GENDER INEQUALITY IN LAW ENFORCEMENT AND

MALES' ATTIDUES AND PERCEPTIONS

TOWARD WOMEN WORKING IN

LAW ENFORCEMENT

by

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ABSTRACT

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This study aims to identify and analyze the male officers' perception of female officers based on responses from a survey instrument. The data was obtained from a sample of male police officers employed by a police department located in Fort Worth, TX. The findings of the study have direct implications for criminal justice regarding the status of women in policing, future police training, and the attraction and recruitment for female officers.

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CHAPTER 1

INTRODUCTION

Although it is not uncommon for males and females to work together in

law enforcement, there is a dearth of women in law enforcement. While the

employment of women in the police force is gradually increasing, "women are

still underutilized by law enforcement agencies" (Natarajan, 1996). Is the scarcity

of women in the police profession a function of years of bias within this male

dominated profession? Or does this under-representation simply reveal a

conscious decision to avoid the profession altogether? Ironically, while

advancements have been made to eradicate barriers to employment, the literature

reveals that a woman's ability to excel in law enforcement is undermined by the

lack of a critical mass of female employees. Relatedly, another problem is directly

connected to gender bias women confront within a male dominated profession.

According to Berg and Budnick (1986):

> Women in policing have increased steadily in the past 15 to 20
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> years; however, the struggle by female police officers to be
>
> accepted in law enforcement parallels and, at the same time,
>
> represents an exacerbation of the difficulties experienced by
>
> women as they have made their way into the labor force in general.

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Despite laws forbidding discrimination, women in the workforce continue to be

discriminated against and under-represented (Blum, Fields, & Goodman, 1994).

Several researchers have concluded that, "[w]omen have gradually acculturated

into the police subculture while still experiencing varying degrees of sexual

discrimination, and harassment (Heidensohn, 1992; Gossett & Williams, 1998;

Martin, 1980; Martin, 1990; Morash and Green, 1986; Remmington, 1983).

Many departments, often under court order, have eliminated discriminatory

personnel policies, yet, "women working in law enforcement continue to face

myriad barriers to full occupation integration" (Martin, 1990). Police departments

have come under increasing pressure from community groups, professional

organizations, and their constituents to hire more female and minority officers

(Raganella & White, 2004).

As law enforcement is a male-dominated profession, gender stereotypes

and inferior attitudes about women by men hamstring the professions ability to

recruit and retain talented women. "As a whole, female officers have made very

slow progress toward full integration in policing due to barriers such as the

attitudes of male officers…" (Gossett & Williams, 1998).   Martin (1980)

conducted a seminal study of women in policing and found that occupational

culture had a decidedly masculine tone, with women who were able to break the

occupational threshold. Restated, while women in law enforcement must meet

the same physical, academic and standards as men, stereotyped expectations of behavior still exist. Research has suggested that policemen feel threatened and reduced in status due to the fact that women can do the same job that male officers have been doing for many years (Gossett & Williams, 1998). According to Hughes (1958), it demystifies the masculine persona associated with policing and indeed, with the primary male role of protector.

> Law enforcement has thus traditionally been regarded as a 'man's job,' and, while women have now been on patrol for three decades, many policemen still hold highly negative views of policewomen such as that they are physically incapable, insufficiently aggressive, too emotional, mentally weak, naïve, and incapable of gaining the respect of citizens (Balkin, 1988; Bell, 1982; Charles, 1982; Martin 1980 & 1990; Martin & Jurik, 1996; Palombo, 1992).

Interestingly, women have always had a lower occupational status than their male counterparts. In fact, the gap between the sexes varies across cultures and time (Sociology Index, 2002). "In more traditional societies, women still play a minor role in police work" (Natarajan, 1996). In 1980, the United Nations summed up the burden of this inequality: Women, who compromise half the world's population, do two-thirds of the world's work, earn one tenth of the world's income and one hundredth of the world's property. In Leviticus, God

told Moses that a man is worth 50 shekels and a woman is worth 30 (Sociology Index, 2002). Looking back in time, women were seen as inferior to men. Times have changed, but there are many individuals that still uphold such ignorance. As Margaret Mead has stated: "Men have always been afraid that women could get along without them."

Statement of the Research Problem

According to Title VII of the Civil Rights Act of 1964, women obtained the right to enter the market place in professions traditionally reserved for men. They have yet, however, to obtain and secure equal opportunities in the field of law enforcement. "While these changes in law and policy appeared to be advancements for women-and indeed provided them with 'paper equality'-in reality Title VII did not bring about much advancement for women or minorities in law enforcement" (Brown, 2000). Indeed, times have changed and there has been an increase of women in law enforcement; however, the percentage of women in law enforcement and career advancement has remained constant for nearly 60 years. Not until the 1960's, when legislation and judicial involvement began to support women's demands for equality, did their duties and responsibilities begin to expand. Since then, opportunities for women in policing have improved, but female police officers continue to progress slowly through the

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ranks (Martin, 1991). Progress has been extremely slow and research shows us that "the progress made by women in policing has come primarily through legal mandates rather than executive leadership within organizations" (Ramson, 1993). In a 1991 article, Martin revealed that while both court-ordered and voluntary affirmative action policies have had a significant impact on the hiring of female officers, they have not affected the promotion and advancement of women into the higher ranks of law enforcement.

Ostensibly, gender inequality is deeply ingrained in the police workplace and is based upon societal expectations and attitudes (Martin, 1991). An analysis of gender inequality in the workplace determined that women face major obstacles in male-dominated areas such as law enforcement (Martin, 1991). Similarly, Harry More (1992) concludes that the primary obstacle women must overcome concerns male officers' attitudes and to break the frequently invisible glass ceiling that limits employment opportunities.

Purpose of the Study

The purpose of the study is to identify and analyze male police officers' perception towards female police officers. In addition, this study aims to bring more attention to the under-representation of women in law enforcement.

Significance of the Study

The findings of this study will help explain the imbalance of employment between males and females in law enforcement and the cause of the lack of female opportunities. Furthermore, it will aim to identify and analyze male officers' perception of female officers. The study will bring more attention to the male police officers' attitudes towards women working in law enforcement and how their negative outlook may affect the lack of women choosing to enter the career field of law enforcement. Furthermore, the findings of this study are important to women entering law enforcement, administrators, and policy makers who are concerned about equal opportunities in the workplace.

Research Questions

The following research questions guided the study:

1. What factors contribute to the lack of women in law enforcement?

2. What barriers do women face when entering the career field of law enforcement?

3. What does the opposite sex presume about women choosing law enforcement as their professional career?

4. Does discrimination still exist in the workforce for women pursuing a career in law enforcement?

5. What factors contribute to lack of advancement opportunities for women in law enforcement?

Definitions

For purposes of the study, I have defined several terms. The meanings of these terms are derived from general sources. **Gender**: Gender used to be a grammatical term and normally refers to nouns, not people. However, theorists began to differentiate gender from sex. In the context of this paper, gender is referring to biological difference between men and women. In addition, gender will also be referred to as an organizing principle of society resulting from socially prescribed norms that emerge from everyday social interactions. **Inequality**: Inequality pertains to unfair means of allocations of opportunities and constraints for men and women in all spheres. **Attitude**: Attitude refers to manner, disposition, feeling, and/or position with regard to a person or thing. **Perception**: An attitude, understanding or result, based on what is thought, observed, or acquired about a minority member and/or the surrounding environment or situation a minority is in.

Plan of Presentation

Chapter two of this study presents a review of the literature separated into nine subsections beginning with the historical overview of women in law enforcement. To understand the lack of women in law enforcement, it is better to understand the overall police subculture. The status of women in

policing is also important when explaining why there is a lack of women in law enforcement. Women enter law enforcement at huge disadvantage, simply because of their gender. And with negative attitudes from her counterparts, come an overwhelming number of barriers that she must deal with on a daily basis.

Chapter 3 focuses on the methodology of the study while Chapter four discusses the findings that were derived from the methodology. Chapter five offers discussion and conclusions about the overall findings and provides implications for criminal justice as well as police institutions.

CHAPTER 2

LITERATURE REVIEW

Historical Overview of Women in Policing

Women have a long history in police departments. The history of women

in policing is similar to women's history in general: first in a publicly accepted

female role and eventually into a unisex role. Women in policing emerged in

specialized role positions based on gender but replaced this ideal with demands

for equality and participation in uniform patrol. The roots of women in policing

can be traced by their earlier approaches to addressing society's troubles. Their

introduction into the occupation was one of the earliest significant modifications

to policing. They filled a special role in many agencies early in the 20th century

and were eventually hired for their distinctive skills in mediating problems

associated with women and children (Joseph, 2003; Parsons, 2001).

Throughout the history of policing, the number of women employed as

either sworn officers or civilians has been low. Women have performed various

policing duties in the United States since the mid 1800's. Three of the earliest

policewomen were Marie Owens, the widow of a Chicago Police Officer,

appointed as a patrolwoman by the mayor in 1893; Lola Baldwin, hired as a

safety worker in Portland, Oregon, as part of the Lewis and Clark Expedition; and

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Alice Stebbins Wells, appointed in 1910 as a policewoman in Los Angeles, California. In the 1820's, Philadelphia's Quaker women entered the penal institutions and volunteered their services to provide religious training and to protect incarcerated women and juveniles. Their countless hours of service progressed into a new profession for women – prison matron. In 1845, six women were hired by New York City officials to work in the two jails, after creation of prison matrons. These matrons were socially prominent, educated, upper-middle class women who were strictly devoted to helping mankind. By the 1880's, the Women's Christian Temperance Union (WTCU) campaigned for more social and moral reforms and as a result another profession for women surfaced – police matron. By 1890, there were 36 cities with matrons, however, prior to the emergence of police matrons, the city of New York objected to matrons asserting that they were unnecessary (Joseph, 2003). However, social feminists argued that:

> Women had unique feminine virtues and were armed with belief in inherent differences between the sexes, [they] sought to establish all female institutions, prisons uncontaminated by male influence, in which criminal women would receive sympathetic care from members of their own sex (Joseph, 2003).

It was not until 1891 that New York hired police matrons. Matron's duties and

responsibilities are what shaped and defined the way women entered policing. It was the concerns by women about women that pushed the matron role, and eventually women in policing. It was not a movement that city officials or policewomen were enthusiastic about (Balkin, 1988 & Joseph, 2003).

After 1930, the progression of women entering policing slowed considerably as the crime control model of police work was embraced. The first major breakthrough for women in policing came in 1968, when Indianapolis became the first city to assign women to routine patrol. Shortly, the modern era of women in American policing began. Legislation, Supreme Court decisions, lawsuits, executive orders, and research on female officers contributed to the influx of women during the 1970's. The 1972 Equal Employment Opportunity Act and the 1973 Crime Control Act were the first two major pieces of federal legislation that required agencies to reconsider their transparent discrimination against women. As a result, the Crime Control Act prohibited discrimination against women in agencies receiving federal funding. Another important evolution occurred in 1972, when the Pennsylvania State Police became the first state police agency to hire women for police duties. However, women still faced numerous obstacles and barriers in every police department. Women police officers were frequently subjected to abuse and disrespect that included harassment, discrimination, and isolation. They were forced to wear uniforms

designed for males, and they did not have separate facilities. During the 1980's

and 1990's, women continued to face resistance and file lawsuits against

discriminatory agencies. Although an emergence of women in policing had

finally arrived, women now had a much bigger problem to overcome (Balkin,

1988; Joseph, 2003).

In spite of limitations placed on most women in policing during the early

part of the 20th century, some were granted broad police powers that included

patrol duties and detective work. For most of the 20th century, the roles of women

in policing remain unchanged. Today, women in policing continue to face

hostility and harassment; they are underrepresented, and only a few have

advanced to command and supervisory positions. Historically, police

departments have attempted to upgrade the quality of their personnel and the

manner in which officers reach decisions as a means to control the darker side of

officer behavior and to improve the delivery of services. Political and

administrative pressures have been responsible for some changes. The public also

wants to exert some control over the inception, development, and philosophies of

police departments (Balkin,1988; Joseph 2003).

Police Personality

To understand the police personality it is necessary to explain the underlying role of the police in today's society. There has been much debate about the actual role of the police, however, most agree that the police have multiple functions, which brings the author to the point that the police personality is derived from the many functions a police officer has on a daily basis. "Typically, the police personality is thought to be a combination of characteristics and behaviors which have been commonly used to stereotype police officers" (Berg and Budnick, 1986). In addition, it is not uncommon for police officers to have a "we" and "they" dichotomy. With their multiple functions, who can blame them for having a unique personality of their own?

According to Edward B. Taylor:

> Culture…is that complex whole which includes knowledge, belief, art, morals, law, custom, and any other capabilities and habits acquired by man as a member of society.

However, the police form a distinctive subculture of their own. They are able to form such an exclusive subculture "because of characteristics of their particular vocation: law enforcement" (Thibault, Lynch & McBride, 2004). A subculture is "a group that shares in the overall culture of the society but also has its own distinctive values, norms, and lifestyle" (Thibault, Lynch & McBride, 2004). The

police have their set of norms that include but are not limited to secrecy,

solidarity, and social isolation. Secrecy is a major lifestyle commitment many

police officers embrace. Because their work life is so complicated, the lives of

their family and friends are sometimes at risk. Police officers are often put into

dangerous situations, and secrecy is one of many characteristics that set them

apart from the rest of the general population. "The officer is part of a police

family. The children are police children. The spouse is a police wife or a police

husband. The operating norm is "You are never alone" (Thiabult, Lynch &

McBride, 2004). Reiser stresses the cost of this group support as a "loss of

autonomy in the areas of values and attitudes"(1974). It seems that group values

become shared while there is a great deal of rationalization created to support

conformity to the police group (Thibault, Lynch & McBride, 2004). Police are

indeed isolated from the rest of society. The literature suggests that the

perception of a hostile public is part of what makes police officers feel alone.

Whether intentional or not, social isolation derives from their status as police

officers. Although many police officers are unaware of the culture norms that

may affect their daily lives, they must take into account the role of secrecy, the

norms of police unity and loyalty, and the perception of danger and suspicion that

encompasses this subculture (Thibault, Lynch & McBride, 2004). It remains

questionable whether one enters policing already in possession of the police

personality, or if one adapts to the police subculture by fostering this stereotypic persona (Berg & Budnick, 1986).

Status of Women in Policing

Policing has always been viewed as an occupation reserved for men. Although women are still underutilized by law enforcement agencies, their status in the police force has been gradually increasing mainly because women officers have demonstrated their capability in performing various police tasks (Natarjan, 1996). Opportunities for women in policing are now expanding, however, the percentage of women in policing compared to their male counterparts is still relatively low. It seems as if with the rapid advancement of society and the continuous rise in crime rates against women, there would be a far greater number of women choosing to pursue a career in law enforcement. However, women are slowly and steadily approaching this male-dominated field out of necessity and widening scope (Krishnamurthi, 1996).

The National Center for Women & Policing reported that in 2001, women accounted for only 12.7% of all sworn law enforcement positions in large agencies and 8.1% in small and rural agencies. In 2000 and 2001, the
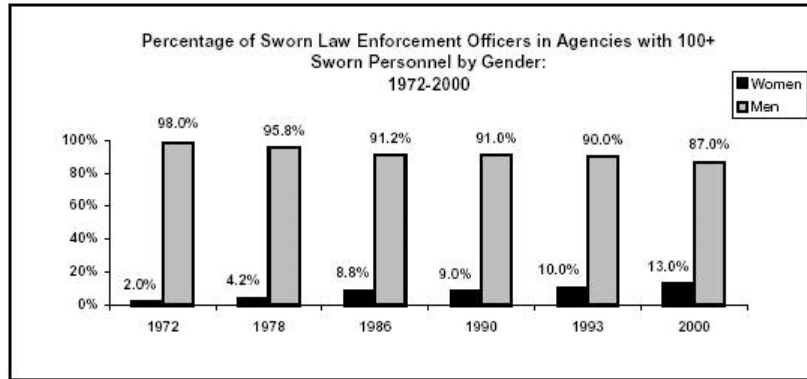
Figure 2.1 Percentage of Sworn Law Enforcement Officers

representation of women in large police agencies actually declined from 14.3% in 1999 and 13.0% to 12.7% in 2001. Graph 1 illustrates this disparity and shows "At the present rate, women will not achieve equality in large police agencies for several generations, if at all" (National Center for Women & Policing, 2004). In addition, within large police agencies, sworn women currently hold only 7.3% of all Top Command positions, 4.6% of all Supervisory positions, and 13.5% of Line Operations positions. In small and rural agencies, the percentages are even lower. Graph 2 illustrates the low percentage of women in higher rank positions as compared to their male counterparts.

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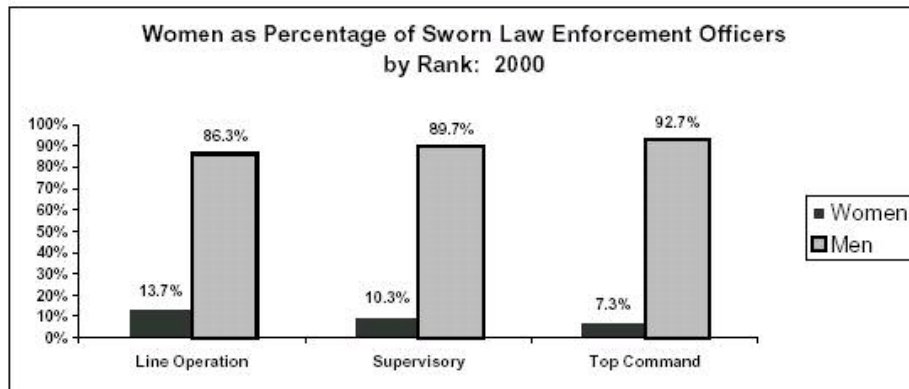
Figure 2.2 Women as Percentage of Sworn Law Enforcement Officers

Overall, with the steady, yet slow increase of women integrating into policing, women will continue to represent a small portion of employed police officers. The continued under-representation of women in policing is becoming a significant issue in law enforcement today. According to the National Center for Women & Policing (2001):

> Clearly, the grave disparity between the numbers of men and women involved in policing adversely impacts the culture, operations, and efficacy of law enforcement agencies throughout the country. Given the many difficult challenges facing modern police agencies, the imperative to hire more women has never been more urgent.

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Gender Inequality / Gender Issues in the Workplace

According to Xiaojun Wang, gender inequality is a universal problem. It has always been a major concern and problem in the United States. More specifically, inequality in employment is a major issue today than ever before. Women are more likely to face inequality in the work force than men are. Prior to 1970, approximately two out of every five female workers were employed in ten occupations that society traditionally labeled for women (Chavis, 2001). According to Kolde (1985) the number one occupation for women was secretary, followed by bookkeeper, salesclerk, cashier, waitress, registered nurse, teacher (elementary), domestic worker, typist, and nurse's aide. However, the list begins to slightly change around the mid 1980's. Women began to move into a broader range of non-traditional jobs and began to increase their opportunities for advancement and higher income. Occupations considered non-traditional for women were law, medicine, dentistry, engineering, accounting, insurance, brokering, underwriting, sales in manufacturing industries, and law enforcement (Kolde, 1985).

Research shows that occupational norms have been linked to work segregation by sex (Coser & Rockoff 1971). In other words, men and women are different and should be doing different things. Those who display such

stereotypical behavior are the individuals that violate norms of occupational segregation, thus reinforcing sex-role typecasting in the workplace. Early studies and literature reveal that women who have entered a variety of traditional male occupations have faced discriminatory hiring assignments and practices, opposition from co-workers, and inadequate on the job training.

"Despite the significant changes that are occurring in our society, gender-related norms maintain their dominance" (Pogrebin, 1986). Henly and Freedman (1979) feel that the workplace is where women are constantly reminded of the stereotypes that exist in the workforce. Yet, we live in a male dominated world where women are constantly proving their capabilities and valuable contributions to men and their male co-workers. Women continue to strive towards egalitarianism in the workplace. "Of all the male dominated occupations, police work ranks among the highest for the public's perception of gender related tasks" (Pogrebin, 1986). Restated, policing is heavily influenced by gender (Acker, 1990).

Another factor that attributes to the gender issue is occupational behavior. According to Martin (1993), occupational behavior is guided by socially prescribed norms guiding the ways people "do" or enacts gender within the context of larger social structures. "Gender is not a fixed attribute of individuals but emerges or is enacted in interactions" (Martin & Jurik, 1996). Therefore, the

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way men display their masculine behavior and women show feminine behavior emerges through everyday social interactions, which brings about the norms of gender in the workplace (Martin, 1993). "Because the norms and expectations of 'appropriate' behavior, women entering these occupations encounter dilemmas on the job" (Martin, 1993). They either accept the overall personality of the police subculture or choose not to pursue a career in law enforcement. Those who do choose to accept their assigned attributes must then decide when and how to "act like a cop", yet still "act like a lady" on the job (Martin, 1993)

For women officers, inequality is also attained at the training academy level. Men are required to have a higher plateau of fitness and strength than women which in return give men a reason to label women as passive, weak, and unable to handle themselves in demanding physical situations (Charles, 1982; Leger, 1997). Leger (1997) notes that when expectations are altered because of gender, it encourages women to "adapt to the job by being "different" rather than relying on solidarity". These reasons alone undermine the little confidence that male officers have toward their female officers and it also creates division between the sexes (Leger, 1997). Also, police academies fail to place emphasis on interpersonal skills that are essential to police work. These skills are typically detected in men than they are in women and failure to adequately implement these skills into police training "robs women of a work-related quality in which they are

likely to predominate" (Leger, 1997). As a result, a female rookie enters a male profession on male terms without recognition of the strengths she brings to the job (Leger 1997; Martin, 1993).

While women have made enormous progress in their representation in the labor force, increasing nearly 200 percent since 1900, they remain in less powerful occupational positions that are often boring, low paying and with very little advancement for promotions (Smith, 2003). According to the law, the United States police departments must hire people without regard to race or gender. "Policing has been described as one of the most 'gendered' professions in the United States, a male bastion where the percentage of female employees is far below that of general labor force" (Sass, 1999). Policewomen remain a marginalized unaccepted minority (Heidensohn, 1992). Gender integration and the opportunity for women to participate in forming police policy have been strongly resisted. Departmental policies and informal practices gender police work in ways that disadvantage women officers. These processes begin with the recruitment and selection, are reinforced through training and assignments, and permeate encounters with citizens. Although departments have opened doors to the station house, they have resisted changes to ease women's integration (Martin, 1996).

Barriers

The countless number of barriers that women face upon entering law enforcement is astounding.

> The barriers to women in policing emanate from the structural characteristic of the occupation and the work organization, and the ways that cultural mandates and behavioral norms related to gender shape interpersonal interaction in specific occupational contexts (Martin, 1993).

Women enter law enforcement at a disadvantage, simply because of their biological makeup. The behavioral norms of the police culture are what set the tone for the negative integration of women in law enforcement. Not only must women deal with the everyday stressors of being a police officer; they must also cope with a vast amount of dilemmas and barriers. A woman's vulnerabilities are increased as she enters policing. The list of barriers ranges from discrimination, sexual harassment, and most importantly, the male's attitude. Since women are entering a male-dominated field, discrimination and sexual harassment are bound to happen due to the overwhelming population of men as compared to the number of women in law enforcement. According to research, the number one barrier that women face, is the attitude of her male co-workers. "The necessity of adapting to the unique subculture of the police is a common experience for all new officers,

but female officers face different expectations and thus additional barriers in making this adaptation (Gosset & Williams, 1998; Martin, 1980).

Discrimination

The primary focus of attention in sex discrimination litigation has been on the Title VII of the Civil Rights Act of 1964 (Potts, 1983). This particular act prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin. However, it does not actually define or paint a clear picture of the definition of discrimination. "In terms of sex discrimination the intention of the Title VII has been said to be to strike at the entire spectrum of men and women resulting from sexual stereotypes" (Potts, 1983). This means in order to ban all women from a position, an employer must be able to prove that all women are incapable of performing the job in question. Criminal justice provides a straightforward opportunity to evaluate whether the government treats people differently because of physical characteristics and whether the Supreme Court has taken the authority to prohibit such discrimination and inequality that clash with our constitutional rights (Smith, 2003). Women activists were distraught, but the Supreme Court initiated the Equal Protection Clause. Prior to the 1970's, the Supreme Court declined to expand the coverage of the Equal Protection Clause to include gender discrimination, but times have changed dramatically. Although

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gender discrimination is against the law, it is still a major concern in the workplace (Smith, 2003).

According to Carmen and Greene (2002) "discrimination and sexual harassment are pervasive in police departments and that supervisors and commanders not only tolerate such practices by others, but also are frequently perpetrators themselves." In Los Angeles, male officers formed a clandestine organization within the LAPD called "Men Against Women" whose purpose is to wage an orchestrated campaign of ritual harassment, intimidation and criminal activity against women officers – just one example of the kind of organized harassment women experience in law enforcement (Equality Denied, 1998). A large number of women across the country have been driven from their jobs in law enforcement due to unpunished, unchecked and unrelenting abuse. "Once on the job women are frequently intimidated, harassed, and maliciously thwarted, especially when they move up the ranks" (Carmen & Green, 2002).

It comes to no surprise that female officers experience both gender and racial discrimination (Martin, 1991; Haarr, 1997; Carmen & Greene, 2002). Martin (1994) found that both black and white women reported discrimination based on either race or sex and most of the female officers believed that they were victims of discrimination. In a study conducted by Gossett (1989) 17 out of 27 women reported that they felt they were discriminated against, and those who

reported that they did not feel discriminated against, knew of other female officers who had experienced discrimination. In addition one of the female officers stated:

> It is not the overt discrimination of the past. It is not the department hiring you and saying you are going to be put in juvenile or the only thing you can investigate is sexual assaults because that is where you can do that better than a male officer.

Another female officer characterized today's discrimination as:

> It is not blatant. It is not something that occurs on a daily or routine basis. It will be something along the line of even though we have an outline system for transfers, someone will get a position in what we deem the *good ole boy system*.

Because of the legal injunctions and threat of lawsuits, police departments are prohibited from engaging in discrimination, however, non-blatant discrimination is often the core of why women feel that they have been discriminated against.

Although recent literature and research has shown progress, female officers perceive discrimination in law enforcement today. Women still face acts of discrimination when applying for jobs that are considered a male-dominated line of work. Although women have increased their presence in law enforcement, they have yet to find total acceptance in such a male-dominated field.

Sexual Harassment

An accurate definition of what accounts for sexual harassment is often debatable. In this paper, according to the Equal Employment Opportunity Commission (EEOC), sexual harassment includes:

> Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

As more women continue to enter the field of law enforcement, sexual harassment is occurring frequently but not visibly. In a recent nationwide survey of major companies, 90 percent of female employees complained of sexual harassment, which involved a substantial number of women reporting unwanted attention from their male co-workers (More, 1992). Therefore, it comes to no surprise that these women felt most vulnerable in working environments dominated by me (More, 1992)

Although women are steadily entering the career field of law enforcement there are still instances of sexual harassment. Law enforcement agencies have tolerated workplace environments that are openly hostile and discriminatory

towards female employees, forcing women to bring successful lawsuits against their agencies. The ongoing serious under representation of women in policing leads to greater numbers of incidents of sexual harassment and discrimination. Increasing the number of women, treating women equally on the job and holding women to fair hiring and promotion practices will reduce the enormous costs resulting from widespread lawsuits (Martin and Levince, 1991).

According to a survey conducted by Morash and Haar (1995), the most common form of sexual harassment is offensive behaviors directed at women, which are often misinterpreted as flattering by the male officers and/or supervisors. Morash and Haar (1995) stated that "[m]uch of this behavior would be appropriate in a dating or meeting setting where people flirt, but simply isn't appropriate in a work setting." In other career fields, women experience harassment by an authoritative figure, which causes additional problems because this means the woman cannot complain due to the fear of losing her job (Morash & Haar, 1995). However, in law enforcement, "harassment by co-workers can be almost as hard to deal with since officers all rely on each other socially, need each other for emotional support, and deal with life and death situations where they must trust and depend on each other" (Morash & Haar, 1995). Listed below are several myths about sexual harassment and are often the realities women experiences from their male counterparts in the field of law enforcement

Myth 1: So-called sexual harassment is natural, normal behavior. People should feel complimented that they are considered desirable and attractive.

Myth 2: Women should be held responsible for being sexually harassed because of their provocative dress, speech, and behavior.

Myth 3: If one employee asks another employee for a date, this may be ground for sexual harassment.

Myth 4: Women who enter a field that is dominated by men should expect to tolerate rough language, dirty jokes, and hazing. The women are not being treated any differently than the men treat each other (More, 1992).

Police agencies should implement and develop precise polices and procedures as to what constitute as sexual harassment. "It is imperative that the policy prohibits the offensive conduct and provides for remedial and punitive measures" (Bell,1982).

Males' Attitudes

Women who have entered this male-dominated occupational field have felt the impact of the police culture. They are subjected to discrimination and ridicule that makes it even more difficult to integrate into law enforcement. (More, 1992) For example, in patrol duties, there exists the potential for violence and this factor alone helps explain the "police personality" and culture that has

developed in police agencies. When women enter policing they pose a much bigger threat because of their gender. They disrupt the personality characteristics and culture that has long been established before women even entered the field of policing (Leger, 1997).

In addition to the barriers that women face in working in law enforcement, the attitudes of their male counterparts play a huge part in the role of women in law enforcement. The greater resistance to female officers usually comes from their male colleagues (Weisheit, 1987). For those who have not chosen to pursue a career in law enforcement, the attitudes of males can easily deter them from doing so. Furthermore, for women who have chosen to pursue law enforcement as their professional career often deals with the negative attitudes of their male co-workers and/or males in general. Women tend to experience hostility and isolation from her male co-workers (Wexler and Logan, 1983). Thus, "the literature suggests that the greatest barriers to utilizing women in police patrol positions are not from the performance of the women themselves but from resistance of their male counterparts" (Weisheit, 1986). Martin (1993) believes that the majority of men's reluctance to accept women positively in law enforcement emphasizes the question of their physical safety and their lack of experience and inability to deal with potentially dangerous situations. "Men feel that women on patrol imply either that the men's unique assets, their physical

superiority, is irrelevant or that the man working with a woman officer will be at a disadvantage he would not face in a physical confrontation working with a male partner" (Martin, 1993).

While the literature has suggested that male officers are concerned about safety, some researchers have asserted that male officers are uneager to accept women officers because of the masculine-oriented police subculture (Gossett & Williams, 1998; Morash and Haar, 1995). Male officers "feel reduced in status because if a woman can do the same job that male officers have been doing for many years, that takes away from their social status and standing in society" (Gossett & Williams, 1998).

Martin (1993) notes an underlying reason as to why men are opposed to women entering policing:

> Women threaten to disrupt the division of labor, the work norms, the work
> group's solidarity, the insecure occupational status and public image, and
> the sexist ideology that undergrads the men's definition of the work as
> "men's work" and their identity as masculine men (Martin, 1993)

In other words, men's opposition to women in policing also reflects a "deeper concern about who has a right to manage law and order" (Heidensohn, 1992). According to Heidensohn (1992), the view that "men own order and have sole rights to preserve it is the real but unstated issue underlying their assertions that

women are unsuitable officers and will destroy men's solidarity." Being defended by a woman not only takes away from his manhood but also questions his manhood (Martin, 1993). Male officers feel that their masculinity is tested when "forced" to share power and dominance, especially with a female officer (Leger, 1997). Masculinity has commonly been associated with dominance over females and "the conventional police attitude about the 'inherently' masculine makeup of law enforcement makes the prospect of a female coworker as a recognized equal very offensive" (Leger, 1997; Lord, 1986).

Whatever the male officers' reason may be for not accepting women officers, many reveal their dissonance in different, but yet, unacceptable ways. On one hand, some refuse to talk to women officers and often use isolation to make them feel unwanted. Some even go to the extent to intimidate female officers by making rude remarks and engaging in ridicule, derogatory comments, and offensive language (Gosset & Williams, 1998; Jacobs, 1987). In addition to negative attitudes from their male co-workers, some research has suggested that female officers have received inadequate training before and after entering policing (Gosset & Williams, 1998). "Female officers have sometimes found that they did not receive enough assertiveness and decision-making training in the police academy (Gosset & Williams, 1998; Wexler & Logan, 1983). As a way to protect females, some training academies did not expect female recruits to meet

the same standards as the male recruits (Gosset & Williams, 1998). Pike (1985) found that training films used in the police academies portrayed women either provocatively dressed or completely nude, and as a result, the male officers often made negative comments and ridiculed female officers directly in their presence.

Summary

Defeminization of women is a perpetual issue that remains constant in law enforcement. The literature has suggested that careers for women are perceived as secondary. Prior research has shown that women play a secondary role to men, both on an economic and occupational basis (Pogrebin, 1986). "Women in the workplace have had to struggle against what seems like insurmountable odds in order to gain acceptance as valued persons in our competitive job market" (Pogrebin, 1986). Although gender inequality is frequently overlooked, it still persists in American society, especially in the career field of law enforcement.

Women have a choice whether to accept traditional roles in policing or simply to break away from that mentality and make the police subculture their own. Those who choose to accept those traditional roles pose no threat to male officers; however, by accepting female law enforcement roles, women are limiting their careers and virtually ruling out the likelihood of either patrol, or later, a command position (Berg & Budnick, 1986). This type of inequality is

becoming pervasive and is adding to the lack of women choosing not to pursue a career in law enforcement.

The many barriers that women face limit their capabilities and increase their vulnerabilities. Women enter law enforcement at a disadvantage, simply because of their gender. As law enforcement agencies continue to attract and retain female officers, additional research on gender is required to help shape and focus on effective recruitment strategies and eliminate discriminatory practices and sexual harassment. Some male officers will forever have a disapproving attitude towards women working in law enforcement. Whatever there reasons may be, their negatives views and perceptions should be regarded as an important issue that must be strictly maintained and controlled by policy makers, administrators, and by anyone else who cares about gender inequality in law enforcement.

Research has shown that the male's attitudes towards women working in law enforcement is one of many barriers that women face, and possibly the most important barrier; which leaves the author to ask the question, does the male's attitude contribute to the lack of women in law enforcement? "Policemen's attitudes towards policewomen are well documented and uniformly negative" (Balkin, 1986). With the lack of recent literature, prior research may reveal that the males' negative attitudes toward their female counterparts may be linked to

gender inequality in law enforcement. "Towards the end, a reevaluation of how

female officers are perceived by law enforcement agencies, as well as how

defeminization manifests itself must be seriously considered" (Berg and Budnick,

1986).

CHAPTER 3

METHODOLOGY

To identify and analyze male officer's perception of female officers, the author selected male police officers of Fort Worth Police Department for the purposes of the study. Fort Worth Police Department was selected because of its voluntary participation and the participants were readily available to the researcher. Chapter 3 will focus on the methodology of the study in greater detail.

Study Site

The City of Fort Worth, Texas is located within North Central Texas and has approximately 618,822 residents and 313.056 square miles. Fort Worth is the 19th largest city in the United States and has grown enormously. In addition to the ever-growing population, the Fort Worth Police Department is flourishing rapidly as well. By the end of 1993, community policing became a major aspect of the Fort Worth Police Department and crime began to decrease by 24%, and the city went from 5th to 12th place in comparison of crime rates among selected larger cities.

Demographics

The Fort Worth Police Department serves a city whose population in 2000 was estimated at 534,694, 45.8% white, 20% black, 29.8 Hispanic, and 4.4% other ethnicities. The City of Fort Worth (2000) showed the gender demographic to be 263,720 males and 270,974 females. There were 134,604 residents age 20 and older, with the median age of 30. The median household income was $30,967 and 13.4% lived below the poverty level.

And based upon a 2004 Fort Worth Report, the Fort Worth Police Department was comprised of 1341 sworn officers. Of these 1341, sixteen percent (16%) were women whereas, eighty four percent (84%) were men.

Sample

A non-probability convenience sample was selected as the most appropriate method to utilize because the participants were easily and readily available to the researcher. A non-probability sample was also most appropriate in this case because of the study being open to certain members of a population. The sample size consisted of 100 male sworn police officers that met the selection criteria. To receive an adequate number of subjects, an experimenter needs as many subjects as are necessary to provide a relatively sensitive test of the research hypothesis (Keppel, Saufley, and Tokunaga, 1992).

Survey Instrument

The purpose of survey research methods is to obtain information directly from a group of people regarding their thoughts, opinions, beliefs, and attitudes, and using this information to represent or estimate the views and beliefs of some larger population (Keppel, Saufley, and Tokunaga, 1992). The survey instrument was designed using ordinal and nominal designed statements/questions. There were a total of 16 statements/questions aimed at measuring the pattern of response among participants. The author designed the ten ordinal statements to measure their attitude toward women working in law enforcement. The nominal statements were derived from the absence of information from the academic literature focusing more on what is truly lacking from prior research. The six nominal (demographics) questions were formatted to gain a better sense of the targeted population. Demographical data on the participants consisted of gender, race, age, number of years in law enforcement, highest level of education, and marital status. A copy of the survey instrument is located in the appendix.

To ensure reliability and validity, the survey instrument was reviewed and approved by the Institutional Review Board (IRB). In addition, the IRB required that all participants sign and adhere to the Subject Consent form. The Subject Consent form was necessary to explain the study to the participants, ensure confidentiality, and provide contact information for various reasons. Data

variables were measured at the nominal and ordinal level of measurement and the percentages were coded using the Statistical Package for Social Sciences (SPSS).

In this particular study, t-test tabulations were performed because it was most appropriate because of controlled variables, the use of ordinal data, and note differences were visible. In addition, a t-test allows significant statistical manipulation. There were a total of two t-tests that included the comparisons between the ages of eighteen (18) and thirty four (34) (Group 1) and the ages of thirty five (35) and older (Group 2); and between those who were single compared to those who were married or had been married. In Chapter 4, the results from the use of the t-test will be revealed and explained in greater detail.

Administering the Survey Instrument

The total number of participants was one hundred (100) out of a possible one hundred and eight (108) that met the selection criteria. Of those one hundred (100) participants, forty-eight (48) were approached by the researcher and presented with both a verbal and written explanation for the study. Participants were allowed to complete the survey privately and were instructed to return their results to the researcher. All forty-eight (48) subjects voluntarily completed and returned the survey while the researcher maintained confidentiality. To receive an adequate number of surveys, the researcher mailed sixty (60) additional surveys

along with a written explanation of the study and directions for returning the survey. Of those sixty (60), fifty two (52) participants successfully returned their surveys to the researcher via airmail, while confidentiality was still maintained.

Limitations of the Study

Although the author did receive a sample size of one hundred (100) participants, drawing meaningful conclusions were very limited. The study was designed to measure male police officers perceptions, which is not an accurate and true representative of police officer's perceptions worldwide. Also, females are under-represented in the study. Their perceptions about how their male counterparts perceive their status are non-existent in the study.

Finally, the participants were only allowed to answer nominal and ordinal questions. Their feedback, comments, and follow-up questions were not permitted, which created difficulty in drawing meaningful conclusions from the participant's results.

Research Design Methodology

A quantitative empirical approach was chosen for the study because it provided a numerical measurement and reliable statistical predictably of the results to the total target population. The purpose of quantitative research is to

randomly sample a population of interest. A non-probability was more

appropriate because it is inexpensive, convenient, and the only available

population; however, its disadvantages are that it may involve bias and

unrepresentativeness and unable to estimate sampling error.

CHAPTER 4

FINDINGS

The purpose of this study was to identify and analyze the male officers' perceptions toward female officers. As noted earlier, Chapter 4 will discuss the findings and statistical significance between age and marital status. Included in this particular chapter, are the male officers' demographics with more emphasis on age and marital status. The author chose to analyze the officers' perception in relation to their age and marital status to discover whether or not those particular variables were significant while examining the male officer's attitudes toward female officers.

The survey instrument was used to analyze the male officer's perception towards their female counterparts. Tables are included to show the comparison between the two age groups, and those who are married compared to those who are not, while analyzing the male officers' responses to the survey instrument. The statistical and significant evidence will provide implications for criminal justice as well as police institutions worldwide.

The findings of the study are derived from male officers who were employed at the Fort Worth Police Department. Although, demographics are available, the respondents' names were not provided due to confidentiality.

Table 4.1 A Complete Demographical Summary

DEMOGRAPHICS	FREQUENCY (N)	PERCENTAGES
RACIAL BACKGROUND		
WHITE	68	70.8
AFRICAN AMERICAN	9	9.4
HISPANIC/LATIN AMERICAN	14	14.6
MIDDLE EASTERN	1	1.0
NATIVE AMERICAN	2	2.1
OTHER	2	2.1
AGE		
18-24	10	10.3
25-34	33	34.0
35-50	47	48.5
51 OR OLDER	7	7.2
COLLEGE LEVEL		
NONE	3	3.1
SOME COLLEGE	55	56.7
BACHELORS	31	32.0
MASTERS	7	7.2
OTHER	1	1.0
LAW ENFORCEMENT EXPERIENCE		
LESS THAN 1 YEAR	22	22.7
1-5 YEARS	16	16.5
5-10 YEARS	15	15.5
MORE THAN 10 YEARS	44	45.4
MARITAL STATUS		
SINGLE	17	17.5
MARRIED	70	72.2
DIVORCED	9	9.3
WIDOWED	1	1.0

The demographic items obtained in the survey revealed that the majority of

respondents were white (70.8%), between the ages of thirty five and fifty (48.5%),

had some college (56.7%), more than ten years of law enforcement (45.4%), and

were married (72.2%).

Table 4.2 A Comparison of Two Age Groups Utilizing a
One-Sample T-test

	MEAN FOR AGES 18-34 (GROUP 1)	**MEAN FOR AGES 35 AND OLDER (GROUP 2)**	**P-VALUE**
I BELIEVE THAT LAW ENFORCEMENT SHOULD BE A MALE DOMINATED FIELD.	3.49	3.96	.013 *
I BELIEVE THAT MEN CAN DO A BETTER JOB THAN WOMEN WHEN IT COMES TO WORKING IN LAW ENFORCEMENT.	3.49	3.94	.006 **
I BELIEVE THAT MEN ARE BETTER EQUIPPED TO HANDLE VIOLENT SITUATIONS THAN WOMEN.	2.44	2.98	.006 **
I WOULD RATHER HAVE A MALE OFFICER AS A PARTNER RATHER THAN A FEMALE OFFICER/	3.30	3.72	.035 *
I BELIEVE THAT WOMEN ARE PHYSICALLY INCAPABLE OF HANDLING PHYSICALLY DEMANDING SITUATIONS.	3.91	3.87	.766
I FEEL MORE COMFORTABLE WORKING WITH A MALE OFFICER RATHER THAN A FEMALE OFFICER.	3.26	3.65	.045 *

Table 4.2 - Continued

I BELIEVE THAT MY FELLOW FEMALE CO-WORKERS ARE PROPERLY TRAINED TO HANDLE THEIRSELVES IN DANGEROUS SITUATIONS.	2.02	2.54	.012 *
I BELIEVE THAT WOMEN SHOULD NOT CHOOSE LAW ENFORCEMENT AS THEIR PROFESSIONAL CARRER.	4.23	4.31	.982
I BELIEVE THAT WOMEN ARE MENTALLY INCAPABLE OF WORKING IN LAW ENFORCEMENT.	4.72	4.72	.982
I FEEL MORE COMFORTABLE HAVING A MALE AS A SUPERVISOR RATHER THAN A FEMALE.	3.70	4.04	.049 *

 * Significant at the .05 level
** Significant at the .01 level

The p-value's from table 4.2 revealed that it is evident that age does matter when

it comes to the male's perception of women working in law enforcement,

therefore, most of the statements were statistically significant. The t-test noted

differences of opinions among the officers, which concluded that age is

statistically significant when it comes to certain statements that are generally

aimed at a woman's ability to handle law enforcement as their professional career.

Table 2.1 illustrates that the male officer's age indirectly affects how they

perceive female officers.

Table 4.3 A Comparison of Marital Status Utilizing a One-Sample
T-test

	MEAN FOR SINGLE OFFICERS	MEAN FOR MARRIED OFFICERS	P-VALUE
I BELIEVE THAT LAW ENFORCEMENT SHOULD BE A MALE DOMINATED FIELD.	4.00	3.70	.059
I BELIEVE THAT MEN CAN DO A BETTER JOB THAN WOMEN WHEN IT COMES TO WORKING IN LAW ENFORCEMENT.	3.65	2.79	.109
I BELIEVE THAT MEN ARE BETTER EQUIPPED TO HANDLE VIOLENT SITUATIONS THAN WOMEN.	2.53	3.88	.572
I WOULD RATHER HAVE A MALE OFFICER AS A PARTNER RATHER THAN A FEMALE OFFICER.	3.44	3.51	.184
I BELIEVE THAT WOMEN ARE PHYSICALLY INCAPABLE OF HANDLING DEMANDING SITUATIONS.	3.94	2.28	.230
I FEEL MORE COMFORTABLE WORKING WITH A MALE OFFFICER RATHER THAN A FEMALE OFFICER.	3.29	4.24	.061

Table 4.3 - Continued

I BELIEVE THAT MY FELLOW FEMALE CO-WORKERS ARE PROPERLY TRAINED TO HANDLE THEIRSELVES IN DANGEROUS SITUATIONS.	2.47	3.55	.496
I BELIEVE THAT WOMEN SHOULD NOT CHOOSE LAW ENFORCEMENT AS THEIR PROFESSIONAL CAREER.	4.47	3.76	.425
I BELIEVE THAT WOMEN ARE MENTALLY INCAPABLE OF WORKING IN LAW ENFORCEMENT.	4.41	4.79	.000 **
I FEEL MORE COMFORTABLE HAVING A MALE AS A SUPERVISOR RATHER THAN A FEMALE.	3.94	3.88	.645

* Significant at the .05 level
** Significant at the .01 level

Table 4.3 revealed that the martial status of the police officers is not statistically

significant regarding the statements that were presented. However, statement

nine, which stated, I believe that women are mentally incapable of working in law

enforcement, raised some significance when it came to the officer's marital status.

Analysis of Age Comparisons

To display the disparities between the two age groups, the author chose to note the most frequent and least frequent response from the two age groups that were statistically significant while controlling for age.

Statement one: I believe that law enforcement should be a male dominated field. Twenty nine percent (29%) of group one respondents strongly disagreed while nine percent (9%) agreed strongly. On the other hand, fifty-one percent (51%) of group two respondents also strongly disagreed and only seven percent (7%) agreed strongly. The p-value for statement one was .013, which was significant at the .05 level.

Statement two: I believe that men can do a better job than women when it comes to working in law enforcement. Twenty-seven percent (27%) of group one respondents strongly disagreed, however, twenty-five percent (25%) answered neutral. Forty-three percent (43%) of group two respondents strongly disagreed and only two percent (2%) strongly agreed. The p-value for statement two was .006, which was significant at the .01 level.

Statement three: I believe than men are better equipped to handle violent situations than women. Thirty percent (30%) of group one respondents agreed strongly and only nine percent (9%) strongly disagreed. Whereas, thirty percent (30%) of group two respondents strongly disagreed, however, twenty-two

percent (22%) agreed strongly. The value for statement three was .006, which was significant at the .01 level.

Statement four: I would rather have a male officer as a partner rather than a female officer. Twenty-five (25%) percent of group one respondents were neutral, however, twenty-five percent (25%) strongly disagreed and fourteen percent (14%) agreed strongly. In contrast, forty-one percent (41%) of group two respondents strongly disagreed and only eleven percent (11%) agreed strongly. The p-value for statement four was .035, which was significant at the .05 level.

Statement six: I feel more comfortable working with a male officer rather than a female officer. Twenty-seven percent (27%) of group one respondents strongly disagreed and nineteen percent (19%) agreed. Whereas, forty-three percent (43%) of group two respondents strongly disagreed and only nine percent (9%) agreed strongly. The p-value for statement six was .045, which was significant at the .05 level.

Statement seven: I believe that my fellow female co-workers are properly trained to handle themselves in dangerous situations. Fifty-five percent (55%) of group one respondents agreed strongly and only nine percent (9%) strongly disagreed. Alternatively, thirty-one percent (31%) of group two respondents agreed strongly and eleven percent (11%) answered neutral. The p-value for statement seven was .012, which was significant at the .05 level.

Statement ten: I feel more comfortable having a male as a supervisor rather than a female. Thirty-two percent (32%) of group one respondents strongly agreed, however, thirty-two percent (32%) also answered neutral and seven percent (7%) agreed strongly. Yet, fifty-two percent (52%) of group two respondents strongly disagreed and only six percent (6%) agreed strongly. The p-value for statement ten was .049, which was significant at the .05 level.

Analysis of Marital Status

From a statistical standpoint, based on the results in this particular study, the martial status of the police officer was not significant. The author noticed that whether the officer was married or not, their results did not differ in how they perceived women working in law enforcement.

In summary, the identification of the male officer's perception towards female officers were noted and detailed. In Chapter five, the author will follow up with detailed discussions and further conclusions about the findings of the study.

CHAPTER 5

DISCUSSION AND CONCLUSIONS

Reading past literature about the lack of women and this overwhelming epidemic of inequality in law enforcement has given women the opportunity to discover why there is indeed a lack of women choosing a career in law enforcement. Initially, one was led to believe that the males' attitudes toward women working in law enforcement is the biggest barrier one must overcome, but we are now living in the twentieth century where times have changed dramatically, or so have they?

Women have encountered numerous of barriers that she must overcome when entering the world of law enforcement and the males' perception is perhaps the biggest barrier that is obviously noticeably and recognized in the early stages of a woman's career. However, from the study that was conducted, times are truly changing, and men are becoming much more acceptable of working side by side with a female. In any occupation, there are a few who still live in the past and hold on to views that are no longer accepted or tolerated, especially in the career field of law enforcement. If this study was done forty years ago, the results would not have been the same, but as the field of law enforcement continues to

expand, so does the opportunities for women.

It's no secret that men view themselves physically stronger than a woman when it comes to handling themselves in violent situations. However, the study revealed that most men were skeptical about women and physically demanding situations, however, the younger police officers believed that women are properly trained to handle themselves in violent situations, which contradicts their beliefs about women and the physical aspect of the job. In addition, the majority of the older officers felt the same. If they feel that their female counterparts are properly trained to handle themselves in dangerous situations, then why do they feel as if they could do a better job in physically demanding situations? The author relates to previous literature that discusses the mere opinion that men feel threatened by female officers who can do their job just as good as they can. An officer is an officer, and his or her physical attributes shouldn't be questioned just because of their gender.

There were notable differences in the way the younger officers answered their questions as opposed to the older officers. The younger officers were much more skeptical of a woman's ability to excel in law enforcement, which could be the result of lack of experience or the inability to accept a woman who shares the identical career values as themselves. Relating to past literature, it could be suggested that the younger generation of male officers' is more concerned with

doing a better job than his female co-worker does, therefore, resulting in negative attitudes toward female officers.

On the other hand, both age groups seemed concerned about women and the physical aspect of the job. Both younger and older officers had a significant percentage that felt that men could handle themselves better in violent situations than their female counterparts. However, being concerned for their female counterparts suggests that male officers' are still overprotective of women when it comes to physically demanding situations. Prior literature has suggested that a great deal of male officers is concerned for their (female officers') safety because of their lack of physical strength.

Implications for Criminal Justice

The findings of the study suggest that age does matter in regards to how male officers' view their female counterparts. Also, the study has confirmed the literature in regards to the negative attitudes of male officers towards female officers. However, prior research suggested that the older officers' were more reluctant to accept women working in law enforcement. Whereas, this particular study revealed that the younger officers were much more skeptical of a woman's ability to excel in law enforcement. Why? The literature proposes that maybe the older officers have had much more experience working with female officers who

have proved to be a valuable asset to their team. While on the contrary, the younger officers could have had little or no experience working with the opposite sex. Specifically, women only compromise sixteen percent (16%) of sworn police officers of the Fort Worth Police Department, which could result in the development of negative attitudes toward female officers due to the under-representation of female police officers. This reason alone, could alter one's perception. How can a police agency expect for equality to prevail when the majority of the police officers are male?

Various reasons can be given to explain the lack of confidence younger officers have toward their female co-workers. Ironically, the author expected the results of the younger officers to be quite different. Most police agencies are changing their qualifications for becoming a police officer, as of those qualifications, a college degree is one of many. It seems as if college graduates would be more acceptable of women due to the fact that men and women are considered equal in the classroom and usually uphold the same career goals, values and ideas as one another.

What can be done to eradicate the negative attitudes of the male officers' perception? Educate those who are inspiring to become police officers as well as utilizing and reinforcing the concept of equality to those who are currently working in law enforcement. Police administrators need to become conscious of

the problems that female officer face on the job, especially the negative attitudes of male officers. Male officers must recognize and accept the role of women officers and embrace the qualities that all police officers bestow. The police establishment must strive to ensure equal treatment of female officers.

Police work is still considered a male dominated field that requires physical strength. Since men are viewed as stronger than women are, the masculine element of policing dominates the image of police officers. Could that be a reason for younger male officers to hold negative views of female officers? This image that has portrayed itself has given the younger generation of male officers a perception that male and female officers are not equal. Thus the image of policing needs to be altered and able to attract women. Although it is evident, that some male officers' will continue to view female officers as inadequate and physically weak, additional training can be provided to female officers currently working in law enforcement and those who will enter the training academy. The training academy could offer additional self-defense classes, such as martial arts, karate, and various other technical classes that could prepare female officers for physically demanding situations.

Further research is necessary because it is evident that age indirectly affects the way male officers view female officers. Further research could include a vast amount of police departments worldwide, focusing on the attitudes and

perceptions of male officers while controlling for age. Recent literature is lacking

and is necessary due to the rapidly growing population of women entering law

enforcement. The findings of the study have suggested that negative attitudes

from male officers' still exist, however, the extent of those negative attitudes has

shifted to the younger generation of male officers and with the growing

population of women entering law enforcement, those negative attitudes should

not exist.

APPENDIX A

CONSENT FORM AND SURVEY

THE UNIVERSITY OF TEXAS
AT ARLINGTON

INFORMED CONSENT

PRINCIPAL INVESTIGATOR: Tracee Davis

TITLE OF PROJECT: Gender Inequality in Law Enforcement and Male's Attitudes Towards Women Working in Law Enforcement

This Informed Consent will explain about being a research subject in an experiment. It is important that you read this material carefully and then decide if you wish to be a volunteer.

PURPOSE

The purpose of this study is to contribute to the existing literature and bring more attention to the under representation of women in law enforcement. In addition, this study aims to analyze the male's attitudes and perceptions of women working in law enforcement as their professional career.

DURATION

Participation in this study will be in the form of a brief survey. You will be allowed as much time as needed to complete the survey accurately but not to exceed more than thirty minutes. There will be approximately 100 male participants selected from the Fort Worth Police Department.

PROCEDURES

The procedures, which will involve you as a research subject, include the taking of a brief survey. There are approximate 16 questions that you must answer truthfully.

POSSIBLE RISKS/DISCOMFORTS

There are no possible risks and/or discomfort.

Last Revised 08/22/05   _____Subject
Initials Page 1 of 3

PRINCIPAL INVESTIGATOR: Tracee Davis

TITLE OF PROJECT: Gender Inequality in Law Enforcement and Male's Attitudes Towards Women Working in Law Enforcement

POSSIBLE BENEFITS

The possible benefits of your participation are awareness that male bias towards female law enforcement employees may effect their decision not to continue their career in law enforcement and recognize that discrimination may take place towards women. In addition, more career opportunities for women in law enforcement as well as positive acceptance in the career field of law enforcement are potential benefits that may occur.

ALTERNATIVE PROCEDURES / TREATMENTS

There are no alternative procedures or treatments.

CONFIDENTIALITY

 Every attempt will be made to see that your study results are kept confidential. A copy of the records from this study will be stored in a personal file cabinet under the possession of Tracee Davis for at least three (3) years after the end of this research. The results of this study may be published and/or presented at meetings without naming you as a subject. Although your rights and privacy will be maintained, the Secretary of the Department of Health and Human Services, the UTA IRB, the FDA (if applicable), and personnel particular to this research (individual or department) have access to the study records. Your (e.g., student, medical) records will be kept completely confidential according to current legal requirements. They will not be revealed unless required by law, or as noted above.

FINANCIAL COSTS

There are no financial costs to you as a participant in this research study.

CONTACT FOR QUESTIONS
  If you have any questions, problems or research-related medical problems at

PRINCIPAL INVESTIGATOR: Tracee Davis

TITLE OF PROJECT: Gender Inequality in Law Enforcement and Male's Attitudes Towards Women Working in Law Enforcement

you may call Tracee Davis at 972/955-2068, or Dr. Del Carmen at 817/272-2933. You may call the Chairman of the Institutional Review Board at 817/272-1235 for any questions you may have about your rights as a research subject.

VOLUNTARY PARTICIPATION

Participation in this research experiment is voluntary. You may refuse to participate or quit at any time. If you quit or refuse to participate, the benefits (or treatment) to which you are otherwise entitled will not be affected. You may quit by calling Tracee Davis, whose phone number is 972/955-2068. You will be told immediately if any of the results of the study should reasonably be expected to make you change your mind about
staying in the study.

By signing below, you confirm that you have read or had this document read to you. You will be given a signed copy of this informed consent document. You have been and will continue to be given the chance to ask questions and to discuss your participation with the investigator.

You freely and voluntarily choose to be in this research project.

PRINCIPALINVESTIGATOR:_____
                                                                      DATE

_____
SIGNATURE OF VOLUNTEER   DATE

_____
SIGNATURE OF PATIENT/LEGAL GUARDIAN (if applicable)   DATE

_____
SIGNATURE OF WITNESS (if applicable)

For each of the statements below, please indicate the extent of your agreement by circling the appropriate number (1-5).

1. I believe that law enforcement should be a male dominated field.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

2. I believe that men can do a better job than woman when it comes to working in law enforcement.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

3. I believe that men are better equipped to handle violent situations than women.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

4. I would rather have a male officer as a partner rather than a female officer.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

5. I believe that women are physically incapable of handling physically demanding situations.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

6. I feel more comfortable working with a male officer rather than a female officer.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

7. I believe that my fellow female co-workers are properly trained to handle themselves in dangerous situations.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

8. I believe that women should not choose law enforcement as their professional career.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

9. I believe that women are mentally incapable of working in law enforcement.
   Agree Strongly 1   2   3   4   5   Strongly Disagree

10. I feel more comfortable having a male as a supervisor rather than a female.
    Agree Strongly 1   2   3   4   5   Strongly Disagree

1. Are you a male ☐ or female ? ☐

2. Your racial/ethnic background is:

☐ White   ☐ African American   ☐ Hispanic or Latin American

☐ Middle Eastern   ☐ Native American   ☐ Asian or Pacific

☐ Other

3. What is your age?

☐ 18-24   ☐ 25-34   ☐ 35-50   ☐ 51 years of age or older

4. What is your college level?

☐ None   ☐ Some College   ☐ Bachelors   ☐ Masters   ☐ Other

5. How many years have you been in law enforcement?

☐ Less than 1 year   ☐ 1-5 years   ☐ 5-10 years   ☐ More than 10

☐ I do not work in law enforcement

6. What is your marital status?

☐ Single   ☐ Married   ☐ Divorced   ☐ Widowed

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