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JUL 2 1980

ACQUISITIONS

NATIONAL INFORMATION AND RESEARCH CENTER
ON WOMEN IN POLICING

A GENERAL INFORMATION PACKET

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Police Foundation
May 1980

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

This brochure is prepared under a grant from the Office of Civil Rights Compliance, Office of Justice Assistance, Research and Statistics, U.S. Department of Justice, grant number 79-DF-AX-0152.

Points of view or opinions in this brochure do not necessarily represent the official position or policies of the U.S. Department of Justice.

TABLE OF CONTENTS

	<u>Page</u>
Staff	i
Introduction	iii
Bibliographies	
A - Women in Policing	1
B - Sexual Harassment	5
C - Performance Evaluations	8
D - Case Studies	9
E - Information Packets	10
F - Issue Papers	11
G - Key Legislation Guide	13
H - Key Litigation Guide	14
I - Information Pamphlets	16

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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 Foundation has funded several studies and programs on the subject of women in policing. So a natural outgrowth of the Foundation's work is the establishment of the National Information and Research Center on Women in Policing.

Paralleling the 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 that the Foundation is able to provide the center as a clearinghouse for information on women in law enforcement.

Great strides have been made on the part of women in policing--and vastly increased numbers of women are in policing--since 1970. Through such efforts as the Information and Research Center, even more progress can be expected.

Women play a very important part in the improvement and enhancement of the American police service. A lesson of the past decade is that women make effective contributions to realizing the role of the police--control of crime and the maintenance of order.

I urge everyone interested in the subject of women in policing to make full use of the Information and Research Center. We welcome your inquiries as well as your counsel.

Patrick V. Murphy

INTRODUCTION

The National Information and Research Center on Women in Policing (NIRC) was established in September 1979 in response to a growing need for a clearinghouse for information directly affecting women in law enforcement. Funded by the Office of Civil Rights Compliance of the Office of Justice Assistance, Research and Statistics, and administered by the Police Foundation, NIRC collects and disseminates information on women in policing as a professional service to individuals and to public and private organizations.

In addition, NIRC provides technical assistance to agencies involved in developing, assessing, or amending police personnel and affirmative action programs involving women.

The need for an organization such as NIRC became evident in the late 1970s, when the numbers of women in law enforcement in the United States increased rapidly as a result of Supreme Court rulings and congressional recognition that women should be hired and compensated equally with men.

In the early 1970s, the Police Foundation published three pioneering studies of women in law enforcement: Women in Policing (1972), Police-women on Patrol (1974), and Women in Policing: A Manual (1975). Since then, there have been monumental and positive changes in the hiring and deployment of women police officers. No longer are they subject to differential hiring criteria and inferior 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; and

subsequent Equal Employment Opportunity Commission administrative orders, women are compensated and generally deployed throughout police department units without reference to their gender. Moreover, aided in part by litigation leading to consent decrees having national impact, women now constitute 3.2 percent of all United States law enforcement personnel, and rank as high as captain, inspector, and deputy chief in police departments across the country.

Outlining the results of these changes, the Police Foundation's most recent research in this area, Women in Policing: A Personnel Study, directed by Cynthia G. Sulton, focuses on five police departments that employ large numbers of women, and emphasizes the diversified rise of women police officers across the country. Interviews with police administrators, civil service executives, judicial officials, and men and women police officers in Washington, D.C.; Miami, Florida; Denver, Colorado; Houston, Texas; and Detroit, Michigan, strengthened the recognition of a national demand for varied information on women in policing, and the need for relevant analyses of the literature, legislation, and judicial decisions pertinent to women police officers.

To the end of satisfying this demand, it is the aim of NIRC to provide full and verified information and technical assistance in the area of women in policing.

Presented here is a bibliographic listing and outline of nine NIRC data banks. Included are resource materials which not only trace and describe the presence of women in policing, but present analysis as well. This general information packet also includes a bibliographic listing of resource materials relating to the issue of sexual harassment, and

also nationally recognized performance evaluations of women police officers. In addition, the bibliography lists five case studies assessing the status of women in policing from the forthcoming Police Foundation publication, Women Police Officers: A Personnel Study.

Displaying the broad scope of NIRC data, this general information packet also presents a listing of the specific information packets and a series of pointed issue papers which cover personnel and performance issues, as well as issues of law. Provided also are listings of litigation and legislation of particular significance to women in policing.

Listed also are varied information pamphlets which address affirmative action and recruitment, as well as patrol performance and sexual harassment. These information pamphlets and the other resource materials identified throughout this general information packet are available by writing to the Information Coordinator, NIRC, Police Foundation, Suite 400, 1909 K Street, N.W., Washington, D.C. 20006.

Roi Dianne Townsey, Ph.D.
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SEXUAL HARASSMENT

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Garber v. Saxon Business Products, Inc., 552 F.2d 1032 (1977)

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Miller v. Bank of America, 418 F.Supp. 233 (N.D. Cal. 1976)

Sexual advances not seen as Title VII violation.

Smith, et al v. Kliendienst, et al., U.S. District Court (D.C.), Civil Action No. 424-72, 1972.

EEO case of sexual harassment against U.S. Department of Justice.

Tompkins v. Public Service Electric & Gas Co., ___ F.2d ___ (3rd Cir. 1977)

Submission to sexual advances as conditions of employment.

Williams v. Saxbe, 413 F. Supp. 654 (D.D.C. 1976)

Sexual advances.

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Information about the listed performance evaluations may be obtained by writing the Information Coordinator, NIRC, Police Foundation, Suite 400, 1909 K Street, N.W., Washington, D.C. 20006; or telephone (202) 833-1460.

CASE STUDIES

- Case Study 1 Metropolitan Police
Department
Washington, D.C.
- Case Study 2 Miami Police Department
Miami, Florida
- Case Study 3 Denver Police Department
Denver, Colorado
- Case Study 4 Houston Police Department
Houston, Texas
- Case Study 5 Detroit Police Department
Detroit, Michigan

NOTE: The information contained is excerpted from Women Police Officers: A Study; a report soon to be published by the Police Foundation.

INFORMATION PACKETS

- Packet 1 Pregnancy Information Packet
- Packet 2 Height and Weight Information Packet
- Packet 3 Police Department Avoidance of Employment Discrimination Litigation
- Packet 4 A Handbook for Plaintiffs in Title VII Litigation
- Packet 5 Newspaper Information Packet
- Packet 6 Physical Agility Information Packet
- Packet 7 Career Information Packet
- Packet 8 Survey Information Packet
- Packet 9 Performance Evaluations Information Packet
- Packet 10 State Fair Employment Practice Statutes

ISSUE PAPERS

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- Townsey, Roi D. "The Personnel Status of Women in Policing," paper presented at the Traffic Institute, Northwestern University, Evanston, Illinois, February 25, 1980 and March 4, 1980; also presented at the Southwestern Law Enforcement Institute-Southwestern Legal Foundation, University of Texas at Dallas, May 1, 1980.
- . "Women in Municipal Law Enforcement," paper presented at the Fifteenth Annual Interagency Workshop, Sam Houston State University, Huntsville, Texas, May 23, 1980.
- . "Women in Policing and Corrections," paper presented at the Women in Crisis Conference, Washington, D.C., June 6, 1980.

NOTE: The development of additional issue papers by NIRC consultants is underway. Topics include physical agility; testing; sex discrimination in police employment; sexual harassment; and performance capability of women officers.

KEY LEGISLATION GUIDE

The 1963 Equal Pay Act

Title VII of the 1964 Civil Rights Act

The 1971 Civil Service Commission Decision

The 1972 Amendment to Title VII

The 1972 Revenue Sharing Act

The 1972 Amendments to the 1968 Omnibus Crime Control
and Safe Streets Act

The 1973 Amendments to the 1968 Omnibus Crime Control
and Safe Streets Act

The 1976 Amendments to the 1968 Omnibus Crime Control
and Safe Streets Act ("Jordan Amendment")

The 1978 Pregnancy Discrimination Act

KEY LITIGATION GUIDE

- Alexander v. Bahou, et al., 78-CV-392 (N.D. New York 1980)
- Barnes v. Train, 13 Fair Employment Practice Case 123 (D.D.C. 1974)
- Berni v. Leonard, 331 N.Y.S. 2d 193 (1972)
- Bowe v. Colgate-Palmolive Company, 416 F.2d 711 (7th Cir. 1969)
- Brennan v. Nassau County Civil Service Commission, ___ N.Y.S. 2d ___ (1973)
- Bridgeport Guardian v. Bridgeport Civil Service Commission, 354 F. Supp. 778 (D. Conn. 1973)
- Castro v. Beecher, 459 F.2d 725 (1st Cir. 1972)
- Cheatwood v. South Central Bell Telephone & Telegraph Co., 303 F. Supp. 754 (N.D. Ala. 1969)
- Corne v. Bausch & Lomb, Inc., 390 F. Supp. 161 (D. Ariz. 1975)
- Driscoll v. City of Cleveland, Civ. No. C72-1242 (N.D. Ohio, 1973)
- Equal Employment Opportunity Commission v. Liberty Mutual Insurance Co., 346 F. Supp. 675 (N.D. Georgia, 1972)
- Eslinger v. Thomas, 476 F.2d 225 (1973)
- Frontiero v. Richardson, 411 U.S. 677 (1973)
- General Electric Co. v. Gilbert, 429 U.S. 1079 (1977)
- Hogue v. Bach, Civ. No. C-3693 (D. Colo. 1970)
- Kopp v. Salt Lake City, 506 F.2d 809 (S.Ct. Utah, 1973)
- LaFleur v. Cleveland Board of Education, 465 F.2d 1184 (6th Cir. 1972)
- Miller v. Bank of America, 418 F. Supp. 233 (N.D. Cal. 1976)
- Moore v. City of Des Moines Police Department, CP #881, Iowa Civil Rights Commission (July 11, 1973)
- Officers for Justice, et al. v. Civil Service Commission, Civ. No. C-73-1657 RFP, 395 F. Supp. 378 (N.D. Cal. 1975)
- Pennsylvania v. O'Neill, 473 F.2d 1029 (3rd Cir. 1973)
- Phillips v. Martin Marietta Corp., 400 U.S. 542 (1971)
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- Rosenfeld v. Southern Pacific Company, 444 F.2d 1219 (9th Cir., 1971)

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(NYHRC April 4, 1974)

Schulthesis v. Ashcraft, Civ. No. S2758 (E.D. Cal., filed March 22, 1973)

Smith v. City of East Cleveland, 363 F. Supp. 1131 (1973)

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