



CITY OF PHILADELPHIA

POLICE DEPARTMENT
HEADQUARTERS, FRANKLIN SQUARE
PHILADELPHIA, PENNSYLVANIA 19106

JOSEPH F. O'NEILL
Commissioner

WOMEN
AS
POLICE OFFICERS

JOSEPH F. O'NEILL
POLICE COMMISSIONER
AUGUST 14, 1974

D-49

THE PHILADELPHIA POLICE DEPARTMENT IS UNALTERABLY OPPOSED TO THE THEORY THAT FEMALES CAN PERFORM THE POLICE FUNCTION IN AN URBAN SETTING AS WELL AS MALES.

IN ARRIVING AT THIS DECISION THE FOLLOWING POINTS WERE CONSIDERED:

1. FEMALE OFFICERS ARE NOT AS EFFECTIVE AS MALE OFFICERS ON STREET PATROL BECAUSE OF THE PHYSICAL DIFFERENCE OF MALES AND FEMALES, ESPECIALLY HEIGHT AND WEIGHT.

WOMEN REACT SLOWER AND ARE LESS COORDINATED THAN MEN, AND THESE ARE KEY FACTORS IN A PATROL OFFICER.

2. A MORALE PROBLEM WOULD DEVELOP WITH MALE OFFICERS BECAUSE THOSE ASSIGNED TO WORK WITH WOMEN WOULD NOT HAVE CONFIDENCE IN THEM IN A TOUGH SITUATION.
3. WOMEN ARE NOT PHYSICALLY CAPABLE OF HANDLING VIOLENT INCIDENTS ON PATROL.
4. NEW FEMALE OFFICERS WOULD NOT MAKE AS MANY ARRESTS AS MALE OFFICERS. IN ADDITION, THEY WOULD NOT ENFORCE MOTOR VEHICLE VIOLATIONS ADEQUATELY.

THEY ARE LESS LIKELY TO TAKE CHARGE AT AN INCIDENT.

5. POLICEWOMEN SHOULD NOT BE REASSIGNED FROM A SPECIALIZED UNIT TO PATROL DUTY.
6. A PILOT PROGRAM IN PHILADELPHIA WOULD PROBABLY SHOW THE SAME RESULTS AS THAT CONDUCTED IN SAN FRANCISCO AND WOULD BE USED AS A STRONG ARGUMENT AGAINST WOMEN ON PATROL.
7. IN 1973, 131 LAW ENFORCEMENT OFFICERS WERE KILLED. THE OFFICER ON PATROL DUTY WAS THE ONE WHO MOST OFTEN ENCOUNTERED DEATH. THERE WERE 93 PATROL OFFICERS SLAIN IN 1973. PATROL IS THE MOST DANGEROUS ASPECT OF POLICE WORK, WOMEN SHOULD BE EXCLUDED FROM THE PATROL FORCE WHERE THIS DANGER IS MOST OFTEN ENCOUNTERED, JUST AS THE U.S. ARMY EXCLUDES WOMEN FROM COMBAT.
8. POLICEWOMEN ASSIGNED TO PATROL IN SAN FRANCISCO WERE UNABLE TO PERFORM ALL THE ARDUOUS DUTIES OF A PATROL OFFICER.
9. WOMEN POLICE OFFICERS WOULD BE MORE PRONE TO ASSAULTS BECAUSE OF THEIR HEIGHT.

FEMALE OFFICERS ARE NOT AS EFFECTIVE AS MALE OFFICERS ON STREET PATROL BECAUSE OF THE PHYSICAL DIFFERENCE OF MALES AND FEMALES, ESPECIALLY HEIGHT AND WEIGHT.

WOMEN REACT SLOWER AND ARE LESS COORDINATED THAN MEN, AND THESE ARE KEY FACTORS IN A PATROL OFFICER.

EXCLUDING ANY INDICATIONS OF TOTAL SUPERIORITY OR INFERIORITY BETWEEN MALE AND FEMALE, THE THRUST OF THE ARGUMENT HERE IS THE DIFFERENCES BETWEEN THE SEXES AS IT RELATES TO THE POLICE PATROL FUNCTION WHERE THE SIGNIFICANT DIFFERENCES ARE FELT TO BE APPLICABLE. (PHYSICAL STRENGTH - SPEED - COORDINATION - CONSISTENCY OF REACTION TIME)

IF THERE CAN BE MUTUAL AGREEMENT ON THE FACT THAT THE POLICE OFFICER ON PATROL MUST MEET SITUATIONS HEAD ON REGARDLESS OF THE PERSONAL DANGER INVOLVED TO HIMSELF AND BE ABLE TO PROTECT LIFE AND PROPERTY WHICH IS HIS SWORN DUTY, HE MUST HAVE THE PHYSICAL CAPABILITY TO ACT RESPONSIBLY IN THOSE SITUATIONS THAT REQUIRE SUCH ACTION.

THE THIRD EDITION OF THE BOOK ENTITLED, "DIFFERENTIAL PSYCHOLOGY" AUTHORED BY ANNE ANASTASI, PROFESSOR OF PSYCHOLOGY, FORDHAM UNIVERSITY, CHAPTER 14 ENTITLED, "SEX DIFFERENCES", PAGE 470 STATES UNDER SEX DIFFERENCES IN APTITUDES:

"CERTAIN SEX DIFFERENCES IN APTITUDES HAVE BEEN FOUND CONSISTENTLY BY DIFFERENT INVESTIGATORS."

THE VARIOUS APTITUDES ARE THEN DISCUSSED THROUGHOUT THE CHAPTER. IN CONFINING THE ARGUMENT TO THE

AREA OF UNIFORM PATROL, THE SIGNIFICANT APTITUDES REFERRED TO ARE INDICATED UNDER THE HEADING OF MOTOR SKILLS: (QUOTE)

"ON THE AVERAGE, BOYS SURPASS GIRLS NOT ONLY IN MUSCULAR STRENGTH, BUT ALSO IN SPEED AND COORDINATION OF GROSS BODILY MOVEMENTS."

ANOTHER IMPORTANT FACTOR IS: (QUOTE)

"MEN HAVE ALSO BEEN FOUND TO HAVE SHORTER AND MORE CONSISTENT REACTION TIMES THAN WOMEN."

THIS IS A SIGNIFICANT FINDING IN VIEW OF THE FACT THAT POLICE OFFICERS ARE OFTEN REQUIRED TO MAKE SPLIT-SECOND DECISIONS WHICH MAY RESULT IN THE SAVING OF A LIFE -- OR THE QUICK RESOLUTION OF A HIGHLY TENSE AND EXPLOSIVE SITUATION. IN SERIOUS SITUATIONS, THERE CAN BE NO VACILLATION ON THE PART OF THE RESPONSIBLE POLICE OFFICER. HIS REACTION TO THE SITUATION MUST BE DECISIVE AND IMMEDIATE.

A MORALE PROBLEM WOULD DEVELOP WITH MALE OFFICERS
BECAUSE THOSE ASSIGNED TO WORK WITH WOMEN WOULD
NOT HAVE CONFIDENCE IN THEM IN A TOUGH SITUATION.

— SAN FRANCISCO POLICEWOMEN EXPERIMENT

OFFICER DAVID BROWN SUBMITTED AN EVALUATION REGARDING FEMALE OFFICER DALY IN WHICH HE REPORTED THAT OFFICER DALY FAILED IN WHAT HE CONSIDERED THE MOST IMPORTANT ASPECT OF A PATROL CAR PARTNER: "HAVING CONFIDENCE IN OFFICER DALY IN A TOUGH SITUATION". ON NUMEROUS OCCASIONS HE REPORTED THAT HE FELT THAT IF A SERIOUS INCIDENT AROSE HE COULD NOT EXPECT MUCH HELP.

HE FURTHER REPORTED THAT HE WAS HESITANT TO RESPOND TO SERIOUS DISTURBANCES UNLESS HE KNEW THAT A BACK-UP UNIT WAS ON THE WAY.

HE STATED HE MADE LESS TRAFFIC STOPS AND TOOK ON LESS SUSPICIOUS PERSONS AND AUTOS BECAUSE, "I DIDN'T HAVE CONFIDENCE IN MY PARTNER WHICH I NORMALLY WOULD HAVE".

THE RELATIONSHIP BETWEEN TWO MALE PARTNERS EACH OF WHOSE LIFE MAY SOME DAY DEPEND ON HIS PARTNER'S REFLEXES HAS TRADITIONALLY BEEN COMPARED TO THE CLOSENESS OF MARRIAGE, WITH MANY WIVES ADMITTING THAT, IN WAYS, THEIR HUSBANDS SHARE A CLOSER RELATIONSHIP WITH THEIR PARTNERS THAN WITH THEIR SPOUSES.

IN A PATROL CAR, PARTNERS SHARE WHAT WE CALL INTIMATE SPACE. THIS EVOLVES INTO AN US AGAINST THEM

RELATIONSHIP, WHICH BECOMES A DEEP EMOTIONAL RELATIONSHIP.

PARTNERS OFTEN GET TO THE POINT THAT ONE CAN'T MAKE A DECISION WITHOUT CONSULTING THE OTHER. THIS IS ESPECIALLY TRUE WHEN OFFICERS ARE ASSIGNED TO HIGH RISK AREAS AND FACE THE CONSTANT POSSIBILITY OF DEATH OR SERIOUS INJURY.

SEXUAL TENSION WOULD HAVE TO EXIST UNDER THIS CIRCUMSTANCE AND WOULD PRESENT NUMEROUS ADDITIONAL PROBLEMS TO THE POLICE ADMINISTRATOR.

WOMEN ARE NOT PHYSICALLY CAPABLE OF HANDLING VIOLENT
INCIDENTS ON PATROL.

WOMEN ARE NOT PHYSICALLY CAPABLE OF HANDLING VIOLENT INCIDENTS WHICH ARE OFTEN ENCOUNTERED WHILE ON PATROL. THIS INCREASES THE RISK TO THEIR PARTNER AS WELL AS THE PUBLIC.

MRS. SHERRIE WHITE, NEW YORK CITY PRESIDENT OF THE CITIZENS ORGANIZATION FOR POLICE SUPPORT STATED: "OUR OBJECTION TO WOMEN ON PATROL IS THAT WE FEEL THAT WOMEN ARE NOT PHYSICALLY CAPABLE OF HANDLING WHAT MIGHT BE A VIOLENT INCIDENT ON PATROL AND THUS ENDANGER THE LIVES OF THE MEN WHO ARE THEIR PARTNERS AND OF THE PUBLIC WHOM THEY ARE PROTECTING."

NEW YORK TIMES - JULY 15, 1974

THE DANGER FACTOR IS PRESENT IN ALL PHASES OF POLICE WORK, BUT IS ESPECIALLY HIGH IN THE PATROL FORCES. POLICE OFFICERS MUST REACT TO SITUATIONS AS THEY OCCUR, AND ARE OFTEN DRAWN INTO DANGEROUS CONDITIONS BEFORE THEY HAVE THE OPPORTUNITY TO REQUEST OR RECEIVE ASSISTANCE.

THE MAJORITY OF OUR OFFICERS PERFORM THEIR DUTIES ALONE, AND THROUGH EXPERIENCE HAVE BECOME CONDITIONED TO DANGEROUS SITUATIONS AND PERSONS THROUGH ACTUAL SITUATIONAL ENCOUNTERS.

THE PHILADELPHIA POLICE DEPARTMENT CANNOT AFFORD THE LUXURY OF ASSIGNING WOMEN TO EXPERIENCED MALE OR FEMALE OFFICERS OR ASSIGNING TWO WOMEN TOGETHER. IN THE MANAGEMENT OF ANY LARGE ORGANIZATION FUNDING IS AN ESSENTIAL CONSIDERATION TO HIRING ANY NEW EMPLOYEE. HOWEVER, BESIDES BEING A LARGE ORGANIZATION THE POLICE DEPARTMENT IS A GOVERNMENT AGENCY, AND THEREFORE IS ACCOUNTABLE TO THE CITIZENS OF PHILADELPHIA NOT ONLY FOR THE MONEY IT SPENDS BUT FOR THE PROTECTION IT PROVIDES FOR THEM. ASSIGNING WOMEN TO PATROL WITHOUT THE REQUISITE EXPERIENCE WOULD NOT ONLY ENDANGER THEIR LIVES BUT THE VERY LIVES OF THE CITIZENS OF PHILADELPHIA WHO THEY WOULD BE SWORN TO PROTECT. TO ASSIGN WOMEN TO EXPERIENCED OFFICERS WOULD INCREASE THE COST OF POLICE PROTECTION TO THE CITIZENS OF PHILADELPHIA AT A TIME WHEN OUR PRESIDENT HAS CALLED FOR EFFICIENT GOVERNMENTAL MANAGEMENT IN AN EFFORT TO REDUCE INFLATION.

NEW FEMALE OFFICERS WOULD NOT MAKE AS MANY ARRESTS AS
MALE OFFICERS. IN ADDITION, THEY WOULD NOT ENFORCE
MOTOR VEHICLE VIOLATIONS ADEQUATELY.

THEY ARE LESS LIKELY TO TAKE CHARGE AT AN INCIDENT.

ACCORDING TO THE POLICE FOUNDATION STUDY,
POLICEWOMEN ON PATROL, "NEW POLICEWOMEN WERE MORE
LIKELY TO HAVE MADE NO FELONY ARRESTS. THE NEW
POLICEWOMEN MADE FEWER MISDEMEANOR ARRESTS AND GAVE
FEWER MOVING TRAFFIC VIOLATIONS."

NEWLY ASSIGNED FEMALE OFFICERS ARE "LESS LIKELY
TO TAKE CHARGE AT AN INCIDENT IN WHICH THEIR PARTNER
IS PRESENT."

THERE ARE A VARIETY OF FUNCTIONS WHICH THE POLICE
OFFICER PERFORMS TODAY, PARTICULARLY IN THE LARGE
URBAN COMMUNITY. THE DEMANDS UPON POLICE ARE LIKELY
TO INCREASE IN NUMBER AND COMPLEXITY RATHER THAN
DECREASE. THEREFORE, WE MUST HAVE A POLICE OFFICER
WHO WILL ENFORCE THE LAWS AND WILL TAKE CHARGE OF A
SITUATION WHEN REQUIRED TO DO SO.

POLICEWOMEN SHOULD NOT BE REASSIGNED FROM A SPECIALIZED
UNIT TO PATROL DUTY.

A MANAGEMENT INFORMATION SERVICE REPORT, ENTITLED WOMEN IN LAW ENFORCEMENT, INDICATES THAT PROBLEMS ARE ENCOUNTERED WHEN PRESENTLY ASSIGNED POLICEWOMEN ARE REASSIGNED TO PATROL.

THE FOLLOWING EXTRACT WAS CONTAINED IN THIS REPORT:

"ANOTHER IMPORTANT DECISION TO BE MADE IN THE PLANNING STAGE IS THE PROBLEM OF REASSIGNING POLICEWOMEN ALREADY IN THE DEPARTMENT. ONE DEPARTMENT ORDERED REASSIGNMENT OF ALL POLICEWOMEN FROM THEIR SPECIALIZED JOBS TO PATROL DUTY. THIS POLICY CREATED PROBLEMS AND WOULD NOT BE RECOMMENDED. MANY OF THE POLICEWOMEN WERE PLEASED WITH THEIR PRESENT JOBS AND RESENTED BEING TRANSFERRED. THEY HAD JOINED THE DEPARTMENT WITH THE UNDERSTANDING THAT THEY WOULD BE ASSIGNED TO SPECIALIZED JOBS, AND THEY HAD NO DESIRE TO BECOME PATROLWOMEN."

A PILOT PROGRAM IN PHILADELPHIA WOULD PROBABLY SHOW
THE SAME RESULTS AS THAT CONDUCTED IN SAN FRANCISCO
AND WOULD BE USED AS A STRONG ARGUMENT AGAINST
WOMEN ON PATROL.

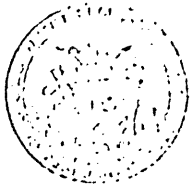
THE POLICE DEPARTMENT OF THE CITY AND COUNTY OF SAN FRANCISCO CONDUCTED AN EVALUATION PROGRAM TO DETERMINE IF POLICEWOMEN WHO HAD RECEIVED THE SAME TRAINING AS MALE OFFICERS COULD PERFORM THE SAME FUNCTIONS NORMALLY PERFORMED BY MALE OFFICERS ON PATROL.

SAN FRANCISCO IS A LARGE METROPOLITAN AREA AND HAS THE SAME TYPE OF POLICE PROBLEMS AS DOES PHILADELPHIA. IF A PROGRAM WERE TO BE CONDUCTED IN THE CITY OF PHILADELPHIA, THE RESULTS WOULD PROBABLY BE VERY SIMILAR TO THOSE ARRIVED AT BY THE POLICE DEPARTMENT IN SAN FRANCISCO.

THE RESULT OF THE PROGRAM, AS REPORTED BY THE MALE AND FEMALE OFFICERS INVOLVED INDICATES THAT FEMALES CANNOT EFFECTIVELY PERFORM MANY PATROL FUNCTIONS AS CAN THE MALE OFFICER. THE NEGATIVE EVALUATIONS SUBMITTED BY THE MALE OFFICERS IN THE PROGRAM WERE SUPPORTED BY THE FEMALE OFFICERS AND IN SOME INSTANCES ADDITIONAL NEGATIVE TESTIMONY WAS SUPPLIED BY THE FEMALES IN THE PROGRAM.

THE TESTIMONY OF THE FEMALES PRECLUDES ANY POSSIBILITY OF MALE PREJUDICE IN THE OVER-ALL EVALUATIONS.

THE SUBSTANCE OF THE SAN FRANCISCO EVALUATION
PROGRAM IS ATTACHED.



POLICE DEPARTMENT
 CITY AND COUNTY OF SAN FRANCISCO
 HALL OF JUSTICE
 150 BRYANT STREET
 SAN FRANCISCO, CALIFORNIA 94103



October 01, 1973

ADDRESS ALL CORRESPONDENCE
 DONALD M. SCOTT
 CHIEF OF POLICE

OFFICE OF THE
 CHIEF OF POLICE

C-8915

IN REPLY, PLEASE REFER TO
 OUR FILE: P 1772

100116 1973
W. L. Steinberg
 CHIEF OF POLICE

Mr. Joseph O'Neill
 Commissioner of Police
 Philadelphia Police Department
 Philadelphia, Pennsylvania 19106

Dear Commissioner O'Neill:

Attached is a report of an experiment conducted by this department relative to policewomen on patrol.

Please be informed that said policewomen testified in Federal Court in San Francisco relative to a suit brought by an Oakland policewoman asking that she be appointed Sergeant of Police. Said policewoman was only 5' 4" in height and the Oakland unisex department had a 5' 8" height requirement.

The findings in said case are also attached. The Court stated that it was in no position to substitute his judgment for that of the City authorities charged with such responsibility.

For further information regarding said case you may contact William S. Sharp, Deputy City Attorney for the City of Oakland.

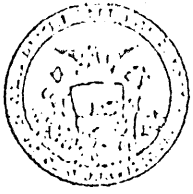
Very truly yours,

DONALD M. SCOTT,
 Chief of Police

George Emil
 GEORGE EMIL
 Director of Personnel

Encls.

8326



POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO

HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103



OFFICE OF THE
CHIEF OF POLICE

IN REPLY, PLEASE REFER TO
OUR FILE: P 1772

ADDRESS ALL COMMUNICATIONS:
DONALD M. SCOTT
CHIEF OF POLICE

Relative to your request we submit the following information concerning an evaluation program that was conducted by this department to ascertain if Policewomen, who had received the same training as male officers in this department, could perform those functions normally performed by male officers on patrol. Four Policewomen were selected for this evaluation:

	<u>Age</u>	<u>Height</u>	<u>Weight</u>	<u>Experience in the Department</u>
SANDRA DALY	30	5' 6"	122	Recruit
BERIT HOWDE	25	5' 7"	140	Recruit
ANNE HARRINGTON	27	5' 6"	128	Since 08/05/71
JANICE RAABE	26	5' 9"	139	Since 07/28/71

It was anticipated that they would be rotated throughout the nine district stations of the department and that the project would be completed in eleven months. Officers Harrington and Raabe were assigned to the Northern Police District on January 21, 1973 and remained there through March 31, 1973. At the completion of their assignment Officer Martin Rohrs reported that Officer Janice Raabe was proficient in conducting interviews with complainants and victims, that she composed good police reports, was proficient in the use of the police radio, was polite and courteous with all persons with whom she came in contact, was able to follow directions and orders, neat in appearance, punctual, and she handled the police vehicle in a safe, efficient manner. However, Officer Rohrs further reported that Officer Raabe did not possess the physical ability to make arrests or handle situations of violence.

A similar report was received regarding Officer Anne Harrington. Officer Rohrs listed the following incidents. On one occasion a crowd of 20-30 persons gathered around the police officers who were issuing citations and became verbally abusive. The officers were required to call for additional units. Officers Raabe and Harrington responded to the scene and were met with verbal abuse and in the opinion of Officer Rohrs, were a liability on the scene rather than being able to assist in restoring order. Similar incidents were reported in the case of a man who had

been drinking and was threatening to kill another person with a loaded revolver, and at the scene of a stabbing where a male adult approached Officer Raabe from the rear, placed his hands on her, turned her toward him, and made some lewd comments. It was the opinion of Officer Rohrs that had other male officers not been on the scene Officers Raabe and Harrington would have been subjected to possible physical harm. Their platoon commander, Lt. Joseph Buckley, in his evaluation stated that they could not perform patrol wagon duty, search male persons, handle unruly drunks, lift drunks, handle violent persons, especially those with mental disorders. Further, that they were subjected to vile and obscene language, in addition to proposals of unnatural sex acts. He did not feel that the obscene language was a great problem; however, he did feel that the verbal threats made against them could not be taken lightly, and that on several occasions had not he or other officers been present serious injury or worse would have befallen the female officers.

Officers Harrington and Raabe were asked to comment on these evaluations and responded as follows:

Officer Harrington - Completely agreed with the evaluation submitted by Lt. Buckley and Officer Rohrs. While she felt capable of handling many patrol situations as well as all types of reports expected of a patrol officer, there were situations with which she was physically incapable of coping. She related that women are not physically large or strong as men, that the numerous incidents of violence in American cities today require that violence be met with physical strength. Further, that a male officer can ward off a potentially violent situation solely by his stature, size and appearance, whereas the appearance of a female officer often aggravates such a situation. She related another incident where she and Officer Raabe responded to remove a drunken male who was passed out on the street. The subject weighed 180lbs. It was a physical strain for the female officers to assist this man to their police wagon. She further relates that it was obvious that women are physically unable to handle drunks, mentally imbalanced persons and violent persons. She also related that they had been subjected to constant verbal abuse directed toward their sex as well as constant ridicule by the populace. She complimented Lt. Buckley and Officer Rohrs on their wisdom and stated that she and Officer Raabe had done their best during this experiment, yet because of their physical limitations they could not perform the arduous duties of a patrol officer.

Officer Raabe - Reported that she totally agreed with the evaluation of Officer Rohrs and Lt. Buckley. She added that although she felt her fellow officers respected them, that many stated they did not feel secure in a violent situation with a female officer either as a partner or as a back-up unit. She felt that the physical standards met by women entering the Police Department are not the standards required if females are to be used on street patrol.

Officer Sandra Daly and Officer Berit Hovde were assigned to the Bureau of Special Services (Vice Division) in an undercover capacity from January 21, 1973 to March 31, 1973. In this capacity they were commended by their commanding officer who related that while assigned to said unit, they had participated in seven arrests in pimp cases, twenty-nine arrests in soliciting cases, and had been very effective in other investigations conducted by the Vice Detail. At the request of their commanding

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officer they were assigned for an additional thirty days to that unit. On May 1, 1973 they were assigned to the Ingleside Police District to determine if they were capable of performing the duties normally performed by male members.

Officer David Brown submitted an evaluation regarding Officer Daly on May 31, 1973 in which he reported that Officer Daly did fail in what he considered the most important aspect of a patrol car partner - "having confidence in Officer Daly in a tough situation." On numerous occasions he reported that he felt that if a serious incident arose he could not expect much help. He also had the male instinct of feeling that he must protect Officer Daly. He reported an incident where a large man was lying in the street from intoxication and it was necessary to obtain the assistance of other officers since Officer Daly was unable to physically assist him in placing the subject in a patrol vehicle. He further reported that he was hesitant to respond to serious disturbances unless he knew that a back-up unit was on the way. Further, that this did not bother him prior to working with a female officer. He stated he made less traffic stops and took on less suspicious persons and autos because "I didn't have confidence in my partner which I normally would have." He recommended that if a woman were six feet tall and weighed over two hundred pounds and was built like a lady wrestler or a Roller Derby participant she might be able to perform required duties while on patrol.

Officer Daly was asked to comment on Officer Brown's evaluation. She stated that she agreed with Officer Brown - that due to a woman's size she is unable to handle subjects of a large size. She feels that a person about to be arrested would take advantage of the fact that a female was the arresting officer where this would not occur if a male officer attempted to make an arrest. She agreed with the officer's feeling of lack of confidence in her as a partner in a radio car. In her opinion it was not feasible to have women on patrol on a permanent basis.

Officer Hoyde was assigned to the Ingleside District Station on May 1, 1973. She married on June 15, 1973 and is presently on leave. An evaluation will be obtained upon her return.

There are also seven other Policewomen holding the rank of Assistant Inspector (Detective) in this department:

	<u>Age</u>	<u>Height</u>	<u>Weight</u>	<u>Experience in the Department</u>
1.	26	5' 6"	140	Since 04/27/70
2.	46	5' 7 $\frac{1}{2}$ "	127	Since 05/16/62
3.	36	5' 7"	148	Since 05/16/62
4.	50	5' 6 $\frac{1}{2}$ "	156	Since 01/01/52
5.	54	5' 7"	144	Since 01/01/51
6.	49	5' 10 $\frac{1}{2}$ "	131	Since 06/06/49
7.	50	5' 7"	157	Since 06/06/49

They were asked to submit reports based upon their police experience, in some cases as long as twenty-five years, as to whether they believed the female police officers

Page four

could perform duties normally performed by male officers on the street. All seven agreed that while female officers could perform certain patrol functions, they could not perform all of the functions required of male officers, especially those involving arrests. They based this on their experience in observing violent situations.

Comments included the following:

"Because of women's physical limitations it was difficult to make arrests of male suspects."

"No matter how well trained a woman is, unless the suspect is approximately the same size or smaller, hand-to-hand combat will not injure an officer in most cases, that women in patrol cars in a district can place a strain on the other units in the station, that on street patrol there is no way of effectively controlling the situation in which the women are sent, that they will either need more back-up units which will negate an effective dispersment of officers, or they will only be sent on certain runs - forcing their fellow male officers to double-up on runs, and that this can hinder rather than help to fulfill the objectives of this department, the prevention of crime and the apprehension of criminals" and, therefore, feels that "women should not be placed on normal police patrol assignments."

"Problems would arise in some instances involving adult males of a violent nature and this would put an unfair work load on male officers assigned to the same district."

"Street patrol should be limited to a short training period, that because of physical difference of male and female, especially height and weight, the female officer is not as effective on street patrol as the male officer, that there would always be situations arising where physical strength not normally possessed by a female would be required to effect arrests or to bring a situation to a peaceful conclusion."

"In my opinion, female police officers cannot successfully perform the duties normally performed by male officers on street patrol. I do not make this statement in opposition to the convictions of some women in the field of law enforcement, but rather, in the sincere belief that the physical makeup of women precludes their being utilized on street patrol duty."

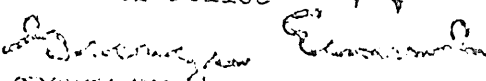
"I strongly doubt that women can perform all the functions normally performed by uniformed male members of the department."

"It is my opinion that certain female police officers may be able to perform the duties normally performed by certain male officers on street patrol, however, I do not have the stamina needed for performance of such duty"...."I have not been trained in that field."

While the field evaluation was limited to only four Policewomen, it does appear that this department will consider that in the future women will be required to meet much higher physical standards than are now in effect, and at that time a similar evaluation will have to be conducted to determine their fitness for patrol duties.

Very truly yours,

DONALD M. SCOTT
Chief of Police


GEORGE E. KING
Director of Personnel

IN 1973, 131 LAW ENFORCEMENT OFFICERS WERE KILLED. THE OFFICER ON PATROL DUTY WAS THE ONE WHO MOST OFTEN ENCOUNTERED DEATH. THERE WERE 93 PATROL OFFICERS SLAIN IN 1973. PATROL IS THE MOST DANGEROUS ASPECT OF POLICE WORK. WOMEN SHOULD BE EXCLUDED FROM THE PATROL FORCE WHERE THIS DANGER IS MOST OFTEN ENCOUNTERED, JUST AS THE U.S. ARMY EXCLUDES WOMEN FROM COMBAT.

IN 1973, 131 LAW ENFORCEMENT OFFICERS WERE KILLED IN THE UNITED STATES. OF THE 131 OFFICERS KILLED, THE ONES MOST OFTEN ENCOUNTERING DEATH, WERE THE OFFICERS ON PATROL DUTY, 93 IN NUMBER.

BETWEEN 1964 AND APRIL 16, 1974 FOURTEEN (14) PHILADELPHIA POLICE OFFICERS WERE SHOT AND KILLED IN THE PERFORMANCE OF THEIR DUTY. IN ADDITION, 63 POLICE OFFICERS WERE SHOT AND SERIOUSLY INJURED DURING THIS SAME PERIOD OF TIME.

JUST A FEW EXAMPLES OF THESE SLAYINGS ARE:

POLICEMAN GEORGE JACOBS WAS SLAIN AND POLICEMAN MICHAEL ROBINSON WAS SHOT WHILE MAKING A CAR STOP AT BROAD AND SNYDER ON JULY 15, 1966.

POLICEMAN ROSS BRACKET DIED OF A GUNSHOT WOUND ON JULY 15, 1968. THIS WOUND WAS INFLICTED BY A P.T.C. HOLDUP SUSPECT AT 52ND AND WALTON STREETS. THE DEFENDANT SHOT THE OFFICER WITH THE OFFICER'S SERVICE REVOLVER WHICH HE HAD TAKEN FROM HIM DURING A STRUGGLE.

OFFICER WILLIAM LACKMAN DIED OF A GUNSHOT WOUND ON OCTOBER 17, 1968 INFLICTED BY A BURGLAR INSIDE A DOCTOR'S RESIDENCE AT WELSH AND VERREE ROADS.

OFFICER FREDERICK CIONE WAS SHOT TO DEATH WHILE INVESTIGATING THREE MALES ON THE HIGHWAY AT 1714 OXFORD STREET, JANUARY 25, 1970.

THE PHILADELPHIA POLICE DEPARTMENT IS ESTABLISHED AS A SEMI-MILITARY ORGANIZATION. THE PATROL FORCE OF THE POLICE DEPARTMENT MAY BE COMPARED WITH THE COMBAT FORCE OF THE U.S. ARMY. THE FRONT LINE OF DEFENSE IN ALL DANGEROUS SITUATIONS, AS WELL AS THE ATTACK FORCE IN THE CONSTANT ASSAULT AGAINST CRIME AND CRIMINALS IS THE PATROL FORCE.

THE UNITED STATES ARMY EXCLUDES WOMEN FROM COMBAT, THE MOST DANGEROUS ASPECT OF THE MILITARY ORGANIZATION. WOMEN SHOULD ALSO BE KEPT FROM THE MOST DANGEROUS ASPECT OF THE POLICE ORGANIZATION, THE PATROL FORCE.

PHILADELPHIA POLICE OFFICERS SHOT IN PERFORMANCE OF DUTY

<u>YEAR</u>	<u>KILLED</u>	<u>INJURED</u>	<u>TOTALS</u>
1964	1	0	1
1965	0	1	1
1966	1	4	5
1967	0	4	4
1968	3	4	7
1969	1	7	8
1970	3	14	17
1971	2	8	10
1972	1	7	8
1973	1	11	12
As of 4-16-74	<u>1</u>	<u>3</u>	<u>4</u>
	14	63	77

POLICEMEN KILLED IN THE LINE OF DUTY
(1960-1973)

Lieutenant Daniel McCann was shot while off duty attempting to play peacemaker during a violent quarrel at a bar, 273 S. 11th Street on July 30, 1964 at 12:45 AM.

Defendant: Yolando O'Donnell (DiMarco) PP#282218.

Policeman George Jacobs, assigned to a 2-man car, was shot after making a car stop at Broad and Snyder Streets on July 15, 1966 at 3:30 AM.

Defendant: Louis Lawrence PP#360057.

Policeman Robert White died after being involved in a motorcycle accident en-route to JFK Stadium to practice for the Hero Scholarship Thrill Show on September 2, 1966. Accident.

Policeman Ross Brackett, assigned to a 2-man car, died of a gunshot wound on July 15, 1968 at 8:40 AM, inflicted by a P.T.C. holdup suspect at 52nd Street and Walton Avenue.

Defendant: Phillip Clark PP#379365.

Policeman William Lackman, assigned to a 1-man car, died of a gunshot wound on October 17, 1968 at 8:30 AM, inflicted by a burglar inside a doctor's residence at the Southwest corner of Welsh and Verree Roads.

Defendant: John Seeley PP#279103.

Policeman David Ellerbee, assigned to a 2-man car, died of an accidental gunshot wound in the 35th Police District Garage, York Road and Champlost Street on November 1, 1968 at 10:50 AM.

Policeman Charles Reynolds, assigned to a 1-man car, died of an accidental gunshot wound after making a car stop investigation at Stafford and Anderson Streets on October 26, 1969 at 2:15 AM.

Policeman Frederick Cione, assigned to a 1-man car, died of a gunshot wound after making a car stop investigation at Bowvier and Oxford Streets on January 30, 1970 at 1:07 AM.

Defendants: Not apprehended.

Policeman Harry L. Davis, assigned to two (2) man car died of a gunshot wound on April 6, 1970. He responded to a holdup at the 2300 Bar, 23rd and Christian Streets on March 8, 1970, 1:45 AM, and was shot in the chest. The suspect was arrested.

Defendant: James Hudson PP#266626.

Sergeant Frank R. VonColln died of gunshot wounds on August 29, 1970, 8:30 PM. He was shot five (5) times while talking on the telephone at his desk at the Cobbs Creek Park Police District. He was alone inside Guard House. (Case is still under investigation.)

Policeman John M. McEntee, Jr., assigned one (1) man car died of gunshot wounds on February 20, 1971, 10:05 PM. He was shot twice in the back of the head while sitting in his patrol car at Woodstock and Norris Streets. Two suspects have been charged with Homicide in connection with this shooting, Anthony Hogan, 15 years, and Marvin Bullock, 18 years.

Policeman Joseph V. Kelly, one (1) man car died of gunshot wounds on February 21, 1971, 2:50 AM. He was shot twice in the chest by the driver of a car he was investigating on Paoli Avenue in Roxborough. A defendant, Joseph Bowen, 25 years, has been charged with Homicide in connection with this shooting.

Detective Douglas J. Alexander, at approximately 3:50 PM on February 9, 1972 was fatally wounded by shotgun blasts while attempting to prevent a holdup inside the Choo-Choo Bar, 6812 Chew Avenue. Two (2) defendants, Joseph Watson, 29 years and Arthur Perry, 30 years, have been charged with Homicide and Robbery.

Policeman Leo Van Winkle, assigned to the Marine Unit, while on a rescue mission during a flood emergency on June 22, 1972 at 10:30 AM, was swept into the Schuylkill River in the area of Manayunk. On June 27, 1972 at 6:30 AM his body was recovered below the Penrose Ferry Bridge.

Policeman James P. Duffin, assigned to a 2-man stakeout van on January 14, 1973 at 12:30 AM, died of head injuries received after being struck by a motorist. He was investigating a traffic violator when he and his partner, Pol. John P. Reid were struck by another vehicle at 6535 Limekiln Pike. The operator was charged with operating a motor vehicle while intoxicated, Aggravated A & B by Auto, and involuntary manslaughter.

Defendant: William Jackson, PP#472071

Policeman Louis J. Vasger, assigned to a footbeat, was shot to death on Friday, April 13, 1973 at 1:04 AM. He was checking Kane's Bar at 4748 North Broad Street and came upon a holdup and was shot. Both defendants fled, and after the arrival of the police, there was a running gun battle. Both suspects were shot.

Defendants: James Williams, PP#341418, John Thomas, PP#396941

Policeman David F. Sampson, was struck by an automobile on Woodhaven Road, East of Academy Road, on Wednesday, December 12, 1973, while rendering assistance to a stalled motorist.

Sergeant Michael S. Lingham, #8588, Narcotics Unit, was shot and wounded while attempting to serve a Search and Seizure Warrant in the 1600 block of South 20th Street on Monday, March 18, 1974, at 9:10 P.M. He was shot on the stairway to the second floor. The defendant, James A. McClain was also wounded when officers returned fire. On Sunday, April 14, 1974 at 11:15 P.M., Sergeant Lingham died in Fraduate Hospital as a result of his wounds.

Defendant: James McClain P.P. #473965.

POLICEWOMEN ASSIGNED TO PATROL IN SAN FRANCISCO
WERE UNABLE TO PERFORM ALL THE ARDUOUS DUTIES OF
A PATROL OFFICER.

POLICEWOMEN EXPERIMENT - SAN FRANCISCO, CALIFORNIA

OFFICER ANNE HARRINGTON, SAN FRANCISCO, CALIFORNIA
POLICE DEPARTMENT STATED:

"WOMEN ARE NOT PHYSICALLY LARGE OR STRONG AS MEN, THAT THE NUMEROUS INCIDENTS OF VIOLENCE IN AMERICAN CITIES TODAY REQUIRE THAT VIOLENCE BE MET WITH PHYSICAL STRENGTH. FARTHER, THAT A MALE OFFICER CAN WARD OFF A POTENTIALLY VIOLENT SITUATION SOLELY BY HIS STATURE, SIZE AND APPEARANCE, WHEREAS THE APPEARANCE OF A FEMALE OFFICER OFTEN AGGRAVATES SUCH A SITUATION".

OFFICER HARRINGTON RELATED AN INCIDENT WHERE SHE AND OFFICER RAABE RESPONDED TO REMOVE A DRUNKEN MALE WHO WAS PASSED OUT ON THE STREET. THE SUBJECT WEIGHED 180 POUNDS. IT WAS A PHYSICAL STRAIN FOR THE FEMALE OFFICERS TO ASSIST THIS MAN TO THEIR POLICE WAGON.

SHE FURTHER RELATES THAT IT WAS OBVIOUS THAT WOMEN ARE PHYSICALLY UNABLE TO HANDLE DRUNKS, MENTALLY IMBALANCED PERSONS AND VIOLENT PERSONS.

POLICEWOMEN ASSIGNED TO PATROL IN SAN FRANCISCO WERE UNABLE TO PERFORM ALL THE ARDUOUS DUTIES OF A PATROL OFFICER.

ACCORDING TO THE POLICE FOUNDATION REPORT, POLICEWOMEN ON PATROL WOMEN DID NOT PERFORM ADEQUATELY IN THE HANDLING OF UNRULY DRUNKS. THE WOMEN COULD NOT COPE WITH THESE TYPES OF PERSONS BECAUSE THESE INTOXICATED PERSONS WOULD NOT RESPOND TO VERBAL DIRECTION. INTOXICATED PERSONS OFTEN WOULD ACT IN A DISORDERLY MANNER CREATING AN UNRULY INCIDENT. HE WOULD PHYSICALLY RESIST AND BECAUSE OF HIS INTOXICATED CONDITION BE COMPLETELY UNMANAGEABLE. PHYSICAL MEANS WERE NECESSARY TO CONTROL THE UNRULY PERSON AND THE WOMEN WERE UNABLE TO PHYSICALLY OVERPOWER, AND CONTROL THIS TYPE OF PERSON.

IN THREATENING SITUATIONS WHERE PERSONS HAD KNIVES OR GUNS, THE WOMEN POLICE WERE SHOWN TO BE INADEQUATE WHEN CONFRONTED WITH THIS SITUATION. OTHER OFFICERS HAD TO RESPOND, PULLING UNITS UNNECESSARILY FROM OTHER ASSIGNMENTS.

A SAN FRANCISCO REPORT INDICATES THAT IN INSTANCES WHERE DISORDERLY MALES WERE ENCOUNTERED BY WOMEN OFFICERS, THE MALES WOULD REACT IN SUCH A MANNER AS TO EITHER IGNORE THE FEMALE, OR BECOME OPENLY OFFENSIVE AND BELLIGERENT AGAINST THE FEMALE OFFICER, NECESSITATING ASSISTANCE FROM MALE OFFICERS.

WASHINGTON, D.C. POLICE OFFICIALS, POLICEMEN, AND POLICEWOMEN WERE ASKED TO RESPOND TO A QUESTIONNAIRE REQUESTING THEIR OPINIONS AS TO THE ABILITY OF MEN AND WOMEN TO HANDLE SITUATIONS INVOLVING DISORDERLY MALES, UNRULY DRUNKS, AND THREATENING SITUATIONS WHERE SOMEONE HAD A KNIFE OR A GUN. ALL OFFICERS POLLED AGREED THAT A SIGNIFICANTLY HIGHER PERCENTAGE OF MALES THAN FEMALES WERE CAPABLE OF HANDLING DISORDERLY MALES, UNRULY DRUNKS, AND THREATENING SITUATIONS WHERE SOMEONE HAD A KNIFE OR A GUN.

IN A SURVEY CONDUCTED CONCERNING THE PHILADELPHIA POLICE DEPARTMENT IT WAS FOUND THAT THE MAJORITY OF ASSAULTS ON POLICE OFFICERS OCCURRED AS A RESULT OF POLICE OFFICERS RESPONDING TO CALLS OF DISTURBANCES. STATISTICS SHOW THAT 41% OF THE CALLS WHERE POLICE OFFICERS WERE ASSAULTED WERE DISTURBANCE CALLS. BECAUSE OF SUCH A LARGE PERCENTAGE OF ASSAULTS ON POLICE OFFICERS AS A RESULT OF DISTURBANCE CALLS, AND BECAUSE OF A LARGE NUMBER OF DISTURBANCE CALLS ANSWERED ON PATROL ASSIGNMENT, WOMEN ON PATROL WOULD BE SUBJECT TO ASSAULT SITUATIONS WHICH THEY COULD NOT ADEQUATELY HANDLE.

WOMEN POLICE OFFICERS WOULD BE MORE PRONE TO ASSAULTS
BECAUSE OF THEIR HEIGHT.

A PHILADELPHIA POLICE DEPARTMENT STUDY WAS CONDUCTED CONCERNING ASSAULTS COMMITTED ON POLICEMEN IN RELATIONSHIP TO THE OFFICER'S HEIGHT.

FROM 1/1/74 TO 6/30/74, THERE WERE 723 ASSAULTS COMMITTED ON POLICEMEN. WHEN COMPARED TO THE HEIGHT OF THE INDIVIDUAL OFFICERS IT WAS FOUND THAT A MAJORITY OF ASSAULTS WERE COMMITTED ON POLICEMEN BELOW 5'11".

A SAMPLING OF PERSONNEL HEIGHTS INDICATED THAT 15.7% OF ALL OFFICERS ARE BELOW 5'9" AND 23.3% OF OFFICERS IN THIS CATEGORY WERE ASSAULTED.

assulted according to height.

based on 10% sample of force.

Height of Officers in inches

