
Commander Henry Majeski

Inspector Charles Cargill
Inspector James Jackson
Inspector Ronald Vasiloff
Lieutenant Clarence Broadnax
Lieutenant Vivian Edmonds
Lieutenant Curtis McGhee
Sergeant Barbara Mitchem
Officer Phil Young
Ms. Jackie DeYoung, Special Projects
Mr. Melvin Potter, Special Projects

THE HOUSTON POLICE DEPARTMENT
Houston, Texas
Deputy Chief John Bales, director of staff services
Deputy Chief B. M. Finch
Captain L. B. Alsup
Captain W. H. Gaines
Captain L. C. Michna
Captain Bill White
Lieutenant Dorian Myers
Lieutenant I. L. Stewart
Lieutenant Robert Swearingen
Lieutenant James Tucker
Dr. Gregory Riede, psychologist
Lonnie Vara, U.S. Civil Service Commission

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INDEX OF PRINCIPAL LITIGATION

Height and Weight Requirements

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INDEX OF KEY LEGISLATION

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Civil Rights Act of 1964, Title VI, 42 U.S.C. Sec. 2000d

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Revenue Sharing Act, as amended, 31 U.S.C. 1242 Sec. 3400.03 (1972)

Pregnancy Discrimination Act, P.L. 95-555 Sec. 1, 92 Stat. 2076 (1978)

Justice Systems Improvement Act, 42 U.S.C. 3701 (1979)

APPENDIX C
CASE STUDIES

- Case Study 1 The Metropolitan Police Department
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CASE STUDY 1—The Metropolitan Police Department,
Washington, D.C.
Chief of Police—Burtell Jefferson

The Washington, D.C., Metropolitan Police Department (MPD) hired its first female police officer in 1917. From that time until 1967 all female officers were required to have a college degree and were assigned only to the women's bureau. In the women's bureau, female police officers worked along with matrons of the Corrections Department. The female police officers' duties primarily concerned the processing of adult female offenders and the investigation of juvenile matters, except criminal cases involving boys over ten years of age. Although assigned to the women's bureau, female officers were frequently detailed to other units.

In 1967, the separate women's bureau was disbanded and combined with the department's male juvenile bureau, forming a new youth division. According to women who were officers during that period, the transition was so difficult that many women chose to resign. By 1971 all but eight of the 25 women formerly assigned to the women's bureau had left the department.

In 1969, MPD announced that the discriminatory practice of requiring college degrees of female recruits and only high school diplomas of male recruits would be terminated. During that same time, the department made all requirements, except height and weight, identical for men and women. In 1970, the department enacted guidelines for the interchangeable assignment of men and women.

In the 1972 report, *Women in Policing*, the status of MPD's female police officers was described as follows:

Policewomen are used in a wider variety of functions in the Metropolitan Police of the District of Columbia than in any other department known to the [Police] Foundation. . . . The department is experimenting with women in uniformed patrol. Some women have already begun patrolling and 100 more women are being recruited with the understanding that immediately upon completion of their training they will be placed on patrol.¹

The 1972 experiment was successfully completed and since that time male and female officers have been assigned to patrol equally.²

The composition of MPD changed significantly between 1973 and 1977 (see Tables 1-1 and 1-2). In 1973, MPD had 4,899 sworn police officers of whom 3.7 percent (n=183) were women. In 1978, the departmental strength had decreased 16 percent to 4,177 officers. However, the number of female officers had increased 67.8 percent (n=307, 7.3 percent). The number and percentage of minority women was greater than the number and percentage of white female officers in both 1973 (minority women, 2.5 percent; white women, 1.2 percent) and 1978 (minority women, 5.7 percent; white women, 1.7 percent). The large proportion of female minority officers can

TABLE 1-1
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1973

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	59	1.2	3045	62.1	3104	63.3
Minority	124	2.5	1671	34.1	1795	36.6
TOTAL	183	3.7	4716	96.2	4899	100.0*

*Percentages may not add to 100 percent because of rounding.

TABLE 1-2
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	70	1.6	2259	54.1	2329	55.7
Minority	237	5.6	1611	38.5	1848	44.1
TOTAL	307	7.2	3870	92.6	4177	100.0

be explained in part by MPD's minority recruitment efforts, which accelerated during the late sixties and the seventies—from 1976 to 1978 the percentage of minority officers in MPD increased from 36.6 percent to 44.2 percent. All female minority officers now are black. However, MPD hopes to recruit Hispanic women in light of Washington's growing Hispanic population (estimated at 1 percent).

ELIGIBILITY

In 1969, MPD discontinued the use of disparate educational requirements for male and female recruits. The department enacted identical eligibility requirements, except minimum height and weight, in that year. Those requirements, which are still in effect, are shown in the following list.

- 1) Have U.S. citizenship
- 2) Be 21-29 years of age
- 3) Have 20/60 vision, or better, that is correctable to 20/20
- 4) Have *either* (a) one year of experience as a sworn officer or member of the principal municipal police force of a city with a population of 50,000 or more persons; or (b) a high school diploma or a certificate of equivalency issued by a recognized department of education
- 5) Pass U.S. Civil Service written examination
- 6) Be of good moral character
- 7) Pass a thorough physical examination
- 8) Reside within 25 miles of the U.S. Capitol

RECRUITMENT

Ordinarily the MPD Office of Personnel includes a recruitment branch, but during the period 1975-78, in which the department was not hiring, there was no recruitment branch. The current recruitment branch was organized when Congress authorized the department to fill a backlog of 200 sworn positions vacated through attrition. Recruitment procedures included massive radio and newspaper advertising blitz, news release, posting of announcements, distribution of

announcements by police recruiters in community agencies, restaurants, etc., and a \$50 incentive payment to incumbent police officers for each person they recruited.

Reportedly, 21.33 percent of the officers recruited in fiscal 1978 were women. Techniques to evaluate the MPD recruitment program include interviews with recruits (but not recruit dropouts) and counts of female and minority recruits. The department's reputation for equal utilization and equal pay for male and female officers greatly supports recruitment efforts.

SELECTION

The selection process consists of 1) written examination, 2) physical examination, 3) initial interview, 4) background investigation, 5) psychiatric examination, and 6) in-depth interview.

Written Examination

The U.S. Civil Service Commission performs the following functions for MPD: 1) issues examination announcements; 2) accepts applicants for the examination; 3) administers the examination; 4) scores the examination; and 5) provides MPD with register/certificate of eligibles. Passing scores on the examination are increased by veterans' preference points when applicable. The department requires that recruits be no more than 30 years of age at the time of appointment; hence, veterans' preference is limited to veterans of the Vietnam era, which, for civil service purposes, officially ended on October 15, 1976.

The number of names on a register/certificate depends on the number of vacancies MPD proposes to fill. Generally, the commission sends ten names for each vacancy. For the period March 1978 through July 1978, MPD made 205 selections, of which 22 percent were women. Each certificate sent to MPD is worked, coded, and returned to the commission. The commission then audits the certificates to make certain all civil service procedures have been followed.

Physical Examination

After MPD receives the Civil Service certificate of eligibles, the recruitment branch sends medical and personal history forms to applicants and sets appointments for a physical examination and personal interview. The possible results of the physical examination include: approval; temporary rejection (i.e., for weight loss); or permanent rejection. The "washout" rate for men and women does not differ significantly.

Initial Interview

After the physical examination, a recruitment branch background investigator conducts an interview based in part on a review of essays written for the Civil Service examination by the applicant and of personal history forms. The investigator asks applicants to write statements of explanation for anything questionable in their personal histories. During the interview the investigator assesses applicants' appearance, speech, manner, alertness, and judgment. The investigator also assesses personal bearing—acceptable dress and emotional control; effectiveness—ability to communicate ideas; and human relations—ability to get along with others. The investigator uses these assessments as the basis for recommending or rejecting appointments.

Psychiatric Examination

If at the initial interview the background in-

vestigator suspects mental instability, the applicants may be sent directly to the psychiatrist for an assessment before continuing the selection process.

Background Investigation

After the initial interview, the background investigator verifies information in the personal history form by contacting police departments in localities of previous residency and by interviewing relevant persons (employers, friends, neighbors). The types of information collected and/or verified include: credit data; arrest records; employment records; military data; education; driving record; residence data; associates; and friends. This investigation usually requires six to eight weeks.

In-depth Interview

After completing the investigation, the investigator conducts an in-depth interview covering the data collected with the applicant. The case report is then forwarded to the psychiatrist who interviews all applicants, but rejects only five out of every thousand. After passing all selection hurdles, a recruit receives an appointment date.

The percentage of female new hires decreased to 24.1 percent (n = 40) in 1978 from 32.1 percent (n = 92) in 1975. The proportion of white to minority women hired remained constant, 23/10 (see Tables 1-3 and 1-4).

TABLE 1-3
Distribution of Full-Time New Hires (Sworn Positions)
by Gender and Ethnic Group
1975

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	23	8.0	115	40.1	138	48.1
Minority	69	24.0	80	27.8	149	51.9
TOTAL	92	32.0	195	67.9	287	100.0

TABLE 1-4
Distribution of Full-Time New Hires (Sworn Positions)
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	10	6.0	79	47.5	89	53.6
Minority	30	18.0	47	28.3	77	46.3
TOTAL	40	24.0	126	75.8	166	100.0

TRAINING

After appointment to MPD, recruits are assigned to the Training Academy, where they receive 14 weeks of skills training, physical training, and instruction regarding departmental regulations and the Washington, D.C., Criminal Code. Standards throughout the modular training are identical for men and women.

Of 48 uniformed officers assigned to the Training Academy, there are three women—one supervisor, one class manager, and one administrative officer—all providing recruit training. A female officer had been temporarily assigned to the academy to provide firearm instruction, which reportedly dissipated male prejudice and raised female recruits' self-esteem. The director of the training academy expressed the belief that training is critical for integrating women into the department and that women as instructors for traditionally male tasks is particularly important.

In-service training includes 1) compulsory Experienced Officer School (3-week refresher course, new laws), 2) annual firearms training, 3) management training, 4) cardiopulmonary resuscitation, 5) vehicle skills training (corrective), 6) canine training, and 7) special schools as needed. Remedial training classes have contained proportionate numbers of men and

women. However, special schools such as "crime scene analyzers" have had predominantly male participants. Application is made for special schools after an officer is chosen for a specialized assignment.

ASSIGNMENT

After successfully completing the recruit training program, the assistant chief for administrative services makes the initial workplace assignment. The majority of the newly sworn officers is assigned to the Patrol Bureau, with an effort to distribute female officers equally among the seven districts. Similarly, district commanders reportedly follow equalization efforts in specific duty assignments of female officers.

The majority (70.7 percent) of MPD's sworn personnel is assigned to the Patrol Division. Similarly, the majority of both white and female minority officers is assigned to the Patrol Division. More than half (68.5 percent) of MPD's white female officers work within this division, as do 75.1 percent of the department's minority women. (See Table 1-5.) Patterns of differentiation are apparent upon examination of the proportions of white and minority female officers assigned to the following divisions: 1) Criminal Investigations, where 11.4 percent of all white female

TABLE 1-5
Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Assignment
1977

Assignment	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Administration	2	2.9	5	2.1	114	5.0	36	2.2	157	3.7
Patrol	48	68.5	178	75.1	1454	64.3	1233	76.5	2913	70.0
Criminal Invest. Division	8	11.4	8	3.4	133	5.8	61	3.7	210	5.0
Youth Division	3	4.2	2	.8	37	1.6	36	2.2	78	1.9
Traffic	—	—	2	.8	63	2.7	19	1.2	84	2.0
Special Operations	1	1.4	4	1.6	158	6.9	57	3.5	220	5.3
Morals	1	1.4	1	.4	64	2.8	31	1.9	97	2.3
Intelligence	2	2.9	—	—	19	.8	13	.8	34	.8
Technical Services	3	4.2	26	10.9	164	7.3	95	5.8	288	6.9
Community Relations	1	1.4	3	1.3	13	.6	14	.9	31	.7
Training	1	1.4	8	3.4	40	1.8	16	1.0	65	1.6
TOTAL	70	99.7	237	99.8	2259	99.5	1611	99.7	4177	100.2

officers are assigned, as opposed to 3.4 percent of all female minority officers; 2) Intelligence, where 2.9 percent of all white women officers are assigned, but no female minority officers; and 3) Technical Services, where 10.9 percent of all female minority officers and 4.2 percent white women officers are assigned.

Assignments to specialized units occur in the following manner: 1) vacancies are announced; 2) interested officers apply; and 3) the commanding officer of the unit with vacancies selects, taking into consideration the recommendations of previous supervisors. Before assignment to a detective position, officers must take an investigator's examination. After passing the examination, the officers apply for vacancies. Again the commanding officer of the unit with the vacancy selects, taking into consideration the recommendations of previous supervisors.

PROMOTIONS

The department has an affirmative action plan that addresses civilian and sworn MPD personnel. It "... reaffirms the equal employment opportunity policy of the Metropolitan Police Department" and "... is in compliance with a Mayor's Order and federal regulations." The plan directs equal employment policies and delegates the responsibility for policy implementation to all MPD employees.

The affirmative action plan outlines separate formal and informal procedures for filing complaints under the Equal Employment Opportunity program. It describes specific responsibilities for the EEO program coordinator, the Equal Employment Opportunity committee, bureau chiefs, the EEO officer; commanding officers, the director of personnel, and the Chief of Police. The plan includes an "Accomplishment Report" which assesses the achievement of the previous year's goals. The plan also reports on the relatively new "Master Patrol Officer" program within the Patrol and Special Operations and Traffic Divisions. The intent of the program is to "... provide an incentive to uniformed officers to remain in field positions. . . . a device for rewarding those officers whose performance has identified them as being exceptionally skilled and ready for additional responsibilities." The plan reports 56 officers now participate in the program, seven from each of the seven districts, and seven from the Traffic and Special Operations Divisions. All of the current Master Patrol Officers are men. Authority has recently been granted to appoint 11 Master Patrol Officers and the plan notes the hope "that female officers will be able to meet the criteria for participation in the program. . . ."

MPD's eligibility requirements relating to promo-

tional examination for the ranks of sergeant, lieutenant, and captain are as follows: 1) sergeant—three years service as police officer; 2) lieutenant—one year service as sergeant; and 3) captain—one year service as lieutenant. Promotions to all ranks are by appointment by the chief of police.

The Civil Service Commission administers and scores MPD's promotional examinations for sergeant, lieutenant, and captain. These examinations are prepared by a committee of incumbent captains, assisted by commission testing experts. MPD provides the commission with a performance evaluation score which is added to the examination score of each candidate. The ranked list of the combined scores (50 percent performance evaluation and 50 percent test result) for sergeants and lieutenants is returned to MPD. The rankings for captains are determined by 50 percent for examination, 20 percent suitability rating, and 30 percent oral interview score. Additional points are added for seniority (one-fifth point for each year) and college courses (maximum of one point for B.A.).

As of September 30, 1977, 97.3 percent (n=300) of the female sworn personnel in MPD were "police officers" as compared to 81 percent (n=3,116) of the men. There were three white women sergeants, three black women sergeants, and one black woman lieutenant. (See Table 1-6.) During fiscal year 1978, 96 MPD officers were promoted; two were women. A white woman was promoted to the rank of sergeant and a black woman to the rank of captain.

ATTRITION

Female officers comprised 9.2 percent of MPD's separations in 1977 as compared to 7.3 percent of all personnel. Of the 238 officers who discontinued police work during 1977, 22 were females. Eight of the female officers were white and 14 were black.

SUMMARY

In 1972, it was written that policewomen "were used in a wide variety of functions in the Metropolitan Police [Department] of the District of Columbia." Today female officers continue to be deployed extensively throughout the department. As of October 1979 women accounted for 7.3 percent (n=307) of the department's sworn personnel, constituting an impressive rate of representation twice the national average. All MPD female minority officers are black and far outnumber white female officers; 237 (5.6 percent) 70 (1.6 percent). Although the high representation of black women can be explained largely by MPD's minority recruitment efforts, the fact that black women constitute 28.05 percent of the local civilian labor force above the age of 29, white women

TABLE 1-6
Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Rank
1977

Rank	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Police Officer	67	95.7	233	98.3	1676	72.4	1440	89.3	3416	80.7
Sergeant	3	4.2	3	1.2	419	18.1	129	8.0	554	13.1
Lieutenant	—	—	1	.42	141	6.0	29	1.8	171	4.0
Captain	—	—	—	—	44	1.9	5	.31	49	1.1
Inspector	—	—	—	—	22	.95	5	.31	27	.63
Deputy Chief	—	—	—	—	8	.34	1	.06	9	.21
Assistant Chief	—	—	—	—	3	.13	2	.12	5	.11
Chief	—	—	—	—	1	.04	—	—	1	.02
TOTAL	70	100.0	237	100.00	2314	100.00	1611	100.00	4232	100.00

constituting a much smaller percentage (18.42), is of consequence.

Of note is MPD's affirmative action plan which encompasses an Equal Employment Opportunity Program inclusive of a women's program coordinator. A large number of comparably sized police departments have no women's program coordinator.

Comparable proportions of male and female applicants successfully complete MPD's selection process, which includes a written examination formally administered and scored by the U.S. Civil Service Commission. Although remedial recruit and in-service training classes have contained proportionate numbers of women and men, women, in particular, are reported to benefit from various training instruction provided by female training officers. Assignment of female officers includes placements throughout all of MPD's seven districts with the majority of both whites (68.5 percent) and blacks (75.1 percent) assigned to the Patrol Division. Two women were among the 96 officers promoted in the department during fiscal year 1978; a white woman was promoted

to the rank of sergeant and a black woman to the rank of captain. Data indicate that women separate from MPD at a slightly disproportionate rate as evidenced by the 9.2 percent female separations for 1977.

Few cities and/or police departments have policies relating to allegations of sexual harassment. However, in 1979, the mayor of Washington, D.C., issued an order that established the policy of the District of Columbia government in the matter of sexual harassment. This policy provides recourse for female police officers, as district employees, for the handling of complaints of sexual harassment on the job if such should occur.

REFERENCES

¹Catherine Milton, *Women in Policing* (Washington, D.C.: Police Foundation, 1972), p. 90.

²Ibid.

CASE STUDY 2—The Miami Police Department
Miami, Florida
Chief of Police—Kenneth Harms

In 1950, the Miami Police Department hired its first plainclothes policewomen to work with juveniles and on foot patrol in the commercial areas of the city. The policewomen of the fifties were required to have a four-year college degree or four years of related job experience.

In 1966, the chief of police ordered an audit of female officers' duties. Suspecting that their duties had changed significantly since 1950, the chief hoped to use an increased policewomen authorization for patrol and uniformed duty. The requirement for a college degree or equivalent experience proved to be an obstacle to meeting the increased authorization. Therefore, the education requirement for female officers was soon made identical to that for male officers: a high school diploma.

Seven of the 14 female officers in the department in 1967 opposed the chief's proposal to assign them to uniformed radio patrol and obtained legal counsel to question the legality of such a change. The chief responded to the opposition, citing that civil service regulations did not limit female officers to plainclothes assignments. Although the results of the audit substantiated a significant change in the role of female officers in the department and concluded that the assignment of women to uniform work was proper, women were not assigned to radio patrol until 1972. The 1971-72 female recruit school graduates were the first group of female officers to be assigned directly to radio patrol.

When the Police Foundation examined the Miami Police Department's utilization of female police officers in 1972, it found a significant increase in the complement of female police officers in the 1971-72 period:

Today, Miami has 27 full-duty policewomen, and ten more in on-the-job training on its 755-member force. Nine of the men have a good deal of seniority, but the balance have been hired within the past year.

The chief of police viewed Miami's expanded use of female officers as somewhat experimental, but predicted that more women would be hired if 37 on the force in 1972 proved themselves effective as police officers.

In 1973, several Miami minority police officers initiated a lawsuit alleging that the department had discriminated on the basis of race and sex in its practices relating to advancement and assignment. As a result of that suit, the police department entered into a consent decree in 1975 which directed changes in its assignment and promotion practices. In 1976, the U.S. Department of Justice sued the city of Miami for engaging in discrimination on the basis of race and sex in a series of employment practices in several municipal agencies including the police department. A second consent decree in 1977 was negotiated as a consequence of the Justice Department suit. The combination of the two consent decrees has redi-

TABLE 2-1
Distribution of Full-Time Sworn Personnel by Gender*
1970

FEMALE		MALE		TOTAL	
Number	Percent	Number	Percent	Number	Percent
10	1.4	709	98.6	719	100.0**

*In 1970, no statistics were maintained by the Miami Police Department indicating the ethnicity of full-time sworn personnel.

**Percentages may not add to 100 percent because of rounding.

rected the personnel practices of the department and served as the basis for its affirmative action plan for the past few years.

Between 1967 and 1979, the number and percentage of female officers increased steadily. In 1967, 1969, 1974, 1976, and 1979, respectively, female police officers constituted 2.9 percent (n=14), 1.0 percent (n=10), 4.2 percent (n=34), 6.2 percent (n=49), and 7.2 percent (n=49). While the total strength of the department increased 96 percent from 1970 to 1976, the complement of female officers increased 390 percent and has remained constant to date. The 1974-76 percentage increase of female officers is attributable in large part to the marked increase of minority female officers who joined the Miami Police Department during this period. In 1974, female minority officers constituted .9 percent (n=7) of Miami's sworn personnel. However, by 1976 the number and percentage of minority female officers had more than doubled (see Tables 2-2 and 2-3).

As of February 1979, there were 49 female police officers in the Miami Police Department, composing 6.2 percent of the total sworn force. Thirty-four (69.3 percent) of the women were white, 12 (24.5 percent) were black, and three (6.1 percent) were Hispanic (see Table 2-3). The number of female officers on the

force has not changed since 1976 because the department has not been hiring since that time. In fact, the department has lost 12 percent of its sworn force since 1976.

ELIGIBILITY

In order to be eligible for a Miami police officer position an applicant must be between the ages of 20 and 35, possess a high school diploma or its equivalent, be a resident of the city of Miami, have good physical health and good moral character, and have or be able to qualify for a Florida driver's license. The Department of Human Resources screens applications to make certain all basic eligibility requirements are met.

RECRUITMENT

In 1974, a federal grant was awarded to an outside organization for the recruitment of "affected class" members as police officers. This project, known as the "Tri-Cultural Program," attracted many applicants, 50 of whom passed the entry level examination; 25 graduated from the training academy. Project staff went out into the black and Latin communities, encouraged initial application, counseled applicants about what to expect on the written entry

TABLE 2-2
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1974

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	27	3.5	608	78.2	635	81.7
Black	7*	.9	135*	17.4	142*	18.3
Hispanic	—	—	—	—	—	—
TOTAL	34	4.4	743	95.6	777	100.0

*Includes both Hispanic and black officers.

TABLE 2-3
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1976

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	34	4.3	549	69.6	583	73.9
Black	12	1.5	83	10.5	95	12.0
Hispanic	3	.4	107	13.6	110	14.0
TOTAL	49	6.2	739	93.7	788	100.0

level examination and the physical agility test, provided special reminders of test dates, and provided tutorial assistance to their recruits when they experienced difficulties in the training academy.

The 1977 consent decree directs that 56 percent of new hires be members of three "affected classes," blacks, Latins, and women. In recent months the Miami Police Department undertook a major recruitment drive aimed at recruiting members of the three "affected" classes. Although the department has had considerable difficulty attracting black male applicants, it has not had any difficulty attracting female applicants. For example, between 1975 and 1978, 783 persons applied for the position of police officer, of whom 15.9 percent (n = 125) were women (see Table 2-4). Black women accounted for more than half of the female applicants, while white and Latin women each constituted approximately one-fourth of the female applicants.

SELECTION

The University of Chicago undertook a contract to develop and validate the entry level and promotional examinations used by the Miami Police Department for selection purposes. The last year of the five-year contract was 1979. In anticipation of assuming the department's testing responsibilities, the Department of Human Resources is planning to validate the various stages of the selection process. Plans cover the complete validation of the entry level examination, background investigation, polygraph examinations, oral interview, the physical agility test, and promotional examinations. The following is a description of the department's current selection process.

Entry Level Examination

The entry level examination assesses three main areas: 1) intelligence; 2) motivation; and 3) behavior.

After scoring the examination, the University of

Chicago forwarded a ranked eligibility register of successful candidates to the Civil Service Board for certification. The board sends the eligibility register to the Department of Human Resources, which is responsible for city personnel matters. The Department of Human Resources forwards to the Miami Police Department a list consisting of 25 percent of the eligibles, totaling no more than 50 names.

Orientation Interview

Upon receipt of the eligibility register from the Department of Human Resources, Miami Police Department background investigators schedule candidates for an orientation interview. During the orientation interview, the investigator informs the applicants of general employment demands and provides them with a Miami Police Department Personal Data Form. The information provided on the Personal Data Form is used as the basis for questions in the polygraph examination and the background investigation. The applicant's waiver of confidential records, also obtained during the orientation interview, allows access to information used in the background investigation.

Polygraph Examination

On the day of the polygraph examination the background investigator and the candidate discuss very specifically the information provided on the personal data form. The applicant is required to attest to the truth of the information provided before a notary public. Thereupon, the applicant responds to 14 polygraph examination questions taken from the personal data form.

Medical Examination

The city physician administers the general medical examination of each prospective recruit. When necessary, medical specialists conduct further examinations.

TABLE 2-4

Distribution of Applicants for "Police Officer"
by Gender and Ethnic Group
1975-1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	31	4.0	142	18.1	173	22.1
Black	64	8.2	171	21.8	235	30.0
Hispanic	30	3.8	345	44.1	375	47.9
TOTAL	125	16.0	658	84.0	783	100.0

Physical Agility Test

The Miami Police Department administers a physical agility test to determine whether applicants are capable of completing training at the Police Academy. Formerly, there were separate physical agility tests for men and women, but the current physical agility test is the same for both applicant groups. Background investigators administer the agility test and report that both sexes pass the test in proportionate numbers. Previously, the physical agility test was scored on a pass/fail basis. This scoring system, which was found to have an adverse impact upon women, was modified in 1974 to a point system. This modification has seemingly corrected the previous disparity between the numbers of men and women who pass the physical agility test. If an applicant fails, he or she is placed on a six-week hold, allowing for successful completion of the physical agility test within this time period. Of those who initially fail the examination, 95 percent successfully complete it upon retake. Physically difficult for women are push-ups, pull-ups, and broad jumps. At the urging of the staff of the "Tri-Cultural Program," the required wall climb was reduced from eight to five feet.

Background Investigation

Background investigators, who include two police officers and a sergeant, obtain information concerning the employment, credit, law violations, and general moral character of candidates. The background investigator collects the information but does not make the final selection. The Personnel Selection Board makes the decision based on information provided. The major, captain, and sergeant on the Personnel Selection Board review the information and recommend to the chief of police to retain or disqualify the applicant. Five background investigators, one of whom will be a female officer, are to investigate new hires.

Oral Interview Board

The oral interview board is a three-member board of sworn police personnel who reflect the ethnic and sexual composition of the department. At least one member of each oral interview board is of the ethnic group and gender of the applicant. The oral interview board, in an information-gathering session, uses portions of the background file. However, there is no rehash of matters previously resolved to the satisfaction of the Personnel Selection Board. At the conclusion of the interview, the board rates the applicant and makes a recommendation. If the oral interview board recommends disqualification, a memorandum of explanation is required and a second oral interview board is constituted. If the second board does not counter the decision of the first board, the case is referred to the personnel board for consideration. The Personnel Selection Board is authorized to override the board's recommendation or may refer the case to the chief of police for consideration. If the chief concurs with the recommendation for disqualification, the case is referred to the Civil Service Board, along with a synopsis of reasons for disqualification and a request to remove the name from the register. The Civil Service Board resolves the matter after a hearing which the candidate attends.

In 1976, the last year of recent hiring by Miami Police Department, women constituted 31.2 percent (n=5) of those hired (see Table 2-5).

TRAINING

Miami police recruit training, conducted at the Southeast Florida Institute of Criminal Justice, Miami-Dade Community College, is completed in 21 weeks and totals 840 hours. The Miami Police Department maintains a training officer at the regional training academy who actively participates in the training of Miami recruits.

Upon entering the academy, recruits undergo a "pre-evaluation" of physical fitness in order to deter-

TABLE 2-5
Distribution of Full-Time New Hires (Sworn Positions)
by Gender and Ethnic Group
1976

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	3	18.8	4	25.0	7	43.8
Black	1	6.2	4	25.0	5	31.2
Hispanic	1	6.2	3	18.8	4	25.0
TOTAL	5	31.2	11	68.8	16	100.0

mine individual problematic areas and to prescribe an individual exercise program. Throughout the 21 weeks at the academy, recruits participate in a daily exercise program. The basic law enforcement curriculum consists of 11 courses which encompass writing skills, self-defense, criminal law and criminal investigation, social problems, human relations and human behavior, first aid, management of police function, and the field administration of justice. After successful completion of the academic course of study, a recruit has earned college credits. Neither ethnicity nor gender has been cited as a significant variable in predicting successful completion of course work at the training academy. However, it has been noted that female recruits do very well academically.

When Miami recruits complete their academy training, they are placed on patrol as probationary officers and are supervised for four months by Field Training Officers (FTOs). The current field training program requires the preparation of weekly probationary officer evaluation reports. Evaluations consist of numerical ratings of a maximum of seven points per criterion and a probationary officer is required to receive a rating of four or better for each criterion. During the first month of field training, a probationary officer is closely supervised and evaluated by one FTO, called the "primary field training officer." During each of the following two months, a probationary officer transfers to different work shifts and different FTOs. During the fourth month of field training the probationary officer is transferred back to the primary FTO, who prepares a final performance report. The primary FTO also makes a recommendation for retainment or termination of the probationary officer.

In addition to recruit training, the Miami Police Department provides in-service police training. Generally, in-service training seminars include report writing, strategies of supervision, criminal investigation, and stress control. Participation in some topic areas of in-service training is voluntary, while participation in others is compulsory.

ASSIGNMENT

All academy graduates are assigned to the Patrol Division with an effort made to distribute women evenly throughout the three districts. District Commanders also attempt to distribute women evenly throughout the various district sectors. Assignments to specialized units within the Miami Police Department are open to all qualified police officers regardless of gender or ethnicity. Reportedly, women do not seek assignments in the various specialized units, particularly those which entail severe physical demand.

However, there is a female officer in the Canine Unit. Requests to transfer from one district to another must be made in writing by the police officer, and the district and division commanders must agree to all transfers. Transfers from one sector to another within the same district are decided upon by the sector sergeants after verbal request.

The majority of police officers are assigned to the Patrol Division—53.1 percent. Similarly, the single largest group of female officers is assigned to patrol—41.6 percent. White female officers are more variedly assigned throughout the department than minority female officers. Thirty-six percent of the white women are assigned to patrol as compared with 53.3 percent of minority women. Significant proportions of white female officers are also assigned to the Administration (27.3 percent) and Criminal Investigations Divisions (15.1 percent). The Community Relations Division contains four female minority officers who account for 33.3 percent of the minority female complement (see Table 2-6).

PROMOTIONS

When the Police Foundation examined the Miami Police Department in 1972, it had two female sergeants. Those two women had achieved the rank of sergeant after the successful resolution in 1967 of a complaint regarding women's ineligibility to take promotional examinations.

The 1977 consent decree requires that approximately one-third of all promotions within the police department be of affected class members. To meet this requirement, the department has deviated from the traditional sequential order of promotional procedures. Instead, the department promotes on a rank order basis until reaching an established cut-off point. After reaching that established point, the department then promotes only affected class members. A bulletin from the chief of police suggests that although affirmative action promotional goals may lessen the frequency of advancement of nonaffected class members, promotional opportunities still exist for white men. In response to the department's promotion strategy, there have been four counter-suits by individual officers, the police association, and the police union.

The various promotional examinations are prepared, administered, and scored by the University of Chicago. They are described as "small job knowledge tests" which concern specifics relating to policing in the city of Miami. Questions used in the examinations are directly related to specific police tasks to make the tests "content valid."

In order to take the sergeant's examination, a Miami police officer is required to have served on the

TABLE 2-6

Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Assignment
1976

Assignment	FEMALE						MALE							
	White		Black		Hispanic		White		Black		Hispanic		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administration	9	27.3	1	8.3	—	—	58	10.6	6	7.4	5	4.8	79	10.1
Patrol	12	36.3	5	41.7	3	100.0	288	52.4	41	50.6	67	63.8	416	53.1
Community Relations	—	—	4	33.3	—	—	2	.4	9	11.1	3	2.8	18	2.3
Juvenile	2	6.1	—	—	—	—	2	.4	3	3.7	2	1.9	9	1.2
Operations	2	6.1	1	8.3	—	—	24	4.4	4	4.9	2	1.9	33	4.2
Criminal Invest. Division	5	15.1	1	8.3	—	—	79	14.4	12	14.8	16	15.2	113	14.4
Tactical	1	3.0	—	—	—	—	26	4.7	2	2.5	5	4.8	34	4.3
Traffic	2	6.0	—	—	—	—	70	12.7	4	4.9	5	4.8	81	10.4
TOTAL	33	100.0	12	100.0	3	100.0	549	100.0	81	100.0	105	100.0	783	100.0

TABLE 2-7

Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Rank
1976

Rank	FEMALE						MALE							
	White		Black		Hispanic		White		Black		Hispanic		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Police Officer	33*	97.1	12	100.0	3	100.0	367	66.8	68**	81.9	94***	88.7	577	73.3
Sergeant	1	2.9	—	—	—	—	127	23.1	13	15.7	8	7.6	149	19.0
Lieutenant	—	—	—	—	—	—	30	5.5	1	1.2	3	2.8	34	4.3
Captain	—	—	—	—	—	—	16	2.9	—	—	—	—	16	2.0
Major	—	—	—	—	—	—	6	1.1	1	1.2	1	.9	8	1.0
Asst. Chief	—	—	—	—	—	—	2	.4	—	—	—	—	2	.3
Chief of Police	—	—	—	—	—	—	1	.2	—	—	—	—	1	.1
TOTAL	34	100.0	12	100.0	3	100.0	549	100.0	83	100.0	106	100.0	787	100.0

*This total includes two female police recruits.

**This total includes two male police recruits.

***This total includes one male police recruit.

force for three years. In order to take the lieutenant's and captain's examinations, sergeants and lieutenants are required to have held their ranks for two years. The captain promotional examination is the highest level of promotional testing within the Miami Police Department. Majors are appointed by the police chief from the ranks of lieutenant and captain. Assistant chiefs are also appointed by the chief from the ranks of captain and major. All promotions are subject to a six-month probationary period. If an officer's performance is inadequate during the probationary period, demotion is possible.

As indicated, there are 48 women holding the rank of police officer and one female sergeant (see Table 2-7).

In 1976, 13 members of the Miami Police Department's sworn personnel were promoted; none were women.

ATTRITION

Over the years the frequency with which female officers separate from the department has not been disproportionately high. During 1976, 41 (5.2 percent) separated from the Miami Police Department. Five of those officers were women—one white and four minorities.

SUMMARY

During the late sixties the duties of Miami policewomen began to broaden approaching their usage on patrol in 1972. At present, the Miami police force includes 49 women who make up 6.2 percent of the department's sworn personnel. Of the female officers, nearly 70 percent (n=34) are whites, nearly 25 percent (n=12) are blacks, and approximately 6 percent (n=3) are Hispanics. Although women are a significant complement within the department, it is not a comparable reflection of the presence of either white (28.8 percent) or minority (11.7 percent) women in the local labor force.

The Miami Police Department currently operates within the guidelines of a 1975 consent decree guiding assignment and promotion practices and a 1977 consent decree addressing the issues of race and sex discrimination in hiring.

Beginning in 1980 the department was to develop and validate the entry level and promotional examinations used for selection purposes. Notably, the selection process includes a physical agility test which does not disqualify a disparate number of female applicants.

Police training for the department, which is conducted at the Southeast Florida Institute of Criminal Justice, does not appear to affect adversely the possible numbers of minority or female officers. In fact, it is reported that women do very well academically and also master the physical training. Field training is an integral aspect of the probationary period commencing after academy training. The current field training program exposes new officers to three different field training officers, which provides a wealth of varied duty preparation.

The department makes an effort to distribute women evenly throughout its three districts, and no efforts are made to restrict women to traditional assignments. To this end, a female officer is assigned to the Canine Unit. The majority of female officers hold the rank of police officer and are assigned to the Patrol Division, which consists of a greater proportion of black (53.3 percent) than white (36 percent) women.

The 1977 consent decree directs that approximately one-third of all promotions be of affected class members, of which women are one. The highest ranking female officer is a sergeant. No women were among the 13 officers most recently promoted within the department.

Women generally account for about 5 percent of the department's separations, less than their proportion in the department.

CASE STUDY 3—The Denver Police Department
Denver, Colorado
Chief of Police—Arthur Dill

From 1953 until 1968 the Denver Police Department included only two “policewomen.”* During this period they functioned as sex offense investigators and school resource officers. The policewomen were required to have a college degree, while policemen were required to have only a high school diploma. In 1968, the department raised the sworn complement of women to six. In 1969 the college diploma requirement was amended to two years of college for female officers; the requirement for men remained a high school diploma or its equivalent. By 1970 the number of women on the force had increased from two to 16, all of whom were assigned to the detective and juvenile bureaus. In 1971 the department initiated identical educational requirements for men and women, a high school diploma. Also in 1971, the department assigned a few female officers to the Traffic and Patrol Divisions on an experimental basis. The following year, 1972, the department decided to assign incumbent female officers to patrol one at a time, and to assign all future female probationary officers directly from the police academy to Patrol or Traffic.

In 1972, three black women initiated a lawsuit alleging that the Denver Police Department had engaged in hiring practices which were discriminatory on the bases of race and sex. The plaintiffs asked that the department be required to develop recruitment and entry-level examination procedures that would ensure equal employment opportunities for black women. The plaintiffs asked further that the department be required to validate all testing procedures, and that preference points for a conventional high school diploma instead of a General Equivalency Diploma (GED), as well as preference points for each year of college, be prohibited. The plaintiffs maintained that the preference points had an adverse impact on the hiring of minority women. As a result of the lawsuit, the city and county of Denver in 1975 entered into a consent decree which directed 1) the recruitment of minorities and women, 2) the development of new validated examinations, and 3) the aboli-

tion of educational preferences. The police department was directed to hire minorities and whites on a 50-50 basis until the department achieved a 20 percent minority composition. The department was also directed to hire women and men on a 20-80 basis until a study of the effectiveness of policewomen could be completed.

Psychometrists at the Denver Civil Service Commission conducted an 18-month evaluation of female police effectiveness (see Performance Evaluations for a discussion of the findings of that evaluation). The conclusion of that evaluation was that policewomen perform the tasks of police work as adequately as policemen. However, the Denver manager of safety and the chief of police are postponing any decision about further hiring directives regarding women pending the results of a second study of women’s police performance. This second study will focus more on the physical requirements of police work.

The positive results of revised recruiting and hiring practices in the Denver Civil Service Commission and Police Department are reflected in the growth in the number and percentage of women on the force: 1970, 16 women constituted 1.4 percent of the force; 1973, 27 women constituted 2.0 percent of the force; and 1978, 67 women constituted 4.9 percent of the force. In the period 1970-79, the total number of sworn officers in the Denver Police Department increased 20.4 percent (n=233) and the female complement increased 319.8 percent (n=51). The increase in minority women has been particularly impressive: from 0.1 percent (n=1) in 1970 to 2.3 percent (n=31) in 1978. As of February 1979, the Denver Police Department had 36 white policewomen, 13 black policewomen, and 15 Hispanic policewomen (see Table 3-1). Data reflecting Denver’s current female complement indicate that the 1979 female percentage has increased to 5.5 percent.

*Female police officers in the Denver Police Department retain the job title of “policewomen” because it is so directed in the city charter.

TABLE 3-1
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	36	2.6	1071	77.8	1107	80.4
Black	13	.9	76	5.5	89	6.5
Hispanic	15	1.1	152	11.0	167	12.1
Oriental	1	.1	6	.4	7	.5
American Indian	2	.2	5	.4	7	.5
TOTAL	67	4.9	1310	95.1	1377	100.0*

*Percentages may not add to 100 percent because of rounding.

ELIGIBILITY

Today Denver police officer eligibility requirements, which are set by the Board of Civil Service Commissioners, are the same for men and women. Applicants must be between the ages of 21 and 31, possess a high school diploma or its equivalent, and be able to pass both a physical examination and a background investigation.

RECRUITMENT

Although the staff of the Civil Service Commission has primary responsibility for recruiting police officers, the Denver Police Department assigned two officers to assist in recruiting minorities and women in the late sixties and early seventies. Since that time, the department has had no need to recruit because sufficient numbers have applied. Recruitment was necessary during the earlier period because of a large number of retirements by officers who had joined the department just after World War II.

In 1968, the Community Relations Section of the Denver Police Department undertook a grant-funded recruitment effort. Project staff successfully recruited 32 female and minority officers. In 1975, the Community Relations Section initiated another recruitment effort aimed primarily at minorities.

The number of women applying for Denver policewomen positions increased dramatically during the seventies: three in 1972; 96 in 1974; and 234 in 1978. However, although women made up 39.4 percent of the labor force, they constituted only 19.4 percent of the 1978 applicants to the Denver Police Department. Interestingly, only white women applied in a significantly smaller proportion than would be expected in view of their proportion of the labor force (see Table 3-2).

SELECTION

The following is a description of the Denver police officer selection process conducted by the Denver Civil Service Commission.

Written Examination

The entry level written examination is developed, administered, validated, and scored by the staff of the Denver Civil Service Commission. By commission policy, veterans' preference points are added to the scores of eligible applicants who attain at least the passing score of 65. Using the ranked scores from the examinations plus relevant veterans' preference points, the commission develops a ranked list of eligibles who are then subject to further selection processes.

Polygraph Examination

An independent polygraph examiner conducts polygraph examinations of eligibles in which ques-

TABLE 3-2
Percentage Distribution of Women in the Denver
Metropolitan Labor Force, by Ethnic Group
1978

	Women in Labor Force	Female Applicants to the Denver Police Department
White	33.8	14.50 (n = 175)
Black	1.8	1.77 (n = 21)
Hispanic	3.8	2.80 (n = 34)
Other	.5	.30 (n = 4)
TOTAL	39.4	19.40

tions regarding previous employment, alcohol and drug use, previous injuries, and previous criminal activity are asked. The polygraph examination functions only as a tool in the background investigation and not as a disqualifier.

Background Investigation

A background investigator, who is a sworn police officer, obtains juvenile court records and credit ratings which, together with the polygraph results, are used as reference materials during the oral interview. The background investigation includes checking of the eligibles' fingerprints for records of prior arrests. A conviction for a felony is a disqualifier. Each eligible is given a score from 1 to 10 based on an overall impression of how well he or she might perform the duties of a police officer. Seven or above is considered satisfactory. The areas included in the assessment are: candidness; ability to communicate; personality; work history; use of drugs or alcohol; juvenile and adult arrests; military and driving records; and credit history. The commission is not given the investigators' ratings of the eligibles; instead, the rating is used for validation purposes. Currently the background investigation, which does not seem to have a disparate impact upon women, is being validated as a selection criterion as directed by the 1975 consent decree.

Oral Interview Board

The 1975 consent decree permits the use of the oral interview board as a selection device. This device is currently undergoing validation. The board includes three members appointed by the commission. The consent decree orders that two of the three members be minorities, and that at least one of the minority members not be a member of the Denver Police Department. Over the years policewomen have served on the entry-level oral interview board. The commission provides guidelines for the oral interviews of police applicants. Interviewers are instructed to evaluate applicants in relation to:

- 1) Motivation to enter into and succeed in a police career;
- 2) Ability to think quickly and shift approaches to the solution of problems;
- 3) Honesty and truthfulness in their backgrounds and on the polygraph examination;
- 4) Maturity and responsibility in the conduct of their professional and private lives;
- 5) Sociability, in relating to a diverse population, co-workers, and supervisors;
- 6) Ability to think and function independently,

without supervision, and initiative in taking on responsibility;

- 7) Thoroughness and care for detail; the ability to be persuasive and forceful without the threat or use of violence;
- 8) Ability to express oneself logically and clearly; and
- 9) Ability to stay calm in challenging situations.

If the interview raises any questions about the applicant's fitness for police work, the board may request further investigation of the applicant before issuing a rating. The rating is used for the purpose of oral board examination validation and not for the ranking of applicants.

Medical Examination.

All applicants must undergo and pass a complete medical examination. The medical examination, which is administered by the city physician, eliminates more male than female applicants.

The results of the background investigation, polygraph examination and interview are summarized and presented to the commission. The commission members then make their decision to appoint or reject applicants based on that information.

The police department specifies to the commission the number of recruits needed for an academy class. The commission provides a ranked list according to entrance test scores. Although the Denver Police Department accepts rather than selects recruits for the academy, it has the authority to dismiss any recruit for cause during the one-year probationary period.

Psychological and physical agility tests are currently under consideration as potential selection criteria. Though psychological tests have never been used in selecting Denver police officers, a physical agility test was used until 1972. The consent decree stipulates that an agility test may be used if shown to be valid. "Validity" of a selection criterion is defined by the consent decree as that which 1) is related to the performance of the duties of a police officer, and 2) does not discriminate against any person because of race, color, religion, sex, or national origin.

Women made up 31.8 percent of the 44 persons selected in 1978 as Denver police officers, a percentage which exceeds their proportion of the 1978 applicants (19.4 percent). As illustrated in Tables 3-2 and 3-3, the proportion of black and Hispanic women selected was much greater than their proportion of the applicants, while the proportion of white women selected was approximately the same as their proportion of the applicants.

TABLE 3-3
Distribution of Full-Time New Hires (Sworn Positions),
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	7	50.0	14	46.7	21	47.7
Black	3	21.4	8	26.6	11	25.0
Hispanic	4	28.6	8	26.6	12	27.3
TOTAL	14	100.0	30	100.0	44	100.0

TRAINING

The Denver Police Training Academy conducts two kinds of training: 1) recruit training, and 2) in-service training.

During the 18 weeks of recruit training, men and women are provided academic and physical training in as co-educational a situation as possible. Women excel academically and have a very low wash-out rate. At one time there was a female instructor at the academy teaching communication skills, but she was recently promoted and reassigned. The director of the academy hopes that a policewoman will be assigned to the training staff in the near future.

The physical training program, modeled after the Ohio State police program, is directed toward developing proper defensive arrest techniques. Within this program push-ups appear to be the major physical training problem for female recruits.

If a recruit performs poorly in either academic or physical training, tutoring is provided. If performance reaches a level of extreme inefficiency, the recruit can be terminated, but only with the consent of the chief of police and the manager of safety.

All Denver police officers receive 40 hours of compulsory in-service training. Previous seminars included: stress management, crisis intervention, communication, and crime prevention. There have also been seminars geared to improving report writing and providing initial supervisory training to newly appointed supervising officers.

ASSIGNMENT

Upon successful completion of course work at the police academy, recruits are subject to a second physical examination, the results of which go to the chief of patrol. The patrol chief then assigns recruits to specific patrol districts and the Traffic Division for field training, sending a list of assignments to the police department's personnel officer.

Field Training Officers (FTOs) are technicians who have been selected as field teachers after demon-

strating that they are highly qualified patrol officers. They are held accountable for the evaluation of new recruits, making monthly reports to the shift sergeant. Frequently, recruits are rotated to a second FTO. There is a low wash-out rate during this period. The chief of patrol could not recall a female recruit ever washing out during the probationary year.

Reportedly, the Denver Police Department philosophy is that each "police person" is to be assigned equally from the police academy to the field, allowing all officers to gain the necessary background for future promotion. Accordingly the chief of patrol makes an effort to disperse policewomen throughout the districts with consideration also being given to individual preferences. If two officers in different districts wish to transfer, swapping is allowed, but written transfer requests must go from the sergeant through the chain of command to the chief of patrol and to the captain of the district requested. Women have been assigned to solo cars and two-person cars. There are currently three female officers in supervisory positions (two sergeants and one field training officer) in the patrol districts. The remaining women in the two districts are assigned to patrol cars. The majority of police officers, male and female, are assigned to the Patrol, Investigation, and Traffic Divisions.

The chief of police appoints detectives, technicians, dispatchers, and field training officers but division chiefs and district commanders arrange specific assignments. The six female detectives are assigned as follows: two in the Juvenile Bureau, one in Crimes Against Persons, one in Vice, one in Burglary, and one in Traffic. There are currently three female technicians; one in Fingerprints and two in Dispatch. The one female field training officer is assigned to District Two.

PROMOTION

The promotion procedures were not affected by the 1975 consent decree but rather are governed

strictly by the rules and regulations of the Denver Civil Service Commission. Denver sworn personnel must take competitive examinations for the ranks of sergeant, lieutenant, captain, and superintendent of radio engineers. In addition to time-in-service, sworn personnel must have proficiency ratings of at least 65 percent to be eligible to sit for the examinations. The Civil Service Commission develops, administers, and scores all promotional examinations. The examinations, based on extensive job analyses, have been found to be content valid and all subgroups perform relatively equally. Reading lists for the examination are issued six to twelve months before the date of the examination.

The score on the written examination constitutes 35 to 50 percent of the promotional score. Other promotional criteria are seniority points (worth up to 10 percent); proficiency rating (worth up to 3 percent); and oral interviews (worth 35 to 50 percent). The value of oral interview scores is greater the higher the rank sought.

In a manner similar to that followed with recruit interviews, the Civil Service Commission provides interviewer guidelines for the oral interview board for promotional candidates. The board, generally consisting of police officials from other jurisdictions, are advised that they are to interview the individuals who wrote the best examination papers. The interview is designed to focus on those skills, abilities, and personality characteristics that are not addressed by the written test. The guidelines outline traits to be assessed by the interview board. The traits have been derived from job analyses. Additionally, the guidelines direct interview procedures and rating procedures.

After computing the final promotional score, based on all criteria mentioned, the Civil Service Commission certifies a promotional list for each rank from which the chief of police appoints in rank order new captains, lieutenants, and sergeants for a one- to two-year period.

Although 87.5 percent of the women are police officers, dispatchers, or technicians, only 61.3 percent of the men hold these positions. In contrast, 21.4 percent of the men and only 12.5 percent of the women are detectives; and 16.1 percent of the men and only 3.1 percent of the women hold the ranks of sergeant and above (see Table 3-4).

The Denver Police Department promoted seven officers in 1978, all of whom were men: five white men were promoted to the rank of lieutenant; one white man and one black man were promoted to the rank of captain. However, in March 1979 the department promoted its first two female sergeants, both destined to serve in patrol squads.

ATTRITION

During 1978 female officers constituted only four percent (n=14) of the separations from the Denver Police Department. A total of 50 officers (48 men and two women) separated during calendar year 1978. Of this total, two were dismissals, two were deaths, two were resignations, and 19 were retirements.

SUMMARY

Between 1953 and 1978 the number of women among Denver's sworn personnel grew from two to 67, making up a relatively high complement of 4.9 percent. Largely in response to a 1972 minority sex discrimination lawsuit, which revised recruiting and hiring practices, the number of female officers increased more than 40 percent between 1973 and 1978. Highly indicative of the impact of the resulting 1975 consent decree is the specific increase in the number of minority women, which between 1970 and 1978 grew from a total of one (.1 percent) to a total of 31 (2.3 percent). However, the most current rates of application (19.4 percent) and representation (4.9 percent) of women in the Denver Police Department do not accurately reflect their presence in the local civilian labor force (39.4 percent). Specifically, the complement of white female officers is far below the presence of white women in the labor force—2.6 percent compared to 33.8 percent. Similarly situated are black women: .9 percent of the female officers but 1.8 percent of the female labor force. Hispanic women maintain a similar dichotomy: 1.1 percent of Denver's female officers but 3.8 percent of the female labor force.

Since 1968 the Denver Police Department has been involved in a number of minority recruitment efforts which culminated in the hiring of significant numbers of women. The Denver police officer selection process is conducted by the Denver Civil Service Commission and certain aspects of it are being validated for selection purposes. One device undergoing validation is the Oral Interview Board, which was authorized by the 1975 consent decree. Presently, the Denver Police Department does not employ a physical agility test in appraising the suitability of police applicants. However, a physical agility test as well as a psychological examination are currently under consideration as selection criteria. Unlike the continued use of an oral interview board or use of a psychological examination, the use of a physical agility test may adversely affect the selection of female applicants as demonstrated across the country.

Of note are the department's remedial training provisions for recruits who perform poorly in academics and/or physical training, and its use of field

training officers. It is reported that women experience a very low wash-out rate, although they experience at least one major physical training problem, push-ups, which is corrected with remedial training. One female officer functions as a field training officer and this is credited as having a positive influence upon women, particularly during their probationary year.

The majority of female officers hold the rank of police officer, and are assigned to the Patrol, Investi-

gation, and Traffic Divisions, as are the majority of male officers. There are now two female supervisors. However, there are significant differences between the percentages of male and female police officers above the rank of police officer – 16.1 percent to 3.1 percent.

Fourteen women (4 percent) separated from the Denver Police Department during 1978, comprising a rate relatively proportionate to that of men.

CASE STUDY 4—Houston Police Department
Houston, Texas
Chief of Police—H. D. Caldwell

Prior to 1975, "policewomen" in the Houston Police Department did not wear uniforms and were assigned only to the Juvenile Division, the jail, and the Vice and Narcotics Division.

In 1975, as a result of a severe manpower shortage and recognition of judicial trends regarding the assignment of female police officers, the Houston Police Department reassigned ten women from the Juvenile Division and jail to the Traffic Division. Their transitions to patrol duties were so smooth that the department continued to extend its use of female officers in nontraditional police duties.

As of April 1979, there were 181 female police officers in the Houston Police Department, making up 6.1 percent of the department's sworn personnel (see Table 4-1). White, black, Hispanic, and Oriental female officers constitute 4.4 percent, 1.1 percent, .50 percent, and .07 percent, respectively, of the department's sworn personnel.

ELIGIBILITY

The Houston Police Department has always given preference to female and male applicants with college degrees, although not requiring this level of academic attainment. A high school diploma is currently re-

quired of all applicants. Prior to 1975 female applicants were required to be a minimum of 5'2", whereas male applicants were required to be a minimum of 5'8". Early in 1975 the height requirement was changed to 5'6" for both men and women. Since 1977 the department has maintained no height requirement. Additional eligibility criteria require that an applicant 1) be between the ages of 19 and 36, 2) pass a physical agility test and background investigation, 3) possess a high school diploma or its equivalent and a valid Texas driver's license, and 4) be free of physical deformities and of good moral character.

RECRUITMENT

The Houston Police Department has recruited on a massive basis since 1975. The recruiting area encompasses Texas, Oklahoma, Arkansas, part of Tennessee, Mississippi, South Carolina, Florida, Georgia, Louisiana, and Alabama. Presently there is no specific effort to recruit women although women apply in significant numbers. The department places major emphasis upon recruiting on high school and college campuses throughout Texas and the nine other states with sizable minority populations. Recruiters partici-

TABLE 4-1
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	132	4.4	2474	83.2	2606	87.2
Black	33	1.1	333*	11.2	366	12.3
Hispanic	14	.5	—	—	14	.5
Oriental	2	.1	—	—	2	.1
TOTAL	181	6.1	2807	94.0	2988	100.0**

*Includes all minority male officers.

**Percentages may not add to 100 percent because of rounding.

pate in high school and college career days at which time they disseminate literature concerning policing in Houston and answer questions of interested students. In addition to this, the department recruits through the use of mass media. Female recruiters are dispatched to various shopping malls and out-of-state sites to emphasize to the public that the department does indeed want to hire women. Five of the 51 sworn personnel in the recruitment division are women.

The recruitment division does not use strict numerical goals, although rough percentages are kept in mind. A minimum 10 percent recruitment target is usually set and met for female applicants.

The Houston Standard Metropolitan Statistical Area (SMSA) has a labor force that is 39.89 percent female. In 1978, the percentage of female applicants to the police department most closely approximated their proportion of the labor force. The percentage of female applicants in the years 1978, 1977, 1976, and 1975 were 20.0 percent, 16.6 percent, 9.4 percent, and 16.0 percent, respectively (see Tables 4-2, 4-3, 4-4, and 4-5).

SELECTION

In March 1977, Lifson, Wilson, Ferguson, and Winick (LFWF), management consultants, con-

ducted a validity study of Houston's police officer selection, training, and promotion criteria and procedures. The validity study, which was supported by a Law Enforcement Assistance Administration grant, determined that the Houston Police Department was underrepresented by employees in three protected class groups—blacks, Hispanics, and women. LFWF determined that women did not seek commissioned police officer positions proportionately; nor were they selected for academy training in proportion to their representation in the local labor force. Selection does not include a written examination prior to entering the academy.

Preliminary Interview

The application process begins with a meeting between an applicant and recruiter, who explains the selection procedure and the minimum job requirements. The applicant then completes a civil service application, which is given to an investigator who determines whether or not the applicant meets the basic requirements. Such particulars as criminal history, type of associates, and reasons for seeking police employment are discussed and form the basis of the investigator's assessment of the applicant's eligibility. Applicants found to be ineligible at the

TABLE 4-2
Distribution of Applicants for Sworn Positions
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	388	9.1	2169	51.0	2557	60.1
Black	367	8.6	701	16.5	1068	25.1
Hispanic	99	2.3	534	12.5	633	14.9
TOTAL	854	20.0	3404	80.0	4258	100.0

TABLE 4-3
Distribution of Applicants for Sworn Personnel
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	401	8.1	2637	53.4	3038	61.5
Black	341	6.9	948	19.2	1289	26.2
Hispanic	80	1.6	534	10.8	614	12.4
TOTAL	822	16.6	4119	83.4	4941	100.0

TABLE 4-4
Distribution of Applicants for Sworn Positions
by Gender and Ethnic Group
1976

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	243	4.8	3084	61.4	3327	66.2
Black	217	4.3	956	19.0	1173	23.3
Hispanic	14	.3	510	10.2	524	10.4
TOTAL	474	9.4	4550	90.6	5024	100.0

TABLE 4-5
Distribution of Applicants
by Gender and Ethnic Group
1975

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	461	8.1	3590	62.8	4051	70.8
Black	417	7.3	682	11.9	1099	19.2
Hispanic	36	.6	533	9.3	569	10.0
TOTAL	914	16.0	4805	84.0	5719	100.0

preliminary interview are directed to contact the Civil Service Commission, which explains the basis of that determination. The remaining applicants are scheduled for a physical agility examination—"Work-Sample Test."

Work-Sample Test

The Work-Sample Test, which has been used by the department since 1977, was the result of a recommendation of the LFWF validity study. The Work-Sample Test entails running, jumping hurdles, a pull-up on a 7'6" wall and remaining at the top of the wall for a specified period, a 6' wall climb, and dragging a 65-pound dummy. All events are to be completed within sixty seconds. Should an applicant fail any one of the "events" the entire examination must be repeated. Two subsequent attempts are allowed an applicant after an initial failure. If the second attempt is failed, the applicant is required to wait 30 days before re-examination. A disproportionate number of female applicants fail the Work-Sample Test.

Background Investigation

After passing the Work-Sample Test, the applicant completes a background information sheet requesting information dating ten years back. A back-

ground investigator verifies the information provided. Generally, female applicants pass the background investigation without difficulty.

Polygraph Examination

The background information provided by the applicant and scrutinized by the background investigator is used as the basis for the polygraph examination.

Final Interview

If the applicant passes the polygraph examination, a committee chaired by a sergeant, lieutenant, or captain, together with the applicant's background investigator and one other background investigator, conduct a final interview. At the conclusion of the final interview the superior officer determines whether or not the applicant is to be accepted and assigned to the Police Training Academy.

TRAINING

The number and percentage of women selected to enter the Houston Police Training Academy has increased steadily from 1975 to 1978: 1975, 2.4 percent (n=6); 1976, 2.9 percent (n=8); 1977, 10.0 percent (n=28); and 1978, 9.6 percent (n=16). The per-

centage of women selected for the academy remains significantly lower than both the percentage applying to the Houston Police Department and the percentage of women in the labor force (see Tables 4-6, 4-7, 4-8, and 4-9).

The Houston Police Department Training Academy provides both recruit and in-service training. The 18-week recruit training program consists of 720 hours of academic coursework in the academy, as well as a six-month probationary period of on-the-job training. A recruit may miss only nine days from classes. Usually there are two recruit classes operating simultaneously, with one about five weeks ahead of the other. The academic curriculum is based upon the procedural and substantive rules as outlined by the Texas Commission on Law Enforcement. The program includes a tutoring squad, a dirty duty squad, and an olympic squad for cadets having difficulty with academics, discipline, and physical training, respectively. The final written examination, which is a composite of all weekly written examinations, is developed and administered by the Civil Service Department near the end of the sixteenth week of the academy. There is a relatively high attrition rate (20 percent) among recruits, largely attributable to the academic requirements. However, no women have failed to meet academic requirements. Physical

training at the Houston Police Training Academy is very strenuous. A recruit below par in physical training has the option of participating in the olympic squad, which provides the extra practice and physical instruction some recruits need.

The firearms training program is two weeks of pistol and shotgun training. Generally, women experience a little difficulty qualifying with firearms due to the weight of the trigger. The firearms instructor occasionally adjusts the gun trigger for female and male recruits to a weight better suited for them. No women have washed out because of failure to qualify.

During their six-month probationary period on patrol, recruits are supervised by three Field Training Officers (FTOs), one month each, for three months. During the final three months of the probationary period, recruits are supervised by a senior officer.

The goal of the Houston Police Department's In-Service Training Program is to retrain all officers annually. In-service training primarily focuses on updating patrol officers on law changes, promotional duty responsibilities, and middle-management duties. The department plans to enact mandatory firearm in-service training, as well as mandatory physical in-service training. During 1978 all sworn personnel except assistant chiefs received in-service training.

TABLE 4-6
Distribution of Applicants Approved for the Training Academy
by Gender and Ethnic Group
1975

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	4	1.6	203	82.2	207	83.8
Black	2	.8	17	6.9	19	7.7
Hispanic	—	—	21	8.5	21	8.5
TOTAL	6	2.4	241	97.6	247	100.0

TABLE 4-7
Distribution of Applicants Approved for the Training Academy
by Gender and Ethnic Group
1976

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	2	.7	189	69.0	191	69.7
Black	6	2.2	45	16.4	51	18.6
Hispanic	—	—	32	11.7	32	11.7
TOTAL	8	2.9	266	97.1	274	100.0

TABLE 4-8
Distribution of Applicants Approved for the Training Academy
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	16	5.7	180	65.2	196	71.0
Black	9	3.2	33	12.0	42	15.2
Hispanic	3	1.1	35	12.7	38	13.8
TOTAL	28	10.0	248	89.9	276	100.0

TABLE 4-9
Distribution of Applicants Approved for the Training Academy
by Gender and Ethnic Group
1978

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	7	4.2	107	64.8	114	69.9
Black	5	3.0	15	9.1	20	12.1
Hispanic	4	2.4	27	16.4	31	18.8
TOTAL	16	9.6	149	90.3	165	100.0

The in-service training staff also has the responsibility of providing seven weeks of training for FTOs. Currently, there are 180 FTOs who supervise recruits during their probationary period, one of whom is a woman.

ASSIGNMENT

The Houston Police Department's Field Operations Command is divided into two patrol bureaus, North and South. The two patrol bureaus are divided into six substations: Southeast, Southwest, Central, Northwest, Clear Lake, and North Shepherd. Each of the six substations is divided into four districts. Upon completing the police academy, recruits are generally placed on patrol, but on occasion some recruits are placed with the Traffic Bureau.

Efforts are made by the Houston Police Department to assign recruit officers, regardless of sex, to substations near their residences. Reportedly, no efforts are made to place a female recruit in a particular substation because of her gender, but rather assignments of recruits are based upon specific substations' personnel needs. The 1977 LFWF validity study determined that female officers were more frequently assigned to the Juvenile Division as opposed to Patrol and Traffic Bureaus.

Although the Patrol Division includes most of the male police officers (41.2 percent), it contains only 15.1 percent of the female officers. The largest proportion of female officers (30.8 percent) is assigned to the Criminal Investigations Division, where only 19.7 percent of the male officers are assigned. Female officers are assigned to Special Services in a larger proportion (20.3 percent) than are male officers (9.6 percent). Fairly equal proportions of male and female officers are assigned to other departmental units. The distribution of white and minority female officers is very similar, with two exceptions: 1) more white (10.1 percent) than minority women (2.3 percent) are assigned to technical services; 2) more minority (4.5 percent) than white women (2.3 percent) are assigned to community relations (see Table 4-10).

PROMOTIONS

The Houston Police Department requires that an officer serve two years in grade before taking the examination for the next higher rank. Promotional examinations for ranks up to and including deputy chief are devised, administered, and scored by the Civil Service Department. The promotional examination for each rank is generally given once a year with the

TABLE 4-10
Distribution of Full-Time Sworn Class A Personnel
by Gender, Ethnic Group and Assignment
1978

Assignment	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Administration	1	.8	1	2.3	63	2.6	4	1.2	69	2.3
Criminal Invest. Div.	40	31.0	13	29.5	496	20.4	50	14.8	599	20.4
Patrol	21	16.4	5	11.4	974	40.0	168	49.8	1168	39.7
Traffic	16	13.0	6	13.6	453	18.6	62	18.4	537	18.3
Staff Services	11	8.6	4	9.1	98	4.0	12	3.6	125	4.2
Special Services	23	18.0	12	27.3	236	9.7	30	8.9	301	10.2
Community Relations	3	2.3	2	4.5	31	1.3	7	2.1	43	1.5
Technical Services	13	10.1	1	2.3	82	3.4	4	1.2	100	3.4
TOTAL	128	100.0	44	100.0	2433	100.0	337	100.0	2942	100.0

exception of the examination for deputy chief, which is held whenever there is a vacancy. The department has a source committee which provides the Civil Service Department with a resource list of books related to the various responsibilities of the different ranks. The source committee consists of an officer holding the rank for which the test is being administered, an officer one level above that rank, and a deputy chief. The Civil Service Department usually accepts the resource list and posts it about six to eight months before the examination, after developing 100 to 125 multiple choice questions from the books. Officers are promoted in rank order on the basis of their examination score, performance appraisal, and seniority points. One point is awarded for each four years on the force and a performance rating may total as much as 30 points. Promotional lists are valid for one year or until all eligibles have been promoted, whichever occurs first. The department employs the "rule of three," but seldom is an eligible person bypassed.

The ranks of sergeant and detective are equivalent, although the responsibilities of a detective are predominantly investigative and require no patrol experience. It appears that over the years women have more often opted to take the examination for detective rather than for sergeant. However, since 1975 a recognizable number of women have taken the sergeant's examination. Of 354 officers applying for various promotions in 1977, 20 were women. Of the 20 women applying for promotions, none applied for the rank of captain; 4 applied for the rank of lieutenant; and 16 applied for the rank of sergeant. In 1977 the LFWF consultants concluded that the depart-

ment's promotional process had no adverse impact upon women.

Currently, women are concentrated most heavily at the rank of police officer: 86.2 percent white women, and 97.7 percent minority women (see Table 4-11). There is only one female sergeant. Similarly, these data show that of the 328 detective positions, 14 are held by white women and 1 by a minority woman. There are 93 lieutenants within the Houston Police Department, one of whom is a woman.

In 1977, 20 female and 334 male officers competed for various departmental promotions. Of the female officers, 6 were minorities and 14 were whites. Of the male officers, 296 (83.6 percent) were whites and 10 (11.6 percent) were minorities. No minority women were promoted. However, two white women were promoted to the ranks of sergeant and lieutenant. Women constituted 5.6 percent of the applicants for promotion, but only 2.4 percent of those promoted.

ATTRITION

Since 1974 the average number of yearly separations has steadily increased. It reached an all-time high of 5.18 percent in 1978 when 140 officers discontinued police work. Reportedly, women do not separate from the department in disproportionate numbers.

SUMMARY

The Houston Police Department has a significantly greater than average number and percentage of women officers. However, 1975-78 data show that

TABLE 4-11
Distribution of Full-Time Sworn Class A Personnel
by Gender, Ethnic Group and Rank
1978

Rank	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Police Officer	100	86.2	43	97.7	1661	71.5	258	86.0	2062	74.1
Detective	14	12.0	1	2.3	297	12.8	17	5.7	329	11.8
Sergeant	1	.9	—	—	237	10.2	20	6.7	258	9.3
Lieutenant	1	.9	—	—	87	4.0	5	1.7	93	3.3
Captain	—	—	—	—	29	1.2	—	—	29	1.0
Deputy Chief	—	—	—	—	8	.35	—	—	8	.30
Asst. Chief	—	—	—	—	3	.13	—	—	3	.11
Chief	—	—	—	—	1	.04	—	—	1	.04
TOTAL	116	100.0	44	100.0	2323	100.22	300	100.0	2783	99.95

although women constitute 40 percent of the local labor force, they have constituted only up to 9.1 percent of police applicants, and 5.7 percent of approved applicants. Over the years the numbers of white and black female applicants have been very comparable, in spite of there being nearly four times as many white women as black women in the local labor force (28.4 percent to 7.5 percent). However, the yearly percentage of approved female applicants has been higher for white women, with the exception of 1976. Hispanic women have only recently been included in approved women totals and have never made up more than 2.3 percent of all applicants.

The department's selection process differs from others in that it includes a stringent physical agility test, but no written examination upon application. Female applicants fare very well in all interview and investigative aspects of the selection process. However, they experience great difficulty in passing the physical agility test. Requiring in part that an applicant pull-up on a 7'6" wall and remain at the top for a specified period, this exam may be repeated twice if initially failed. Reportedly, female applicants take full advantage of these repeat opportunities, but fail dis-

proportionately on each occasion to perform and complete all the events within the required 60 seconds.

Most women entering the academy master both academic and physical training. A department with a viable field training program, the Houston Police Department has 180 field training officers, one of whom is a woman.

In 1977, LFWF determined that female officers were more frequently assigned to the Juvenile Division than to the Patrol and Traffic Bureaus. Today this is not the case, as female officers are assigned throughout the department in relative proportions.

Unlike many other departments, the Houston Police Department has always permitted male and female officers to compete openly on promotional exams. Within the department, detective and sergeant are equivalent ranks, with the former being investigative and requiring no patrol experience. Before 1975 female officers had no patrol experience and opted for detective positions. Since 1975, however, women have successfully competed for sergeant positions. Although concentrated most heavily at the rank of police officer, women also hold detective, sergeant, and lieutenant positions.

CASE STUDY 5—The Detroit Police Department
Detroit, Michigan
Chief of Police—William Hart

The Detroit Police Department has effectively integrated its impressive complement of 644 female police officers throughout the department's many divisions. Equally impressive is the large number of female officers above the rank of police officer (n=51).

Detroit's use of female police officers began in 1921 with the establishment of a women's division to which all female officers (then classified as "police-women") were assigned. Until it was disbanded in 1971, female officers were assigned exclusively to the women's division, where they were responsible for investigating child abuse, rape, and juvenile delinquency cases. Female officers took different promotional examinations from those taken by male officers and competed for positions only within the women's division. During the last years of the women's division its staff included 80 to 100 female officers under the command of a female deputy chief.

In April 1973, a class action suit was initiated on behalf of all women who had been or were applicants for employment with the Detroit Police Department since April 1970. The lawsuit, *Schaffer v. Tannian*, Civ. No. 39943 (E.D. Mich. 1976) charged the principal officials of the city of Detroit, the Detroit Police Department, the Detroit Police Officers' Association, and the Detroit Police Lieutenants' and Sergeants' Association with discrimination on the basis of sex in hiring and promoting. The plaintiffs noted that female applicants were required to have a minimum of two years of college to be eligible for employment, while male applicants were required to have a high school diploma or equivalent. Further, the plaintiffs noted that female officers performed duties identical to those of male detective sergeants but received 20 percent less pay. Although the women's division was formally abolished in 1971 and female officers were assigned throughout the department, the plaintiffs asserted that some discriminatory aspects of the previous restriction existed as late as 1974. For example, candidates for positions at the rank of sergeant con-

tinued to be placed on a sex-segregated promotion list. Consequently, women in competition with other women had proportionately fewer opportunities for advancement than men competing with other men.

On June 7, 1974, the court held that the Detroit Police Department had violated Title VII of the 1964 Civil Rights Act through promotional policies and practices that discriminated against the plaintiffs on the basis of sex. The court ordered the Detroit Police Department to institute affirmative action in its promotional policies and practices by increasing the number of female new hires, as well as the number of female officers in upcoming classes that facilitated promotion to the rank of sergeant. The department did not appeal the court's orders because they were consistent with the department's evolving affirmative action policy.

Although the 1974 ruling brought obvious relief to the plaintiffs, they were yet to face layoffs and demotions as a result of municipal financial deficits. In 1975, when proposed police layoffs and demotions were announced, the Detroit Police Department was operating under a collective bargaining agreement which called for "last hired/first fired." The plaintiffs in *Schaffer v. Tannian* and a group of minority officers sought judicial relief from the proposed layoffs. The department was enjoined from laying off any police officers hired with CETA funds because the court decided that the "last hired/first fired" procedure would serve to perpetuate previous discrimination on the basis of sex. This injunction became moot when the city and the police union agreed to avoid the layoffs and demotions by reducing wages for days off.

In 1976, the Detroit Police Department again scheduled layoffs. The Sixth Circuit Court reversed the lower court's injunction against layoffs, but ruled that any individual police officer could seek relief if he or she could show that "were it not for discrimination" they would have had higher seniority status. As a consequence of this ruling, no female police officers were

laid off pending individual determination. Eventually, many women received adjusted seniority dates, but some women were laid off.

The court had ordered the hiring of men and women on a one-to-one basis until a list of female applicants who had been denied employment by the department on the basis of discriminatory eligibility requirements had been exhausted. That list was exhausted within one year, but the Detroit Police Department continues its affirmative action hiring of women.

Since 1974 female police officers have been assigned throughout the various divisions of the department and compete on an equal basis with male officers for promotions. As a result, women are not only providing police services on patrol, they are also holding command positions as well.

The number and percentage of female officers in the Detroit Police Department increased greatly during the 1967-1977 decade. In 1967, Detroit had 4,356 sworn officers of whom 1.9 percent (n=86) were women. In 1977, the departmental strength had increased 26.5 percent to 5,512 officers, while the complement of female officers had increased 648.8 percent (n=644, 11.7 percent of the force). Of the 644 female officers in 1977, 413 or 64.1 percent were

minority women (see Tables 5-1 and 5-2). The astronomical increase in Detroit's complement of female officers can be attributed to the department's affirmative action efforts. Current department data (1981) reveal that the sworn female complement has reduced to 7.7 percent due to necessary layoffs.

ELIGIBILITY REQUIREMENTS

Prior to 1974, the Detroit Police Department used separate classifications for male and female officers as well as separate eligibility requirements. Currently, eligibility requirements are the same for both applicant groups as shown in the following description of requirements.

Age: An applicant must be between the ages of 18 and 32.

Weight: Weight has to be in proportion to height.

Vision: Vision must be corrected to 20/20 with glasses or contacts.

Education: An applicant must have a high school diploma or have successfully completed the General Education Development Test with a 45 percent average or total score of 225 for the five sections of the test.

TABLE 5-1
Distribution of Full-Time Sworn Personnel
by Gender*
1967

FEMALE		MALE		TOTAL	
Number	Percent	Number	Percent	Number	Percent
86	1.9	4270	98.0	4356	100.0**

*In 1967, no statistics were maintained by the Detroit Police Department indicating the ethnicity of full-time sworn personnel.

**Percentages may not add to 100 percent because of rounding.

TABLE 5-2
Distribution of Full-Time Sworn Personnel
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	231	4.2	3521	63.9	3752	68.1
Minority	413	7.5	1347	24.4	1760	31.9
TOTAL	644	11.7	4868	88.3	5512	100.0

Driver's License: An applicant must have a valid Michigan operator's license.

Residency: An applicant must be a resident of the state of Michigan for one (1) year prior to making application and a resident of the city of Detroit (60) days prior to making application.

Arrest: Applicants cannot have been arrested and convicted for a felony. Nor are applicants who have been arrested for a felony and allowed to plead guilty to a lesser charge eligible for employment.

RECRUITMENT

Currently the Detroit Police Department's recruitment division has a staff of 30 sworn police officers and 10 civilian employees. Of the sworn staff there are eight male and two female recruiters, and 16 male and four female background investigators. The recruiting staff actively recruits year-round. They make contact with potential applicants through the media and actual personal interaction. Field recruiters disseminate literature concerning employment with the Detroit Police Department at various public functions and in locations near the automotive industries. The recruiters discuss specifics of the application and hiring process with prospective applicants. The primary objective of field recruiting is to secure capable candidates. Beyond this objective, field recruiting seeks to demonstrate to the public that the Detroit Police Department is committed to developing a force fully representative of the citizenry served.

After initial recruitment, the recruitment division uses a number of follow-up procedures to closely monitor the progress of each person who has begun the application process. Such procedures include phone calls to applicants who failed to appear for any stage of the recruiting process, personal contacts such as home visits, and letters.

SELECTION

For selection purposes applicants are subjected to five major appraisals: 1) preliminary application; 2) a written exam; 3) background investigation; 4) medical evaluation; and 5) interview. The following is a description of the application/selection process.

Pre-Investigative Application

Applicants for the Detroit Police Department are interviewed by a recruiter to make certain they meet basic eligibility requirements. An applicant who meets established requirements completes a written application form and is scheduled for a written exam. The pre-investigative interview usually eliminates

equal proportions of men and women. At this stage, the reasons beyond basic ineligibility for recruitment often include drug use or a record of felony arrest.

Written Examination

The objective of the written examination is to determine if an applicant meets the mental and emotional standards set by the Detroit Police Department. The written examination, which was developed in 1971 by the University of Chicago, is a psychological/psychometric test of potential to perform as a police officer in the city of Detroit. Interestingly, applicants with college degrees do not pass this multiple choice exam, which tests for social insights as well as reading skills, in any greater numbers than do those without degrees.

Background Investigation

After successfully passing the written examination a sworn police officer investigates each applicant to insure that he or she is of the personal character required by the department. The recruiting division has an investigative section which collects such background information as past and present residence, educational background, arrest record, traffic record, employment record, financial status, and personal characteristics. Personal characteristics relating to drug abuse, alcohol abuse, as well as basic honesty and dependability are of major importance.

Since 1974, the investigative section has used a team approach to background investigations. Under the team approach, several investigators pursue various aspects of the same individual's background rather than one investigator completing the entire background investigation. The various teams of background investigators report facts but make no recommendations. Team supervisors review the files and make the recommendations to continue processing or to reject. If the background investigation reveals information different from that provided by the applicant at the pre-investigative interview, the applicant is required to go before an investigation review board composed of a supervising officer and two background investigators at which time the applicant is asked to discuss and/or verify questionable facts. Reportedly, the background investigation eliminates proportionate numbers of male and female applicants.

Medical Evaluation

The physical examination is most often conducted by the department's medical division as an applicant's background is being investigated. An applicant may be placed on "hold" for medical impairments which are correctable; however, all "holds" must be removed by the medical division prior to appointment. An

applicant who has passed the physical exam more than six months before appointment must be re-examined and approved. Any applicant who does not pass the physical exam and is rejected for medical reasons must be approved by the medical unit before being eligible to re-apply for a police officer position.

The department psychologist examines applicants who have been flagged as questionable by the psychological portion of the written exam. Any applicant who is rejected for psychological reasons must also be approved through re-examination by the medical division before being eligible to re-apply.

Oral Interview

The oral interview is another means of assessing applicants' fitness for police service. Until 1971, only female officers conducted interviews with female applicants. Between 1971 and 1974, the three-member interview board included departmental section supervisors, some of whom had reservations about the full use of women as police officers. The impact of those kinds of reservations has been removed by the creation of interview boards consisting of members of the recruitment division.

At the interview an applicant is allowed the opportunity to defend or explain any derogatory information regarding his or her character. During the interview an applicant is rated on appearance, voice and enunciation, demeanor, comprehension, ability to express, emotional stability, and overall fitness. A maximum of five points is given for each of the characteristics, except for "overall fitness" which may carry up to 10 points.

In 1977, women composed 40.8 percent (n=511) of the police officers hired by the Detroit Police Department. Of the 40.8 percent, 31.9 percent were minority women and 8.9 percent were white women. Although there are no available data on the percentage of female applicants, it is clear that women are being selected in large proportions (see Table 5-3).

TRAINING

Selected recruits are trained at the Detroit Metropolitan Police Academy, which has a unisex, nondiscriminatory approach to training. The staff of the academy includes two female sergeants, two female firearms instructors, one female computer instructor, one woman in the audio-visual section, one female precision driving instructor, two female physical training instructors, and one female defensive tactics and combative arts instructor.

The 14-week training program includes 320 hours of entry level police training. The majority of those who do not complete the 14 weeks of training have experienced academic problems. However, some leave the academy because of poor physical fitness performance. The Detroit Police Department does not employ a physical agility test for the selection of recruits. However, there is a physical fitness appraisal of each recruit during the entry level police training program. Recruits undergo seven weeks of basic physical fitness training. Each day of the seven weeks is devoted to providing the recruit with two hours of physical training and one hour of defensive tactics. The physical training program is a progressive one that requires less of the recruit at the beginning than at the end. Primarily, the program makes use of 15 basic exercises. Reportedly, women experience some difficulty with leg thrusts, push-ups, and running but most learn to do them. In order to complete the physical training program successfully, a recruit must pass a physical fitness exam by performing 70 percent of the required number of exercises. Although about 10 percent of all recruits usually fail the physical fitness exam, no one has been disqualified on that basis alone. The stringent medical examination screens out the physically unqualified.

The academy also provides in-service training. Types of in-service training include 1) update sessions for all officers, 2) supervisory sessions for new appointees, 3) executive training for captains and

TABLE 5-3
Distribution of Full-Time New Hires (Sworn Positions)
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	112	8.9	166	13.3	278	22.2
Minority	399	31.9	575	45.9	974	77.8
TOTAL	511	40.8	741	59.2	1252	100.0

above, and 4) middle management training for sergeants and lieutenants. Police officers return to the academy every two years for a general update on policing which emphasizes law, community relations, and interviewing. The academy also has an in-service physical fitness program which emphasizes three areas: combative arts, physical exercise, and weight training and weight lifting. Participation in the in-service physical fitness program is voluntary. Interestingly, a greater proportion of female than male officers are participants. The Detroit Police Department does not have a formal field training program, but each precinct section has a training sergeant who monitors the program of probationary officers.

ASSIGNMENT

Every two to three years the city and the Police Officers Association enter into an employment agreement outlining the conditions of employment for police officers. A significant issue in all those agreements is seniority. Assignments and transfers within the department are affected by seniority. An officer begins to acquire seniority upon completion of the probationary year. If officers leave the department but return within two years, they retain their original seniority date but are docked for the time they were not employed by the department. Officers on leave without pay because of non-duty-related disabilities such as pregnancy are particularly affected by this provision.

Female police officers are well distributed throughout the Detroit Police Department. However, the majority of women (n=497 or 77.1 percent) and men (n=2,824 or 58.0 percent) are assigned to patrol (Operations Bureau) (see Table 5-4).

The Operations Bureau includes 13 precincts which operate on rotating shifts. Departmental policy prohibits officers and their spouses or living companions from working within the same precinct.

The Major Crimes Division contains the next largest proportion of women (n=74 or 11.5 percent). This division contains a significantly larger proportion of white women (n=41 or 17.7 percent) than minority women (n=41 or 7.9 percent).

Although there are assignments which are exempt from seniority provisions, many assignments and transfers are based on seniority. Openings generally are filled by the most senior qualified officers on the transfer list. When necessary, the department can initiate involuntary transfers to which officers with the last departmental seniority are most susceptible.

PROMOTIONS

The Detroit Police Department administers promotional examinations for the ranks of sergeant and lieutenant. Two veterans' preference points are added to eligibles' scores. The department has an incentive program for higher education. Officers without a college degree must work as police officers for a minimum of three years before taking the sergeant's examination, while officers with college degrees are eligible to take the sergeant's examination after two years. One year of college is a minimum requirement for promotion to the rank of sergeant. Similarly, an associate degree or equivalent is required before promotion to the rank of lieutenant, and a bachelor's degree is required for promotion to the rank of inspector.

In addition to the written examination requirement, applicants for promotion to the ranks of sergeant and lieutenant are subject to an oral examination. The oral examination is conducted by an oral interview board consisting of police officers from other police departments across the country. Each three-member board assesses applicants' accounts of how they would handle structured incidents. An applicant's score on the oral interview is the average of each board member's independent score.

TABLE 5-4
Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Assignment
1977

Assignment	FEMALE				MALE			
	White (231)		Minority (413)		White (3521)		Minority (1347)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Operations Bureau	143	61.9	354	85.7	918	54.4	906	67.3
Major Crimes Division	41	17.7	33	7.9	415	11.7	130	9.7

The overwhelming majority (n=4,168 or 75.6 percent) of all sworn personnel hold the rank of police officer, but a greater proportion of women (n=593 or 92.1 percent) than men (n=3,575 or 73.4 percent) hold that rank (see Table 5-5). A significantly larger proportion of white women (n=36 or 15.6 percent) hold ranks above that of police officer than do minority women (n=15 or 3.6 percent).

The prospect for future advancement of women through the ranks of the Detroit Police Department are most encouraging despite the 1980 layoffs, because of their large numbers of women with substantial seniority. Women constitute 11 percent (n=19) of the 1977 promotions; approximately equal numbers of white (n=9) and minority women (n=10) were promoted (see Table 5-6).

ATTRITION

In 1977, female officers, who made up 11.7 percent of the department's sworn personnel, constituted 20.3 percent of the separations by sworn personnel (see Table 5-7). The percentage of white female officers who separated from the department (5.5 percent) is not much greater than their percentage composition of the department (4.2 percent). The situation for female minority officers is more stark: minority women account for 7.5 percent of the force, but 14.8 percent of the separations.

Some female officers clearly separate from the department because of its pregnancy-maternity leave policy. The department places officers with non-duty related disabilities on light duty assignments if such assignments are available. There are not enough light duty assignments for all officers with non-duty related disabilities. Consequently, some pregnant officers must use sick leave until it is exhausted and then go on leave without pay until they can return to full duty. Many of these female officers, particularly the female minority officers, have been members of the department for relatively short periods. They have not accumulated enough sick leave to provide pay throughout their pregnancy and recovery from childbirth. In order to sustain an income, these women very often seek employment outside the department after exhausting their sick leave.

SUMMARY

Prior to 1971 the Detroit Police Department assigned "policewomen" exclusively to its women's division where their primary responsibility was to investigate child abuse, rape, and juvenile matters. As "policewomen" they were supervised by a female deputy chief and allowed to compete for promotions within the women's division only. The women's divi-

sion was dissolved in 1971, spearheading the assignment of women throughout the department.

As a result of a 1973 class action suit (*Schaffer v. Tannian*, Civ. No. 39943 (E.D. Mich. 1976)), which charged the City of Detroit, the Detroit Police Department, the Detroit Police Officers' Association, and the Detroit Police Lieutenants' and Sergeants' Association with sex discrimination in hiring and promoting, the Detroit Police Department was required to initiate affirmative action in its promotional policies and practices by increasing the number of female new hires, as well as the number of female officers in the classes that facilitated promotion to the rank of sergeant. In direct response to the court's 1974 ruling, the department's complement of female officers increased dramatically. To date women compose 11.7 percent of the agency's sworn personnel. In addition, the 1974 ruling required that women be permitted to compete on an equal basis with men for promotion. As a result women have acquired command positions as high as inspector.

At one time the Detroit Police Department employed different eligibility requirements for men and women. This is no longer agency policy, and men and women must meet identical eligibility requirements. For selection purposes applicants must undergo five major appraisals. Of note are the written examination and the interview. Reportedly, the written examination, which is a psychological/psychometric test of potential to perform as a police officer in the city of Detroit, eliminates comparable numbers of college and high school graduates.

The purpose of the interview is to determine if an applicant is qualified for police service. At one time female applicants were interviewed by female officers only. This practice is no longer in effect and female applicants are interviewed by boards consisting of both male and female officers. Notably, no minority applicant is interviewed by a board on which there is not at least one minority supervisor. During the interview an applicant is rated on a number of attributes including appearance, voice and enunciation, and emotional stability. Generally, women experience no difficulty in passing the interview.

Training of selected recruits is conducted at the Detroit Police Academy. The training program is 14 weeks long and uses a unisex and nondiscriminatory approach. The physical training program is progressive, requiring less of the recruit at the beginning than at the end. Female recruits are able to perform most exercises with no difficulty. However, problem areas for women are leg thrusts, push-ups, and running. Although the department does not have a formal field training program, the progress of proba-

TABLE 5-5
Distribution of Full-Time Sworn Personnel
by Gender, Ethnic Group and Rank
1977

Rank	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Police Officer	195	84.4	398	96.4	2453	69.7	1122	83.2	4168	75.6
Sergeant	24	10.4	9	2.2	845	24.0	146	10.8	1024	18.5
Lieutenant	10	4.3	4	1.0	166	4.7	49	3.6	229	4.1
Inspector	2	.9	2	.5	42	1.2	19	1.4	65	1.1
Commander	—	—	—	—	11	.3	9	.7	20	.3
Deputy Chiefs	—	—	—	—	3	.1	2	.2	5	.0
Chief of Police	—	—	—	—	—	—	1	.1	1	.0
TOTAL	231	100.0	413	100.0	3520	100.0	1348	100.0	5512	100.0

TABLE 5-6
Distribution of Sworn Personnel Promoted,
by Gender, Ethnic Group and Rank
1977

Rank	FEMALE				MALE				TOTAL	
	White		Minority		White		Minority		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Sergeant	4	5.8	5	7.2	30	43.5	30	43.5	69	100.0
Lieutenant	4	4.9	4	4.9	37	45.1	37	45.1	82	100.0
Inspector	1	6.3	1	6.3	7	43.7	7	43.7	16	100.0
Commander	—	—	—	—	3	75.0	1	25.0	4	100.0
TOTAL	9	5.2	10	5.8	77	45.3	75	43.6	171	100.0

TABLE 5-7
Distribution of Separations of Sworn Personnel,
by Gender and Ethnic Group
1977

	FEMALE		MALE		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
White	28	5.5	290	56.7	318	62.2
Minority	75	14.7	118	23.1	193	37.8
TOTAL	103	20.2	408	79.8	511	100.0

tionary officers is monitored by a training sergeant.

Female officers are assigned throughout the entire Detroit Police Department with the majority serving on patrol. A relatively significant complement of women are also assigned to the Major Crimes Division. The vast majority of female officers hold the rank of police officer; however, women are represented at the ranks of sergeant, lieutenant, and

inspector.

Women separate from the department at a rate above their rate of representation on the force—20.3 percent to 11.7 percent. Reportedly, the department's maternity leave policy, which does not guarantee a light duty assignment for non-duty related disabilities, accounts for a recognizable number of separations of female officers.

APPENDIX D

*NATIONAL MAILED SURVEY
OF MUNICIPAL AND STATE POLICE DEPARTMENTS*

APPENDIX D

NATIONAL MAILED SURVEY OF MUNICIPAL
AND STATE POLICE DEPARTMENTS

From studying police personnel problems we have come to appreciate the need to conserve time and other resources. And since personnel issues are central to so much police research, you may have been previously asked questions about your personnel files.

1. Have you received any research requests for information from your personnel files within the last six months (circle one)?

1 NO

2 Uncertain

(please explain) _____

3 YES



If yes, about how many such requests have you received in the last six months ?

We hope this questionnaire does not repeat previous requests for information. In order to present an accurate national picture of women in policing, we ask that you help us by filling out the remainder of this questionnaire as completely and carefully as you can. Thank you.

The following questions ask for two general types of information:
(1) numbers of sworn officers from your personnel records, and
(2) selection and promotion procedures which probably will come from policy manuals.

We begin with some general questions concerning the hiring of new officers for your department.

2. What are the minimum and maximum monthly starting salaries for sworn police recruits?

Minimum monthly starting salary \$ _____

Maximum monthly starting salary \$ _____

3. There are quite a variety of criteria that departments use to select candidates for appointment to police officer. Which of the following considerations are used in your department (please circle your responses)?

- a. Written examination

1 NO
2 YES

- b. Oral interview or test

1 NO
2 YES

- c. Veterans' preference

1 NO
2 YES

→ If yes, please explain how the preference is implemented. _____

- d. Special or critical skills (for example, speaking several languages)

1 NO
2 YES

→ If yes, please specify these skills. _____

e. Recruit training (for example, police academy)

- 1 NO
- 2 YES

→ If yes, is successful completion of recruit training required prior to appointment as a sworn officer?

- 1 NO
- 2 YES

f. Physical agility test

- 1 NO
- 2 YES

→ If yes, must the physical agility test be passed prior to training?

- 1 NO
- 2 YES

Educational and physical requirements often are necessarily somewhat different for women than for men. Questions 4, 5 and 6 ask about the specifics of these requirements for males and for females.

4. What is the minimum education requirement for employment as a sworn police officer for females and for males?

Female Sworn Personnel	Male Sworn Personnel	
1	1	1 NO FORMAL EDUCATIONAL REQUIREMENTS
2	2	2 COMPLETION OF 8TH GRADE
3	3	3 COMPLETION OF 10TH GRADE
4	4	4 HIGH SCHOOL DIPLOMA OR EQUIVALENCY CERTIFICATE
5	5	5 HIGH SCHOOL DIPLOMA ONLY
6	6	6 SOME COLLEGE UP TO ONE YEAR
7	7	7 ASSOCIATE DEGREE (TWO YEARS COLLEGE)
8	8	8 BACHELOR'S DEGREE (If a specific field is required, please identify the field)
<hr/>		
9	9	9 GRADUATE DEGREE (If a specific field is required, please identify the field)

(Please circle one choice from each column.)

Question 5 asks about requirements for females, while question 6 asks about requirements for males.

5. Which of the following physical requirements are used in your department for female sworn police personnel (please circle your responses)?

a. Age

- 1 NO
- 2 YES

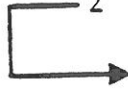


If yes, please specify minimum and maximum.

minimum age _____
maximum age _____

b. Height

- 1 NO
- 2 YES

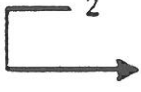


If yes, please specify minimum and maximum.

minimum height _____ ft. _____ inches
maximum height _____ ft. _____ inches

c. Weight

- 1 NO
- 2 YES



If yes, please specify minimum and maximum.

minimum weight _____
maximum weight _____

d. Vision

- 1 NO
- 2 YES

e. Medical examination

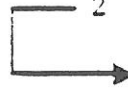
- 1 NO
- 2 YES



If yes, please attach a description of the medical standards.

f. Physical agility

- 1 NO
- 2 YES



If yes, please attach a description of the physical standards.

f. Physical agility

- 1 NO
- 2 YES

→ If yes, please attach a description of the physical standards.

g. Other requirements

- 1 NO
- 2 YES

→ If yes, please specify the nature of these requirements. _____

7. Which of the following forms of recruit training are used in your department (please circle all relevant responses)?

a. Police academy

- 1 NO
- 2 YES

b. Formal field training program

- 1 NO
- 2 YES

c. Assignment to work with an experienced officer

- 1 NO
- 2 YES

d. Other forms of training

- 1 NO
- 2 YES

→ If yes, please specify these other forms:

8. Do the starting salaries for male and female police officers differ (please circle your response)?

- 1 Male officers' starting salaries are higher
- 2 Female officers' starting salaries are higher
- 3 Male and Female officers' starting salaries are equal

The next two questions concern initial assignment of new police officers.

9. What percentage of your new female officers are initially assigned to patrol?

_____ %

10. What percentage of your new male officers are initially assigned to patrol?

_____ %

For question number 11 we would like you to report numbers as of December 31, 1978. If your records for this date are unavailable, please refer to the closest available data and report that date below:

December 31, 1978 or

Month: _____

Day: _____

Year: _____

Whichever date you choose to report on will be referred to as your "reporting date" in the remainder of this questionnaire.

The next two questions are more detailed and may present difficulties for some departments. Please feel free to call collect the project director (Cynthia Sulton (202) 833-1460) if you wish assistance.

11a. This question asks you to report the numbers of sworn, full-time police officers at each of the following ranks as of your reporting date. Please report numbers separately by sex and for Whites and minorities (that is, Blacks, Spanish-Surname, Oriental, American Indian).

<u>No. of White Males</u>	<u>No. of Minority Males</u>	<u>Rank</u>	<u>No. of White Females</u>	<u>No. of Minority Females</u>
_____	_____	Recruit Officer	_____	_____
_____	_____	Probationary Officer	_____	_____
_____	_____	Patrol/Police Officer	_____	_____
_____	_____	Corporal	_____	_____
_____	_____	Sergeant	_____	_____
_____	_____	Lieutenant	_____	_____
_____	_____	Detective	_____	_____
_____	_____	Investigator	_____	_____
_____	_____	Inspector	_____	_____
_____	_____	Other (please specify)	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
=====	=====	<u>TOTALS</u>	=====	=====

11b. This question asks you to report the numbers of sworn, full-time police officers in each of the following assignments as of your reporting date. Please report numbers separately by sex and for Whites and minorities (that is, Blacks, Spanish-Surname, Oriental, American Indian and other non-Whites).

<u>No. of White Males</u>	<u>No. of Minority Males</u>	<u>Assignment</u>	<u>No. of White Females</u>	<u>No. of Minority Females</u>
_____	_____	Patrol	_____	_____
_____	_____	Staff planning	_____	_____
_____	_____	Tactical unit	_____	_____
_____	_____	Crimes against persons	_____	_____
_____	_____	Crimes against property	_____	_____
_____	_____	Traffic	_____	_____
_____	_____	Staff inspection	_____	_____
_____	_____	Vice	_____	_____
_____	_____	Internal affairs	_____	_____
_____	_____	Juvenile	_____	_____
_____	_____	Communications	_____	_____
_____	_____	Records	_____	_____
_____	_____	Personnel	_____	_____
_____	_____	Training or education	_____	_____
_____	_____	Narcotics	_____	_____
_____	_____	Canine	_____	_____
_____	_____	Jail	_____	_____
_____	_____	Other (please specify)	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
=====	=====	<u>TOTAL</u>	=====	=====

Is there anything else you would like to tell us about female police officers? If so, please use this space for that purpose.

Also, any comments you wish to make that you think may help us in future efforts to understand female police personnel issues will be appreciated, either here or in a separate letter.

Your contribution to this effort is very greatly appreciated. If you would like a summary of results, please print your name and address on the back of the return envelope (NOT on this questionnaire). We will see that you get it.

PoliceFoundation

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