

**POLICE Commissioner's Office**

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From: Joan

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Special Instructions/Notes:

I have attached the history of women
in NYPD as well as an article about women in 1980's.
Mary Lavery is still in Aviation today. She is a Sworn Police
Officer. She will be attending the conference tomorrow.

Thank You

A CENTURY OF WOMEN IN POLICING

In the century since women first began working for the New York City Police Department, the role of women in policing has undergone significant changes. Women were first assigned as precinct matrons to guard women charged with crimes. Gradually, women took on additional roles as social workers, undercover agents, detectives, and youth counselors. Eventually, women were assigned to patrol on equal status with men.

The changes and progress chronicled in this text did not always come easily. The lobbying activity of women's organizations contributed to the appointment of the first police matrons in 1891. For decades, women were prohibited from the supervisory ranks until, in 1964, as a result of one woman's lawsuit, the right of women to take promotional exams was recognized. Until 1973, women were restricted to certain assignments. In that year, the Police Department, responding to federal civil rights legislation, dropped all distinctions between policemen and policewomen by adopting the police officer title and placing both men and women on patrol.

This text sets forth the major chapters of the history of women in the New York City Police Department. It also tells the stories of some of the brave pioneers who helped shape that history. Influenced by larger historical forces such as the suffrage movement, two world wars, the civil rights struggle, and the modern feminist movement, the events portrayed in this text chronicle a series of hard won victories on the path toward equality.

POLICE MATRONS

The introduction of women into the New York City Police Department in 1891 was prompted by concern about the treatment of women in police precincts. Until that time, the task of searching female prisoners was performed by male officers, their wives, or by the maid at the police station. Female prisoners were not housed separately from male prisoners. In addition, men and women (called "casuals") who came to New York City without money were often forced to find shelter at the station houses. In 1887, 42,000 of these homeless women spent at least one night at a station house. This intermingling of the sexes in the station house scandalized many citizens of New York City.

To rectify this situation, the Women's Prison Association of New York, the American Female Guardian Society, and the National Women's Christian Temperance Union petitioned the Board of Estimate and Apportionment for the appointment of police matrons, and for the creation of separate prison cells for men and women. This movement was given added impetus in 1890 when a police officer attempted to assault a fifteen year old girl at a station house. These lobbying efforts met with success. On March 20, 1891, Governor Hill signed a bill that mandated the hiring of police matrons and the establishment of separate cells for men and women under arrest.

The first civil service test for the position of police matron was offered on May 20, 1891. Applicants were required to "be recommended in writing by at least 20 women of good standing". The first prison matrons, Mary Waldron, D. C. Carley, C. H. Le Bourbeau, and E. Linner (first names unknown), were sworn in on October 5, 1891, and were assigned to the 4th and 6th Precincts. Police matrons worked long hours, received one day off per month, and were granted one week's vacation per year. As of 1899, they were paid \$1,000 per year. They did not receive a pay increase until 1918.

A TRANSITION PERIOD:

1917-1921

As the nation began preparing for World War I and the women's suffrage movement gained the support of many New Yorkers, a new problem arose that led to the appointment of New York City's first policewomen. Many citizens feared that the concentration of young men at the new military recruiting centers posed dangers to vulnerable young girls. To safeguard the girls, women's groups began pressuring the City to appoint women as "protective officers." On August 3, 1917, exercising his war emergency powers to make appointments exempt from the civil service system, Police Commissioner Arthur Woods gave special patrolmen's badges to Sara Douglas and Mrs. Joseph Cook (first name unknown). Although they were authorized to make arrests, the mission of these two protective officers was to prevent the corruption of young girls.

The newly appointed Police Commissioner, Richard E. Enright, proposed creation of the exempt position "policewoman" to perform the functions of these protective officers. Deputy Commissioner Ellen O'Grady, who headed the newly formed Welfare Bureau, supported his plan.

Enright's plan angered the incumbent police matrons, the women on the long waiting list to become matrons, and the Federation of Women's Civil Service Organizations. Despite this opposition, the first six police women were appointed on August 15, 1918. Mary Hamilton, later to become the first director of the Women's Bureau, was among these first policewomen.

The policewomen were paid \$1,200 a year. They carried a revolver, handcuffs, and a summons book, but they did not wear a uniform. They were assigned to different zones to look after young girls and to respond to domestic disputes.

In 1919, the Police Matron's Association lobbied for legislation giving police matrons the title of policewoman. At the same time, Commissioner Enright sought permanent civil service tenure for the policewomen appointed under the war emergency measure. The legislature enacted both measures. The police matrons claimed victory, because they had won the title of "policewomen." Yet, at the same time, the former policewomen's title was changed to "patrolwomen."

Thus, in some respects, parity between the two groups had been achieved: both positions were civil service and both paid the same salary, but the job requirements and selection criteria for policewomen and patrolwomen remained very different.

THE WOMEN'S POLICE PRECINCT

1921-1924

In 1921, Commissioner Enright established a central office for the women officers assigned to welfare work. This office, known as the "Women's Police Precinct," was located in the former 22nd Precinct at 434 West 37th Street. Because of prior volunteer experience at the Bureau of Missing Persons, Mary Hamilton was appointed director of the office with Isabelle Goodwin as second in command. Twenty patrolwomen and policewomen were assigned to the precinct. Rather than commenting on the work of these women, news articles at the time emphasized the impact of women on the physical appearance of the precinct, noting that the precinct had been refurbished with white curtains, a vase with roses, and flower boxes.

One of the most important functions of the Women's Police Precinct was to shelter runaway girls who were not under arrest. A "hostess committee" volunteered to show the runaways the sights of New York City. Runaways frequently stayed at the precinct, whose renown was such that some upper class families established "Mary Hamilton Rooms" for housing homeless girls.

Some women from the Women's Police Precinct were assigned to the "Mashers Squad". Primarily, through undercover work, patrolwomen would arrest men who accosted or flirted with young girls. Mary Hamilton frequently advised parents how to protect their daughters and warned women against responding to advertisements for job openings.

In 1921 Mrs. George Loft succeeded Ellen O'Grady as Deputy Police Commissioner. In 1923, Commissioner Loft closed the Women's Police Precinct and, in March 1924, created the Women's Bureau which was subsequently renamed the Bureau of Policewomen. Mary Hamilton was named its first director.

PATROLOWOMEN AND POLICEWOMEN

1921-1938

Resentment persisted between patrolwomen (former "protective officers") and policewomen (formerly "pol matrons"). Different tests were required for each group until 1925, patrolwomen were not required to take a physical exam. While patrolwomen were considered to have more investigative responsibilities and thought of themselves as a more elite group, the duties of the two groups had become quite similar. In fact, in 1923, Commissioner Enright used patrolwomen's list to appoint two policewomen.

From 1925 until 1937, when the consolidation finally achieved, each police commissioner advocated merging the two positions. Policewomen supported the proposal while patrolwomen, believing that becoming policewomen was a step down, repeatedly voiced opposition. A first step toward merging the two titles occurred in 1935, when Police Commissioner Lewis Valentine approved a single uniform for both policewomen and patrolwomen. Until then, patrolwomen had not been required to wear uniforms and, at the time, the new requirement was correctly perceived as an indication that the patrolwoman position was soon to be abolished. The legislature passed a bill in 1937 to abolish the rank of patrolwoman and consolidate the titles.

The first exam for the consolidated title of policewoman was offered on May 21, 1938. About five thousand women took the exam, and three hundred passed. The women who passed the exam were, like the patrolwomen before them, younger and better educated than the former policewomen. Most of them had college degrees and were initially viewed with some suspicion by these policewomen.

THE BUREAU OF POLICEWOMEN

1924-1973

The Women's Bureau was established in 1924 and renamed the Bureau of Policewomen six years later. Policewomen assigned to the Bureau performed matron duties, participated in undercover work, investigated charges of sexual assault, searched for corpses, took abandoned babies to shelters, and protected women and children by patrolling in plainclothes at beaches, movie houses, and schools. Some policewomen served on the Bureau Abortion Squad which arrested doctors and others who performed abortions, illegal until 1973. Policewomen carried their own revolver which was smaller than the men's .38.

The Bureau of Policewomen also responded to requests for policewomen made by other units of the NYPD. In 1964, for instance, the Bureau received 311 requests. That same year, the Bureau of Policewomen made 1,050 arrests. As Lieutenant Acerra, who worked in the Bureau, wrote: "The New York City Policewomen's Bureau had taken on all the characteristics of a small police department within a larger one."

In 1967, one hundred eighty women from the Bureau of Policewomen were assigned to precincts. The duties of policewomen at the precincts continued to consist primarily of searching women prisoners, guarding children, and performing clerical work. This decentralization of the majority of policewomen was a precursor of the dissolution of the Bureau of Policewomen which occurred in 1973.

In 1972, Congress amended title VII of the 1964 Civil Rights Act, prohibiting state and local governments from discriminating on the basis of race, ethnicity, or gender. To meet these new legal requirements, the NYPD dismantled the Bureau of Policewomen and began to assign policewomen to patrol.

In 1972, Police Commissioner Patrick Murphy initiated a pilot project to put the first policewomen on patrol. Fifteen policewomen volunteered to be part of this experiment. After two weeks of training at the Police Academy, they were assigned to patrol. Rather than assigning men as partners, these women were assigned to patrol in pairs.

In 1972 and 1973, the NYPD hired and trained over 350 women, more than half of whom were assigned to patrol duties. On August 15, 1973, the Bureau of Policewomen was abolished. That same year, policewomen and policemen were renamed "police officers". The NYPD dropped its height regulations and implemented "unisex" physical tests for individuals competing to become police officers. These actions led the way to the full integration of women into the Police Department.

WOMEN AS DETECTIVES

Until 1965, women could secure promotions only through the Detective Division. While as early as 1912, Isabella Good had achieved the status of 1st grade detective, very few women became detectives. Women who were assigned to the Detective Division were not part of the Bureau of Policewomen. Some policewomen, however, received temporary assignments to one of the bureaus within the Detective Division. Although some policewomen within the Bureau of Policewomen performed tasks similar to those performed by women in the Detective Division, women coveted an assignment to the Detective Division because of greater opportunities for advancement.

Women detectives often worked among women in situations where a man would be noticed. They were assigned, however, to all parts of the Detective Division. For example, Mary Sullivan, the second Director of the Bureau of Policewomen, worked with the Homicide Squad in her early 20's. Mary Shanley, the fourth woman to be made a 1st grade detective, was assigned to the Pickpocket Squad.

There was considerable resistance to giving the coveted detective shield to policewomen. One policewoman, for example, served twelve years in the Missing Persons Bureau before being designated a 3rd grade detective. Theresa Melchionne, as President of the Policewomen's Endowment Association and later as Director of the Bureau of Police Women, sought promotions for women. While she was unsuccessful in opening promotional exams to women, the NYPD increased the number of women detectives. In 1950, four women held 1st grade shields, ten women held 2nd grade shields, and ten more held 3rd grade shields. Although this was a victory for women at the time, further progress was slow. In 1978, the Policewomen's Endowment Association and the Police Department entered into an agreement to increase the number of women detectives.

YOUTH AID DIVISION

Many policewomen held assignments in the Youth Aid Division rather than in the Bureau of Policewomen or the Detective Division. Policewomen in the Youth Aid Division work closely with troubled youth and their families, making referrals to social service agencies and serving as informal counselors. Policewomen patrolled areas where juvenile delinquency was most likely such as beaches and parks.

Policewomen also played an active role in programs to prevent delinquency. Mary Hamilton explained the prominent role of women in working with youth: "With Prevention and Protection" as a slogan and the welfare of children, girls, and women in their field of service, policewomen have been given a task to perform quite different from that of their fellow policemen. The Youth Division was the one area outside the Policewomen Bureau where women were given administrative responsibility. In 1918, Ellen O'Grady, the first woman to serve as Deputy Commissioner, was appointed to head the newly formed Welfare Bureau which evolved into the Youth Aid Division. Several women succeeded O'Grady in this position including Deputy Commissioner Theresa Melchionne who was in charge of six hundred officers between 1963 and 1965. In addition to protecting youth and preventing delinquency, Melchionne was responsible for tracking and controlling youth gangs.

THE MODERN ERA

1873-1993

In some ways, the closing of the Bureau of Policewomen signified the beginning of new struggles for women in the Police Department. Although the department officially recognized that men and women police officers could serve as equals, the women police officers faced a great deal of resistance. Some men police officers were convinced that the integration of the police department was only a temporary experiment. Some officers' wives were angered by the decision to put women on patrol and, in protest, picketed Police Headquarters. Some wives felt threatened by the close relationships that might develop between their husbands and a woman partner; others feared that the women might not perform as well, leaving their husbands in added danger.

The fiscal crisis was a major setback for the newly integrated women police officers. The layoffs in 1975, which took the form of "last hired, first fired", resulted in an 88 percent loss of the women who had been appointed in the previous two years. In addition, because of the shortage of women, the women officers who remained were often assigned matron duty and foot patrol. These assignments prevented them from receiving the equivalent experience of men who spent more time on radio car patrol.

Given the same opportunities as men, experience shows that women perform as well as men on patrol. Women officers have won the highest medals, have been shot while on duty, and have continued to be promoted to all levels. Several studies have

been conducted that compare the patrolling techniques of men and women. The research points to a great deal of similarity in the way both men and women gain and maintain control, how they use force, and how frequently they display a weapon. In the opinion of the community, women and men officers are considered equally competent.

Women now constitute 14.0 percent of the police force. Of the recruits trained at the Academy, females represent from 1 to 19%, indicating that the overall percentage will increase in the future.

Ironically, the history of New York's policewomen concludes as it began -- with the police matrons. In 1978, the women police officers, through the City Council, were victorious in achieving legislation to create a separate, non-uniform title for police matrons. This legislation gave women officers added professional status because they would no longer be required to fulfill the more routine duties of the matron. Unlike the 1899 legislation, however, this time the reform came from within the Department -- from the active police officers themselves.

ISABELLA GOODWIN

Isabella Goodwin was born on February 20, 1865, just two months before the Civil War came to a close. When her husband, a New York City Police Officer, died, she was left with a young son to support. In 1896, she decided to become a police matron, which, at that time, was a civilian position.

In 1911, the Department was besieged by complaints about a gang of con men who were cheating old women out of their savings. Inspector Russell, head of the Detective Bureau, decided to temporarily assign Goodwin to the unit and see if she could uncover the swindlers. She was successful and was rewarded by other undercover assignments. One such case occurred in 1912 when a band of thieves made off with \$25,000 from a pair of bank messengers. Mrs. Goodwin, being familiar with a local stop-over for visiting hoods, decided to disguise herself as a cook and gather what information she could. One night she overheard some men in the next room boasting of the robbery. An arrest followed, and the alert Goodwin was promoted to First Grade Detective on March 2, 1912, the first such promotion for a woman in the Department. She frequently spoke out for the rights of her sister officers by urging they be put on more important assignments. Through her efforts, women were finally given the opportunity to work as officers on the street.

ELLEN O'GRADY

Ellen O'Grady was the first woman to serve as a Deputy Police Commissioner. On January 28, 1918, she became the first Deputy Commissioner and was placed in charge of the newly formed Welfare Bureau. Two of Commissioner O'Grady's responsibilities were protecting young women and controlling the white slave trade. In 1918, the NYPD described and praised Commissioner O'Grady's activities: "They consist largely of preventative police work. . . and the supervision of conditions and people that might lead to debauch or pervert women and the young of both sexes. Her field of activity constitutes the most noble police work, that of protecting the innocent and helpless, shielding the susceptible and ignorant, but it is also the most exciting."

Between 1907 and her appointment as Deputy Commissioner, O'Grady served as a probation officer for City's Magistrates' Courts. While there she met John F. Byland, who became Mayor in 1918, was dedicated to promoting women within city government. The formation of the Welfare Bureau and the appointment of Commissioner O'Grady resulted from his commitment and from the external pressure of civic groups such as the Girls' Protective League and the New York Probation and Protective Association.

While in office, Commissioner O'Grady served as an advocate for policewomen. She resigned unexpectedly on December 13, 1920, blaming Police Commissioner Richard Enright for undermining her authority. She maintained that Commissioner Enright had transferred her responsibility for the enforcement

welfare laws in movie houses to a citizen who was associated with the motion picture trust. The tragedy at the New Catherine Theatre where, in a panic, six children were trampled to death, provoked Commissioner O'Grady's resignation.

MARY HAMILTON

Mary Hamilton, known to some as "America's Joan of Arc", was the first Director of the Bureau of Policewomen. Trained in social work, her career began when she volunteered in 1917 for the Bureau of Missing Persons of the Police Department. The case of Ruth Cruger sparked Hamilton's interest in police work. Ruth Cruger was an eighteen-year-old woman who disappeared. After an extensive search, her body was found buried in the cellar of a motorcycle shop owner who had murdered her. Because of her volunteer work, Mary Hamilton maintained she was the first policewoman.

On August 15, 1918, Mary Hamilton and five other women were appointed as the first policewomen. In 1921, when Police Commissioner Enright established the Women's Police Precinct Hamilton was made Director. After the Women's Police Precinct was dissolved and the Women's Bureau was created in 1924, Mary Hamilton was named Director. She served in this position until 1926.

Mary Hamilton believed that women were more suited for certain kinds of police work than men. She was convinced that women should serve a distinct role and did not push for the integration of women into the police department. She wrote her book The Policewoman: Her Service and Ideals (1924): "It is certainly a fact that no woman can really be a good policewoman unless she works as a woman and carries with her into a police department a woman's ideals." Mary Hamilton seemed to reflect some of the views of her time when she wrote: "There are without a doubt some police problems, particularly those in which t

affairs of children, girls and women are involved, that can best be handled by a policewoman merely because of the fact that she is a woman."

FELICIA SHPRITZER

Felicia Shpritzer paved the way for the advancement of women in the Police Department through her legal challenge of the Department's policy of prohibiting women from taking the sergeant's exam and other tests for promotion. Shpritzer had a bachelor's and a master's degree when she took the policewoman's exam.

Like many of the policewomen of this period, she had graduated from college during the Depression and, despite her education and high ambitions, discovered few job opportunities. She took all the civil service exams and joined the NYPD in 1942.

After serving almost twenty years as a policewoman in the Juvenile Aid Bureau, in 1961 Shpritzer and five other women applied to take the sergeant's exam. Two weeks before the test the women's applications were rejected. After encountering resistance from the department and seeking legislative action Shpritzer sued the New York City Department of Personnel. The New York State Court of Appeals ruled in Shpritzer's favor.

In 1964, Felicia Shpritzer and 125 other women took the sergeant's exam. As a result of the test, Felicia Shpritzer and Gertrude Schimmel, who had supported Shpritzer's lawsuit, became the first women sergeants and later the first lieutenants. In 1973, Shpritzer was assigned to a precinct for the first time. After thirty-four years with the NYPD Lieutenant Shpritzer retired in 1976.

GERTRUDE D.T. SCHIMMEL

Deputy Chief Gertrude D.T. Schimmel began her career as a policewoman on June 5, 1940. During the early years she was assigned to the Bureau of Policewomen where she performed a wide variety of duties including many special investigations for the Police Commissioner's Office and the Chief Inspector. From 1946 to 1965 she was assigned to the Juvenile Aid Bureau.

After lengthy court litigation that finally opened promotion examinations to policewomen in 1964, Schimmel became one of the Department's first woman sergeant on March 12, 1965. In that rank she was a supervisor in the Bureau of Policewomen. Promoted to Lieutenant on December 19, 1967 — another first — she was assigned as Commanding Officer of the "Know Your Police Department" program, a police information program for school children.

On August 25, 1971 she was sworn in as the Department's first woman Captain by Mayor John V. Lindsay in a City Hall ceremony. As a Captain, she was in charge of the Policewomen's Section. Upon the request of the Police Commissioner, she and former Police Commissioner Benjamin Ward, at the time a lieutenant, laid the groundwork for the first experiment with policewomen on patrol. Promoted to Deputy Inspector on January 21, 1972, she was designated Commanding Officer of the Youth Aid Division. In November 1972, she was assigned to head the Department's Editorial Review Board, and on April 10, 1974, she was designated Commanding Officer of the Public Information Division. Schimmel continued in that position after her promotion to Inspector on November 1, 1974. On March 31, 1978

she was promoted to Deputy Chief and designated Commanding Officer of the Office of the Deputy Commissioner Community Affairs. Deputy Chief Schimmel retired in 1981.

VITTORIA RENZULLO

In 1976 Vittoria Renzullo was the first woman to become a commanding officer of a precinct. Captain Renzullo was in charge of two hundred officers at the 1st Precinct.

Inspector Renzullo holds a bachelors and a master's degree from Hunter College. She graduated first in her class of three hundred at the Police Academy in 1960. With the help of Felicia Shpritzer's lawsuit opening up promotional exams for women, Renzullo became a sergeant in 1966 and a lieutenant in 1969. She served in the Bureau of Policewomen, the Youth Aid Division, and the Civilian Complaint Review Board. In 1972, she became the last Director of the Policewomen's Bureau.

Renzullo became the Commanding Officer of the 17th Precinct in 1978, after serving as Executive Officer of the 13th Precinct. On June 29, 1979, she was promoted to Deputy Inspector. Two years later Renzullo was reassigned to the Police Academy. She retired in 1983.

SOURCES

Theresa Melchionne's Master's thesis, "Policewomen: Their Introduction into the Police Department of the City of New York", was the major source of information for the texts of this exhibit. Other sources include: "From Matron to Commanding Officer: Women's Changing Role in Law Enforcement" by Lucy Acerra, The Policewoman: Her Service and Ideals by Mary Hamilton, Women in Law Enforcement by Peter Horne, Women on Patrol: A Pilot Study of Police Performance in New York by Joyce Sichel, Luc Friedman, Janet Quint, Michael Smith, and the Vera Institute of Justice, New York Times articles, and interviews.

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/rg

C-#10

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DAILY NEWS

Sunday, December 25, 1

Women cops & the 1980s

COPS FROM PAGE 7

only woman commanding officer of a detective squad, said Thompson is "riding the crest by herself."

"We weren't thinking about promotions and not many took the tests," she said. "I'm sorry I didn't take advantage of it. The opportunity was there, but the push wasn't."

Barbara Price, dean of graduate studies at John Jay College of Criminal Justice, said, "Advancement is much too slow."

"In 1988, it is unconscionable that there is no female captain. It's important for young female recruits to see role models."

'Just doing a job'

What kind of women become cops? Price indicated they're not that different in goal and background from their male counterparts.

"They're cop cops," she said, "from working-class families who urged them to take the test. They're not out to prove women can do something revolutionary; they're just doing a job."

Many cops credit Police Commissioner Benjamin Ward with giving women more clout by appointing them to top civilian positions as deputy commissioners (for public information, community affairs, the Civilian Complaint Review Board and departmental trials) and as directors (of employee management and psychological services). Ward recently named a woman to the new job of deputy commissioner of programs and policies.

"Ward's not for quotas but he's not for ignoring the fact that there's bias, and you should leave it at home," Johnston said. "If you set the right climate, then women will have their chance."

The first women cops faced a police union president who said they were "not capable

of performing the everyday job that a man in a patrol car is asked to do."

Johnston remembered skeptics saying "women wouldn't make it climbing over roofs. And every time they responded to a job they were backed up because nobody felt they could operate alone. But eventually they had to, and they've proven themselves."

A 1978 study by the Vera Institute of Justice, a research organization, found "no evidence of difference between male and female officers' behavior in incidents where civilians were agitated or there were other indications of danger."

Thompson, commander of the 8th Precinct in Manhattan, believes New York is a forerunner of women's rights in policing, but feels some of the male brass is opposed to women because they feel threatened.

Perceiving in a male way

"There are times I have views totally opposite of the group I'm in," she said, "and if I speak my mind it puts an edge on things. Men at the top perceive the way things are handled in only a male way."

In the 44th Precinct, among the city's most murderous, Officer Hanges said of his partner of two years, "I'm rough around the edges. When she picks up a lost kid, he smiles. If I do, he cries."

Starting in the 1890s, women served as police matrons guarding female prisoners or as policewomen on a restricted basis—as decoys, or working in sex crimes units.

In 1973, the department—responding to federal civil rights law—began enforcing the unisex title of police officer and deployed women and men on street patrol.

Women continue to face isolated prejudice, and consider day care and maternity issues to be among their



A FIRST: Mary Lowery, who is the only woman on the police aviation unit.

ANTHONY PREDICATORE DAILY NEWS

WOMEN IN BLUE

Police Dept.	Women Officers	Percent Women	Total Officers
1 New York	3,158	11.3%	28,722
2 Chicago	1,397	11.4%	12,196
3 Los Angeles	778	10.4%	7,437
4 Houston	360	9.3%	3,878

Source: Various police departments

women, along with finding separate locker space in antiquated stationhouses.

The aviation unit just got its first woman cop—Mary Lowery—leaving a handful of squads (including the bomb, scuba and safe and loft) where the gender barrier has not been broken. The Patrolmen's Benevolent Association

has two women among 300-plus elected delegates.

Alice McGillion, deputy commissioner for public information, said, "The early women were trailblazers, who struggled with their identities and how people would react to them. (Now) they're beyond that. People are not surprised to see two women officers."

Officers Valerie Derbyshire and Karen Ridley patrol Midtown South, the busiest precinct in the city.

"There's no difference having a female partner, except maybe the conversations we have," said Ridley, 28.

She added that when she

seeking to move up the promotion ladder.

But things are changing. Of 148 eligible female sergeants, 139 are taking the exam for lieutenant.

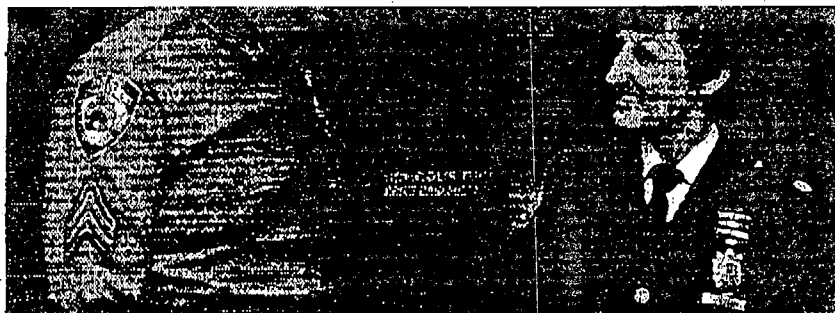
Lillian Braxton, 15 years a cop and president of the Policewomen's Endowment Association, said that women are no longer automatically put on restricted duty when they become pregnant. A department surgeon will consult their private doctors to determine if the women can continue on full duty for weeks or months longer.

Braxton said the goal is a separate status for maternity, to prevent pregnant women from being refused promotions because they are on restricted duty. And Ward has approved a day-care facility at Police Headquarters.

According to recent figures, the NYPD has 28,722 members, 3,158 of them female.

There are 11 women out of





TOP COP: Deputy Inspector Julia Thompson, the highest-ranking uniformed female cop, chats with Sgt. Vincent Glanbra at 6th Precinct.

people automatically turned to him first. "Then he would turn to me to ask what to do, and they'd look differently at me," she said.

Ridley spoke while she and her partner aided a Christmas shopper hit by a car and handled disputes near 34th St. and Broadway.

Therese Melchionne, a John Jay College professor and a former cop, said the "traditional demands of a family and maybe juggling college" are factors that discourage women cops from

becoming sergeants, let alone out of 3,010 sergeants and no women among the 270 captains. Thompson is the only woman out of 165 people holding the rank of deputy inspector and above.

Thompson said she knew she had made an impact when her 28-year-old daughter, Maureen, became a cop.

Still, she says, "There are some precincts I couldn't command, because certain segments of the population, certain neighborhoods, won't accept a woman in that capacity."

THE JOURNAL DAILY NEWS

old article — late 80's written in

WOMEN COPS IN THE '80s

...s, but still the blues

SSV women in the Police Department—they represent 11.8% of the city's 26,722 cops—has had its rough spots since they went on patrol 15 years ago. And problems persist, ranging from subtle prejudice to lack of promotions to maternity care.

There is only one woman—a deputy inspector—above the rank of lieutenant.

Women have been involved in their share of scandal—in the ring of rogue cops in Brooklyn's 77th Precinct, nude pictures in a magazine—as well as heroism and bungling.

In addition, women are still wrestling with the diffi-

culties of overcoming stereotypes, and juggling their roles as mothers and cops.

It's not near, he says

Chief of Department Robert Johnston Jr., an advocate of women cops, says appointment of a woman chief is 15 years away.

"Why can't they get ahead? I believe it's a defeatist attitude," said Deputy Inspector Julia Thompson, the department's highest-ranking uniformed woman. "Something inside them wants to fail (promotion tests), because if they pass they'll disappoint the power structure."

Sgt. Helene Rinaldi, the

See **COPS** Page 26



JUST FACTS, MA'AM: Officer Karen Ridley takes information from witness to a car accident.

CLARENCE SHEPPARD DAILY NEWS

7

Progress

By PATRICE O'SHAUGHNESSY

Daily News Staff Writer

Officer Steve Hanges laughed as he recalled struggling to handcuff an accused burglar, kick the suspect until his partner, Angela Brigida, had the man in a headlock.

"She teases me about it," Hanges said while driving a 44th Precinct patrol car along Sherman Ave. in the South Bronx.

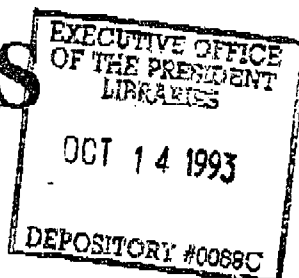
In a job that Hanges and Brigida say depends on "brains, trust and chutzpah," most barriers between male and female street cops seem to have fallen.

But the evolution

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1992

UNIFORM CRIME REPORTS

for the United States
1992

**SUMMARY****CRIME INDEX****CRIMES CLEARED****PERSONS ARRESTED****NEW PERSPECTIVES ON UCR****LAW ENFORCEMENT PERSONNEL**

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International Association of Chiefs of Police;
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Uniform Crime Reporting Data Providers Advisory Policy Board

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APPENDICES

Table 74.—Law Enforcement Employees, Percent Male and Female, October 31, 1992

[1992 estimated population]

Population group	Total police employees			Police officers (sworn)			Civilian employees		
	Total	Percent male	Percent female	Total	Percent male	Percent female	Total	Percent male	Percent female
TOTAL AGENCIES: 13,032 agencies; population 241,519,000:	748,830	76.0	24.0	544,309	90.9	9.1	204,621	36.5	63.5
TOTAL CITIES: 9,543 cities; population 161,851,000:	425,346	77.5	22.5	352,963	91.2	8.8	100,383	29.3	70.7
GROUP I									
63 cities, 250,000 and over; population 43,955,000:	163,697	73.9	26.1	126,975	86.5	13.5	36,722	30.2	69.8
8 cities, 1,000,000 and over; population 20,365,000:	86,620	73.1	26.9	67,551	85.3	14.7	19,269	30.3	69.7
17 cities, 500,000 to 999,999; population 11,694,000:	38,185	75.7	24.3	29,890	87.9	12.1	8,295	31.7	68.3
38 cities, 250,000 to 499,999; population 13,897,000:	38,802	74.0	26.0	29,734	87.5	12.0	9,158	28.8	71.2
GROUP II									
128 cities, 100,000 to 249,999; population 19,193,000:	46,319	76.0	24.0	35,270	91.3	8.7	11,049	26.9	73.1
GROUP III									
335 cities, 50,000 to 99,999; population 23,180,000:	51,380	77.7	22.3	39,680	93.5	6.5	11,906	23.2	76.8
GROUP IV									
680 cities, 25,000 to 49,999; population 23,596,000:	52,093	79.0	20.4	40,937	94.4	5.6	11,156	25.2	74.8
GROUP V									
1,655 cities, 10,000 to 24,999; population 26,033,000:	58,783	81.3	18.7	47,073	95.1	4.9	11,710	26.0	74.0
GROUP VI									
7,082 cities under 10,000; population 23,895,000:	80,868	81.2	18.8	63,026	93.9	6.1	17,840	36.1	63.9
SUBURBAN COUNTIES									
842 agencies; population 51,000,000:	184,938	72.7	27.3	118,553	88.5	11.5	66,385	44.5	55.5
RURAL COUNTIES									
2,247 agencies; population 28,667,000:	110,546	75.5	24.5	72,793	93.4	6.6	37,753	41.5	58.5
SUBURBAN AREA ¹									
6,251 agencies; population 101,708,000:	315,967	76.1	23.9	221,021	91.2	8.8	94,316	40.5	59.5

¹Includes suburban city and county law enforcement agencies within metropolitan areas. Excludes central cities. Suburban cities and counties are also included in other groups.

Table 75.—Civilian Law Enforcement Employees, Percent of Total, Population Group, October 31, 1992

[1992 estimated population]

Population group	Percent civilian employees	Population group	Percent civilian employees
TOTAL AGENCIES: 13,032 agencies; population 241,519,000:	27.3	GROUP IV	
TOTAL CITIES: 9,543 cities; population 161,851,000:	22.1	630 cities, 25,000 to 49,999; population 23,596,000:	21.4
GROUP I		GROUP V	
63 cities, 250,000 and over; population 43,955,000:	22.4	1,655 cities, 10,000 to 24,999; population 26,033,000:	19.9
8 cities, 1,000,000 and over; population 20,365,000:	22.2	GROUP VI	
17 cities, 500,000 to 999,999; population 11,694,000:	21.7	7,082 cities under 10,000; population 23,895,000:	22.1
38 cities, 250,000 to 499,999; population 13,897,000:	23.5	SUBURBAN COUNTIES	
GROUP II		842 agencies; population 51,000,000:	35.9
128 cities, 100,000 to 249,999; population 19,193,000:	23.9	RURAL COUNTIES	
GROUP III		2,247 agencies; population 28,667,000:	34.2
335 cities, 50,000 to 99,999; population 23,180,000:	23.1	SUBURBAN AREA ¹	
		6,251 agencies; population 101,708,000:	29.8

¹Includes suburban city and county law enforcement agencies within metropolitan areas. Excludes central cities. Suburban cities and counties are also included in other groups.

Table 76.—Full-time State Law Enforcement Employees, October 31, 1992

State	Number of law enforcement employees					State	Number of law enforcement employees				
	Total	Officers		Civilians			Total	Officers		Civilians	
		Male	Female	Male	Female			Male	Female	Male	Female
Total	87,974	55,757	3,310	11,703	17,204	MONTANA: Highway Patrol	260	190	13	19	38
ALABAMA: Department of Public Safety	1,256	601	7	221	427	Other state agencies	16	13			3
Other State agencies	31	23	1	4	3	NEBRASKA: State Patrol	637	475	20	58	84
ALASKA: State Police	521	324	16	46	135	NEVADA: Highway Patrol	499	308	22	93	76
ARIZONA: Department of Public Safety	1,354	749	77	261	272	NEW HAMPSHIRE: State Police	335	228	18	35	54
ARKANSAS: State Police	687	473	18	63	133	NEW JERSEY: State Police	3,733	2,505	62	523	643
CALIFORNIA: Highway Patrol	8,501	5,468	501	1,015	1,625	NEW MEXICO: State Police	855	384	5	153	313
Other state agencies	388	282	32	24	50	NEW YORK: State Police	4,719	3,756	276	246	441
COLORADO: State Patrol	779	545	22	50	162	NORTH CAROLINA: Highway Patrol	1,598	1,250	9	199	140
Other state agencies	184	87	15	31	51	Other state agencies	1,759	1,193	103	145	318
CONNECTICUT: State Police	1,428	914	39	199	256	NORTH DAKOTA: Highway Patrol	190	121	2	40	27
DELAWARE: State Police	677	473	28	67	109	OHIO: State Highway Patrol	2,243	1,219	60	431	533
Other state agencies	138	96	9	12	21	OKLAHOMA: Department of Public Safety	1,613	801	11	308	293
FLORIDA: Highway Patrol	2,078	1,440	143	166	329	OREGON: State Police	1,008	759	29	43	177
Other state agencies	2,695	1,182	109	560	844	Other state agencies	56	36	8		12
GEORGIA: Department of Public Safety	1,775	738	19	276	742	PENNSYLVANIA: State Police	5,340	4,004	132	596	608
Other state agencies	436	328	60	13	35	Other state agencies	198	154	17	5	22
IDAHO: State Police	225	170	5	13	37	RHODE ISLAND: State Police	232	181	13	23	15
ILLINOIS: State Police	3,277	1,833	144	486	814	SOUTH CAROLINA: Highway Patrol	1,208	975	19	67	147
Other state agencies	428	323	27	29	49	Other state agencies	997	704	89	44	160
INDIANA: State Police	1,723	1,037	48	268	370	SOUTH DAKOTA: Highway Patrol	212	145	2	58	7
IOWA: Department of Public Safety	766	526	21	94	125	TENNESSEE: Department of Public Safety	1,566	734	23	198	611
KANSAS: Kansas Highway Patrol	815	542	60	104	109	TEXAS: Department of Public Safety	5,635	2,667	87	798	2,103
KENTUCKY: State Police	1,605	901	17	360	327	UTAH: Highway Patrol	393	344	19	8	22
LOUISIANA: State Police	1,033	675	8	115	235	VERMONT: State Police	424	271	12	57	84
MAINE: State Police	460	310	13	73	64	VIRGINIA: State Police	2,279	1,626	41	205	407
Other state agencies	111	37	3	34	37	Other state agencies	691	495	35	71	90
MARYLAND: State Police	2,229	1,437	130	300	342	WASHINGTON: State Patrol	1,918	985	40	456	437
Other state agencies	1,154	680	130	187	157	WEST VIRGINIA: State Police	798	512	14	87	185
MASSACHUSETTS: State Police	2,340	1,983	137	124	96	Other state agencies	121	114	1		6
MICHIGAN: State Police	2,903	1,810	171	437	485	WISCONSIN: State Police	662	425	60	96	77
MINNESOTA: State Police	688	476	18	131	63	Other state agencies	250	212	14	10	14
MISSISSIPPI: Highway Safety Patrol	831	483	8	99	239	WYOMING: Highway Patrol	198	151	3	14	30
MISSOURI: State Highway Patrol	1,810	848	15	554	393						

NOTE: The responsibilities of the various state police, highway patrol, and departments of public safety agencies range from full law enforcement duties to traffic patrol only. Any comparison of these data from state to state must take these factors and those on page v into consideration.

Table 77.—Full-time Law Enforcement Employees, State, 1992

[1992 estimated population]

State	Total employees	Officers		Civilians		State	Total employees	Officers		Civilians	
		Male	Female	Male	Female			Male	Female	Male	Female
Alabama: 297 agencies; Population 4,121,000	12,092	7,753	728	1,275	2,246	Montana: 112 agencies; Population 877,000	2,190	1,381	58	254	497
Alaska: 28 agencies; Population 568,000	1,375	814	59	105	397	Nebraska: 159 agencies; Population 1,542,000	3,782	2,569	188	239	766
Arizona: 93 agencies; Population 3,774,000	12,844	6,872	649	2,449	2,874	Nevada: 26 agencies; Population 1,158,000	4,270	2,640	323	526	981
Arkansas: 186 agencies; Population 2,396,000	5,693	3,593	193	796	1,111	New Hampshire: 113 agencies; Population 929,000	2,502	1,830	83	160	429
California: 454 agencies; Population 27,844,000	38,177	54,330	5,995	8,842	19,010	New Jersey: 533 agencies; Population 7,547,000	33,707	25,607	1,259	2,214	4,627
Colorado: 230 agencies; Population 3,331,000	10,893	7,045	934	761	2,155	New Mexico: 97 agencies; Population 1,545,000	5,037	3,086	240	505	1,206
Connecticut: 100 agencies; Population 2,815,000	8,810	6,726	425	517	4,142	New York: 402 agencies; Population 16,342,000	65,338	45,629	5,497	4,302	9,910
Delaware: 42 agencies; Population 527,000	1,974	1,470	113	133	258	North Carolina: 500 agencies; Population 6,843,000	21,753	15,003	1,641	2,070	3,039
District of Columbia: 1 agency; Population 589,000	3,207	3,138	986	242	541	North Dakota: 98 agencies; Population 635,000	1,334	932	71	118	213
Florida: 352 agencies; Population 13,220,000	32,939	27,837	3,256	9,086	12,760	Ohio: 302 agencies; Population 10,792,000	26,492	17,962	1,658	2,539	4,313
Georgia: 382 agencies; Population 6,602,000	25,193	15,968	2,254	2,685	4,286	Oklahoma: 292 agencies; Population 3,212,000	9,219	5,808	420	1,401	1,590
Hawaii: 5 agencies; Population 1,160,000	3,380	2,522	192	197	479	Oregon: 171 agencies; Population 2,972,000	6,193	4,354	329	266	1,244
Idaho: 101 agencies; Population 1,059,000	2,746	1,817	197	169	563	Pennsylvania: 908 agencies; Population 9,297,000	25,863	20,293	1,787	1,559	2,224
Illinois: 711 agencies; Population 11,591,000	38,419	26,543	2,975	3,233	5,668	Rhode Island: 42 agencies; Population 1,000,000	2,740	2,145	104	235	256
Indiana: 241 agencies; Population 5,596,000	13,395	8,477	691	1,772	2,455	South Carolina: 235 agencies; Population 3,601,000	8,245	5,667	503	676	1,395
Iowa: 224 agencies; Population 2,800,000	6,033	4,171	205	524	1,133	South Dakota: 84 agencies; Population 634,000	1,344	921	57	159	207
Kansas: 338 agencies; Population 2,447,000	7,836	5,271	479	713	1,373	Tennessee: 266 agencies; Population 4,925,000	14,605	9,006	766	2,540	2,797
Kentucky: 381 agencies; Population 3,728,000	8,802	6,172	582	845	1,203	Texas: 473 agencies; Population 17,650,000	59,748	35,089	3,504	8,546	12,607
Louisiana: 133 agencies; Population 2,776,000	10,092	7,033	1,515	504	1,040	Utah: 110 agencies; Population 1,800,000	4,059	3,074	276	144	61
Maine: 137 agencies; Population 1,221,000	2,583	1,896	82	274	331	Vermont: 51 agencies; Population 570,000	1,162	802	47	102	21
Maryland: 129 agencies; Population 4,848,000	16,040	11,108	1,380	1,316	2,234	Virginia: 263 agencies; Population 6,377,000	14,035	9,955	1,117	680	2,238
Massachusetts: 302 agencies; Population 5,904,000	16,333	13,390	708	891	1,476	Washington: 220 agencies; Population 5,041,000	11,443	7,569	557	1,062	2,267
Michigan: 567 agencies; Population 9,379,000	24,880	16,869	1,955	2,505	3,551	West Virginia: 273 agencies; Population 1,527,000	3,761	2,551	97	538	57
Minnesota: 276 agencies; Population 4,269,000	9,290	6,232	410	1,016	1,632	Wisconsin: 320 agencies; Population 5,005,000	14,588	10,217	1,034	1,054	2,211
Mississippi: 113 agencies; Population 1,553,000	4,430	2,896	161	553	840	Wyoming: 67 agencies; Population 465,000	1,869	1,205	66	172	41
Missouri: 283 agencies; Population 5,069,000	13,929	9,059	830	1,777	2,263						

32ND STORY of Focus printed in FULL format.

Copyright 1982 The New York Times Company
The New York Times

September 21, 1982, Tuesday, Late City Final Edition

SECTION: Section B; Page 1, Column 1; Metropolitan Desk

LENGTH: 1000 words

HEADLINE: POLICE PLAN A UNIFORM FOR PREGNANT OFFICERS

BYLINE: By BARBARA BASLER

BODY:

The New York City Police Department has decided to commission a maternity police uniform because of the rising number of pregnant police officers.

Police officials said they believed this would be the first major police force in the United States to order its pregnant officers - who now wear everyday maternity clothes - to wear a special maternity uniform.

With the department actively recruiting women to become officers and with more women choosing a police career, the officials said there was an increasing number of police pregnancies. And with most of the 1,400 women on the city force under the age of 40, they expect even more.

Conflicting Policies

Because precinct commanders have adopted conflicting dress policies for pregnant officers -and some pregnant officers have been complaining - the officials said that they hoped to deal with the question quickly and professionally.

"Apparently some commanders were letting the women go right into regular maternity clothes, and others wouldn't let them wear maternity clothes until they literally couldn't fit into their uniforms anymore," said Alice T. McGillion, the deputy police commissioner for public information. "There was just no policy."

The department now has 24 pregnant officers, with 19 of them still on the job, the officials said. Police Commissioner Robert J. McGuire said after discussions with police officials, women on the force and representatives of the Policewomen's Endowment Association that he had appointed a committee to come up with a "modest, practical, attractive maternity uniform."

Miss McGillion, who is on that committee, along with two other top police officials and a representative of the women on the force, said she hoped that the department would have such a uniform within the next few months. In the meantime, all pregnant officers will be permitted to wear maternity clothes, she said.

She said the uniform committee hoped to get suggestions from the women in the department and possibly from professional designers. In the past,

1ST STORY of Level 1 printed in FULL format.

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Newsday

August 2, 1994, Tuesday, NASSAU AND SUFFOLK EDITION

SECTION: BUSINESS; FAST TRACK; Pg. A45
Other Edition:A39 City

LENGTH: 526 words

HEADLINE: The Playboy Cop: How to Deal With The Backlash

BYLINE: Patricia Kitchen. Patricia Kitchen welcomes calls and letters from people with career questions and comments.

BODY:

Let's talk about women with hard jobs - like New York City policewomen, whose jobs were made harder recently by the catcalling from citizens over an officer posing nude in last month's issue of Playboy.

The sometimes hostile, sometimes "har-har" comments have little to do with lust, but a lot to do with resentment toward women who are seen as invaders in a traditionally macho profession, says Serafina Bathrick, chair of the communications department at Hunter College.

Ironically, this extra flak comes at a time when the image of the male cop is shifting. "Just look at NYPD Blue, one of America's best loved shows, where men [the heroes] behave more like women - they're compassionate, related, and spiritual," says Bathrick.

The New York City Police Department does no training specifically geared to help female cops respond to sexual harassment from the outside. Officers - both male and female - are trained generally to have "thick skin" when it comes to dealing with the public, says a spokesman. But there is a wide range of effective responses that any women can give to unwanted sexual barbs from strangers, says a woman law enforcement officer.

One is the assertive approach. You can send a clear, firm, negative message that the comment is not appreciated, says Judith C. Tingley, author of "Genderflex - Men and Women Speaking Each Other's Language at Work," due out this month (Amacom, \$ 19.95). It's fine to sound tough, harsh, and even rude. At all costs, avoid sounding weak in the name of trying to be polite, by saying something like, "Come on, don't say those things. Those remarks make me feel really embarrassed."

Another approach is to give no response at all. Continue walking by, or, if you are engaged in conversation go directly to what normally would have been the next sentence. This deprives offenders of the reaction some of them are after - to catch you off guard and make you feel uncomfortable. Tingley even suggests saying "Good morning" as you walk by. This gives you a voice, so you become more of a person and less of an object to hoot at.

Another response - reply in kind. "Fight banter with banter," says Jayne Tear, a gender communication consultant in Manhattan. As a group, women tended

2ND STORY of Focus printed in FULL format.

Copyright 1993 New York Law Publishing Company
New York Law Journal

September 27, 1993, Monday

SECTION: Pg. 1

LENGTH: 715 words

HEADLINE: Judge Affirms Bias Awards To Women Police

BYLINE: CERISSE ANDERSON

BODY:

THE NEW YORK City Police Department has been rebuffed in its first challenge to awards made by the city's Commission on Human Rights to dozens of women officers who filed a sex discrimination suit 17 years ago against the department.

The decision will be published tomorrow.

The commission began announcing final approval of individual awards in January, and Acting Justice Alice Schlesinger has ruled on challenges to three of the first four cases in *Beame v. DeLeon*, filed last week in Supreme Court, New York County, IA Part 21.

The commission awarded Helene Rinaldi, now a lieutenant serving as commander of the 88th Precinct's detective unit in Brooklyn, seven years of retroactive seniority and retroactive appointments to sergeant, lieutenant and captain with appropriately adjusted back pay, increased pension benefits and a \$ 35,000 award for mental anguish. Lieutenant Rinaldi has passed the captain's exam and is on a list awaiting promotion, but the commission's award directs that she should be paid as a captain as of Aug. 16, 1985.

Regina McKay, who retired from the force due to injury, also was awarded seven years of retroactive seniority, back pay, increased pension benefits and \$ 3,500 for mental anguish.

Justice Schlesinger upheld commission's rulings in both cases, as well as the commission's dismissal of Police Officer Mary Ann Larsen's complaint as untimely.

A fourth award approved by the commission gave seven years of seniority, back pay and increased pension rights to Police Officer Ada Rodriguez, who is serving as a second-grade detective, and a \$ 10,000 award for her mental anguish.

Administrative Law Judge Rosemarie Maldonado has been conducting hearings on the particular claims of each of 106 complainants and has issued recommended findings and awards in seven other cases that are awaiting commission action. The other cases are still in the hearing process.

An earlier stage of the litigation found that the City was liable for discrimination had a policy (changed in 1977) of requiring women officers to

24TH STORY of Focus printed in FULL format.

PR Newswire

December 3, 1985, Tuesday

DISTRIBUTION: TO CITY DESK

LENGTH: 521 words

DATELINE: NEW YORK, Dec. 3

BODY:

NEW YORK, Dec. 3 /PRN/ -- For stopping a sexual assault in progress and apprehending the rapist in the act, Police Officer Felecia V. Duke of the New York City Police Department has been named Police Officer of the Year by the Northeast Association of Women Police (NEAWP), it was announced today.

Officer Duke will be honored and presented with the award at a ceremony Thursday, Dec. 5, at 6:30 p.m. in the James Room, Barnard College, 3009 Broadway (117th Street), New York.

"Duke and her partner caught the rapist with his pants down, literally, as he was standing over his victim pulling up his trousers when they first spotted him," commented Capt. Dorothy M. Schulz, NEAWP president, who will be presenting the award.

"The defendant was indicted on charges of rape, sodomy and various assault charges," Capt. Schulz continued. "He had been paroled only a few months before after serving 10 years for raping a Barnard faculty member in the same area of the park."

It was late in the afternoon of Feb. 18, 1985, that Officer Duke and her partner, Anthony Vasquez, heard a woman's screams while on plainclothes patrol along Riverside Drive. Entering the park with flashlights pointed in the direction of the screams, Duke says the first thing they saw was a man who jumped up and then crouched down.

"A female was struggling to get out from underneath the man," Officer Duke continued, "and she was shouting, 'He raped me, he raped me. Shoot him. Shoot him.'"

Exercising what her commanding officer characterized as amazing restraint, Officer Duke subdued the suspect after a short chase and struggle. He was arrested without a shot being fired.

"I had to think about shooting him," Officer Duke said later. "Rape is the worst crime -- the dirtiest crime. But I'm not trained to just shoot people down."

The suspect, in addition to serving years for rape, also served time for another rape/robbery on the West Side of Manhattan and is a suspect in a number of similar crimes since his release from prison.

In her two years with NYPD, Officer Duke has earned two commendations and has made 27 felony arrests. She and her partner received the New York Daily News Hero of the Month award in March 1985. Officer Duke is the first female officer ever to receive the honor.

In addition to the Police Officer of the Year Award, 11 other officers will be presented with merit and special merit citations conferred by the International Association of Women Police. The recipients, and their departments, are: PO Irma Lozada,

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The New York Times

September 29, 1984, Saturday, Late City Final Edition

SECTION: Section 1; Page 26, Column 5; Metropolitan Desk

LENGTH: 1018 words

HEADLINE: THE JOB, NOT GENDER, IS FOCUS IN OFFICER'S DEATH

BYLINE: By BARBARA BASLER

BODY:

Since Transit Police Officer Irma Lozada was shot to death in a vacant lot in Brooklyn last Friday, police officers have been questioning her death, searching for a message, a lesson, a warning.

"There are always cases cops remember, and we'll be talking about the Lozada case for a long time to come," said Officer Maria Fitzgerald, the president of the Police Women's Endowment Association of the New York City Police Department.

Officer Lozada, most officers agree, will be remembered as the first female officer in the city to be killed in the line of duty. But her death leaves no moral on gender. The Lozada case, the officers say, is not about being a woman on the job, but about the job itself.

It is also, they say, about radios that do not always work, about patrolling alone - as most transit officers do - and about police procedure.

"I haven't heard one word about how a man could have done better than Irma did, or that this proves women don't have the strength to be cops," said Dianna Pennetti, one of the 149 women on the 3,500-officer transit force, and the head of the Transit Police Women's Association.

Women Accepted on Force

"No, there hasn't been any talk like that," said Judith Travers, a transit officer who knew Officer Lozada. "Everyone knows that a weapon can be taken from anyone."

Women as officers will always be an issue "to some personalities on the force," Officer Pennetti said. "But most men accept women fully now, and they were 100 percent with Irma."

Patrick Townsend, another transit officer, said, "Almost all men accept women on the force and nobody was second-guessing Irma."

What the Lozada case has done, Officer Pennetti said, "is raise issues about our job."

The New York Times, September 29, 1984

FOCUS

Transit officials are still investigating the case, but some facts are known. It was late afternoon, and Officer Lozada and her partner, Nat Giambalvo, had split up to chase a thief. Officer Lozada had been given the radio to call for help if she needed it.

Officer Giambalvo has said he last saw her alive about 4 P.M. Three hours later, the police found her body in an overgrown lot. She had been shot twice in the head with her own gun. Her handcuffs were out, as though she had been trying to handcuff a suspect who had turned and overpowered her. If she had used the radio - which was smashed, apparently when it fell to the ground during the struggle - her call for help was not received.

Officials from both the city and transit police departments said the Lozada slaying had nothing to teach them about women on the force. There are no plans to train or deploy women in any special way because of the killing.

"Women officers are trained like our men officers and assigned the same way, and nobody I know of wants that changed," said Patrick J. Murphy, first deputy police commissioner.

The unions agree. "It would be a disservice to Irma's courage if women were now given separate roles in policing," said William L. McKechnie, president of the Transit Patrolmen's Benevolent Association.

What the officers want, said Mr. McKechnie and Officer Pennetti, are better radios and two-officer patrols.

"Irma was lucky in one sense," Officer Pennetti said. "She had a partner. The fact that they split up for the chase - that's common procedure, it happens every day. But when an officer is alone with a suspect, everything is harder, and on the transit force, most women, like most men, patrol alone day after day."

Officer Fitzgerald, who works for the Police Department, which uses two-officer patrols, said: "That's one reason why they team us up. Cuffing a suspect is tough. You need one cop to cover and one to cuff."

Use of Force

There are also questions about the use of force. "If Irma had shot the suspect when he started to fight with her, the headlines would have read 'Cop Kills 19-Year-Old Chain-Snatcher,' and we all know that," Officer Pennetti said.

"Irma was alone in a hostile neighborhood," she continued. "There was no help. The guy was bigger and he was resisting. But even if he had punched her in the face, she couldn't use her gun because apparently he was unarmed."

Questions about the transit police radio system have also been raised, as they have time and again. The system, the transit police say, is antiquated and inadequate. Down in the subways, the trains, the depth of the stations and the steel in their construction often make it impossible for officers in a station to communicate by radio with each other or with headquarters.

"There are so many dead spots inside the station you can hardly count on your radio," said Officer Townsend, who works in the transit police communications center. "And when you chase a robber upstairs and onto the streets, forget it. You don't have a chance of calling on that radio and being heard."

Transit Chief James Meehan said: "There is no evidence that Officer Lozada made any radio transmission. We sent officers to the area where she was found, and they were able to transmit from the scene."

New System on the Way

Transit officials say they are spending \$13 million for a new system that will be in place by June 1985, and Chief Meehan said he hoped it would eliminate all dead spots. As for two-officer patrols, he said: "We are not even considering them."

Finally, Officer Fitzgerald of the Police Department was critical of Officer Lozada's partner. "They split up about 4 P.M., and when he couldn't find her he went back to his station house and waited another hour or so before starting a formal search," she said.

Other transit officers said they would not criticize the partner, Officer Giambalvo, until all facts were in. Chief Meehan said Officer Giambalvo went to the station house looking for Officer Lozada and was on the radio asking if other officers in the area had seen her.

When Officer Lozada did not show up for her meal hour at 5 P.M., her partner finally reported she was missing. "It was a judgment call, and he did nothing against the rules," Chief Meehan said.

LANGUAGE: ENGLISH

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The New York Times

March 31, 1992, Tuesday, Late Edition - Final

SECTION: Section B; Page 22; Column 4; Style Desk

LENGTH: 232 words

HEADLINE: CHRONICLE

BYLINE: By NADINE BROZAN

BODY:

ELLEN KING, a retired first-grade detective with the New York City Police Department's sex crimes unit, is not quite sure what all the fuss is about, but a stellar group of speakers will gather to pay her homage on Thursday evening.

GERALDINE FERRARO, HUGH DOWNS and LINDA FAIRSTEIN, the chief of the Manhattan District Attorney's sex crimes unit, will address the guests at a cocktail party in the Westbury Hotel, a benefit for the Rape Crisis Intervention Program at Mount Sinai Medical Center.

"Detective King was a one-woman education movement in the New York City Police Department," Ms. Fairstein said yesterday. "She was responsible for educating a large segment of the public in the city about sex crimes and victims. She spoke at every elementary and high school, at women's groups all over the city. She created and ran the police department training programs, and she did decoy work."

Mrs. King retired in 1989 to spend more time with her family, but during her 13 years with the unit public recognition of the magnitude of the problem improved considerably, she said.

"The laws to protect victims have changed, though perhaps not enough," she said. "But recognition of sexual assault as criminal behavior is uppermost in the minds of most citizens these days."

As for the honor she is to receive, she said: "I am a little embarrassed. I was just doing my job."

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The New York Times

May 31, 1991, Friday, Late Edition - Final

SECTION: Section B; Page 3; Column 1; Metropolitan Desk

LENGTH: 815 words

HEADLINE: Detective, Settling Sex-Bias Suit, Wins Promotion

BYLINE: By CONSTANCE L. HAYS

BODY:

After five years of pursuing a sex-discrimination suit against the New York City Police Department, a decorated detective will be promoted today. And so that other women in the department see her as an example, the promotion will be bestowed in a public ceremony. Then she plans to retire.

The 47-year-old detective, Kathleen Burke, won the promotion under a settlement filed yesterday in Federal District Court in Manhattan. In a lawsuit originally seeking \$2 million in damages, she had accused the department of sexual discrimination and "retaliation for exercising her civil rights to complain of such discrimination."

"She insisted that she be promoted at a public ceremony," said her lawyer, Rosemary Carroll, "so other women in the department would know that while it isn't an easy fight, it's something that has to be taken up if things are going to change." At present, 484 of the department's 3,169 detectives are women, police officials said.

'It Seemed Prudent'

Detective Burke will move up from a second-grade rank to first grade, the highest level for detectives. The department will also promote 150 other officers at the ceremony. "It seemed prudent to promote her," said Robin Binder, a lawyer with the City Corporation Counsel's office. "She suggested to us that a promotion would satisfy her."

Detective Burke, who did not return telephone calls to her office yesterday seeking comment, filed her lawsuit in 1986, accusing the Police Department of allowing an atmosphere of sexual discrimination and harassment to persist despite complaints about the way she was treated. As a result, the suit said, she was deprived of career advancement and personal gain.

She and her partner, Anthony Venditti, were shot outside a Queens diner on Jan. 21, 1986, while on undercover duty. Detective Venditti, 34, died of his wounds; Detective Burke, who was shot in the chest, later received a Police Department Medal of Honor.

She plans to retire this summer and become a full-time consultant, specializing in counseling for police officers involved in shootings. As a first-grade detective, she will be paid \$61,274 a year. On retirement, she will

get a pension of up to three-fourths of her salary.

Telephone Duty

Her case began when she returned to work in the elite Major Case Squad in 1980 after giving birth to her second child. She said she had expected to investigate bank robberies and truck hijackings, the squad's usual cases.

But that did not happen, her suit said. "Defendant Sgt. Martin Stiasny made comments to plaintiff," it said, "evinced his view that a mother of children should not be working in the Police Department; that by physical build, disposition and nature, women are not capable of competently performing in the Police Department, and that plaintiff should answer the phone in the squad and not try to do police work."

Sergeant Stiasny, who was her immediate supervisor and had denied the accusations, now commands the 109th Precinct's detective squad in Queens, his lawyer, Joseph Fallek, said.

The suit said the sergeant began a campaign to prevent her from working as a detective. It said he berated her as "incapable of doing the job of detective." When she did get a partner, after threatening to file a grievance, the partner was told "he could not be much of a man if he would work with the 'broad' detective," the suit said.

'Some Earthy Language'

It also said Sergeant Stiasny had barred Detective Burke and her partner from executing warrants and participating in investigations that could have won them citations and advancement. But when Detective Burke went on vacation, her partner began receiving such assignments, the suit said.

In 1984 Detective Burke filed a complaint with the department's Equal Employment Opportunity Unit, charging sexual harassment and sexual discrimination. Part of the evidence was a tape recording made by Detective Burke of conversations. Unaware she was wearing a recording device, the sergeant described her in profane, gender-specific terms, Ms. Carroll said.

Mr. Fallek, the sergeant's lawyer, said the tape revealed "some earthy language, the kind you'd find in any military or paramilitary organization," but no discrimination.

A year later, the deputy commissioner of the equal-employment unit, George Sanchez, wrote the sergeant, saying his investigation had found no substantiation of discrimination, but upheld the harassment charge.

Sergeant Stiasny, who agreed to a fine of three days' pay, refused to accept the findings, Mr. Fallek said.

In 1985, Detective Burke was transferred and wound up on a joint task force investigating organized-crime ties with gambling, Ms. Carroll said.

The detective's suit named the equal employment unit, Sergeant Stiasny, three other supervisors and two male colleagues as defendants.

GRAPHIC: Photo: Detective Kathleen Burke (The New York Times, 1987)

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SECTION: TEMPOWOMAN; Pg. 4; C; Womanews

LENGTH: 338 words

HEADLINE: Day care for cops' kids

BYLINE: Copyright 1989 N.Y. Times News Service

BODY:

The austere brick hallways of the nation's largest police headquarters will soon echo with the sounds of children.

The New York City Police Department, in hopes of attracting more women to careers in police work while helping to ease the domestic burdens of employees with preschoolers, has begun building a day-care center there.

"It's going to be small, only about 35 kids. But it's a start," said Judith Dynia, a civilian official in charge of the project. The center has begun taking shape on the ground floor of the 15-story headquarters building in lower Manhattan.

"We have every indication that it's needed," said Dynia, a special assistant to Joseph P. Wuensch, deputy police commissioner for management and budget. "Both uniformed and civilian personnel, men as well as women, struggle with child care issues and arrangements. And for many there are critical financial burdens."

Dynia estimated the building renovation costs for the center at \$120,000 and \$24,000 for equipment.

Officials hope that the center, whose operation will be partly subsidized by the city's Agency for Child Development, will be ready to open by early spring, probably on an 8 a.m. to 6 p.m. schedule.

Under the plan, the agency would arrange for a not-for-profit child care group to operate the center.

"I'm not sure 35 kids are going to make a tremendous difference," Dynia said, adding that "we'll have to have a lottery system" to allocate places in the center, then decide which parents qualify for subsidies to help pay the projected \$110-a-month cost. She said the cost was "not unreasonable, given the market rate, which runs \$125 and up for quality programs."

More than 75 percent of the civilian workers at headquarters are women, compared with fewer than 10 percent of the uniformed officers.

Although women make up fewer than 12 percent of the total uniformed force, their numbers continue to grow. Between June, 1978, and June, 1988, the number

perform matron duty for female prisoners held in precinct lockups. Because women had to be on call for the matron assignments, they were limited to serving in certain types of duties and denied the opportunity to request certain schedules and transfers, the commission found.

The City's appeal of Justice Schlesinger's decision upholding that ruling is scheduled to be argued in November in the Appellate Division, First Department.

Assistant Corporation Counsel David L. Lock said the City would also file a notice of appeal of the judge's rulings last week on the individual awards.

Justice Schlesinger rejected the City's argument that the award of retroactive seniority was not reasonably related to the alleged wrong. She noted that excessive matron duty affected promotional opportunities for women officers.

"They received lower evaluations, fewer awards, lower examination scores. Furthermore, the complainant's precinct assignments were restricted and as a result they failed to receive the patrol experience necessary for advancement," she wrote.

The judge also rejected the police department's contention that the commission's award of revised appointment and promotion dates to Captain Rinaldi were not supported by substantial evidence.

"Although Rinaldi failed the sergeant's examination in 1978, her explanation for this failure is supported by the record. Rinaldi stated that she had difficulty with questions on patrol functions and supervisions because she had limited experience in these areas. This occurred because she had been assigned to perform involuntary matron duty during her initial years as a police officer," the judge said.

"It is noteworthy that with the exception of the 1978 sergeant's exam, Rinaldi has taken and passed every other promotional exam with flying colors," she added.

Assistant Corporation Counsels Lock and Patricia B. Miller represented the City and the police department on these challenges. Staff counsel Mark Wilson and Raymond Wayne appeared for the Human Rights Commission, and Kenneth E. Gordon of Gordon, Gordon & Tepper represented the past and present women officers. Mr. Gordon has represented the complainants since the case began in 1976.

GRAPHIC: Picture, Justice Schlesinger

LANGUAGE: ENGLISH