

Agency Violence Against Women Climate Survey

The ‘violence against women’ climate of an organization is determined by a variety of factors, including the individual character of members, policies and practices of the organization, and actions of leaders, as well as many external influences. As the leader, you are ultimately responsible for creating a healthy VAW department climate. This requires that you be actively engaged in shaping and monitoring the internal culture.

Leaders should periodically assess the agency’s VAW climate and take appropriate actions, as necessary, to maintain the high standards. Answer the following statements according to how you currently perceive your department and your own leadership actions. DO NOT answer these questions according to how you would prefer them to be or how you think they should be. Use the following scale for all questions.

Strongly Disagree 1	Disagree 2	Neither Agree nor Disagree 3	Agree 4	Strongly Agree 5
------------------------	---------------	------------------------------------	------------	---------------------

Individual Character – “Who are we?” This section focuses on your department members’ commitment to addressing violence against women.

___ In general, the members of my department demonstrate a commitment to properly addressing all crimes of VAW that I find acceptable.

___ The members of my department typically accomplish goals and objectives by “doing the right thing” rather than compromising department values.

___ The members of my department follow protocol and procedures on all VAW calls.

___ My department works closely with partners and community organizations to address VAW.

Department Policies & Practices – “What do we do?” This section focuses on what you, and the leaders who report to you, do to maintain a healthy VAW climate in your workplace.

___ Department members have opportunities to discuss effective response to VAW during roll call and in-service training.

___ I maintain an organizational motto, philosophy, and mission that are consistent with and reflect the prioritization of VAW.

___ Members submit reports that reflect accurate VAW information.

___ Members conduct thorough and complete investigations on all VAW crimes.

___ Department members are aware of, and are comfortable using, the various channels available to report actions and behaviors that are not in line with the values and mission of the department

Strongly Disagree 1	Disagree 2	Neither Agree nor Disagree 3	Agree 4	Strongly Agree 5
------------------------	---------------	------------------------------------	------------	---------------------

___ Members who report behavior that is not in line with the values and mission of the department are treated fairly.

___ We hold accountable members of our organization who behave in a way that is not in line with the values and mission of the department.

___ My department has clear policies and procedures for crimes of VAW.

___ My department has implemented a pre-hire screening and interview process that investigates candidates for a history of VAW as well as past or current orders of protection.

___ We review and update department VAW policies annually to ensure they are up to date and accurate.

___ We have established an early warning system for citizen/members complaints about officers.

___ We routinely obtain community feedback on their perception of the agency in order to better address VAW.

Leadership Actions – “What do I do?” This section focuses on what you do as the leader of your department to encourage a healthy VAW climate.

___ I provide clear instructions that help prevent unethical behavior.

___ I promote an environment in which subordinates can learn from their mistakes.

___ I discuss department values in orientation programs when I welcome new member to my organization.

___ I routinely assess the VAW climate of my department.

___ I clearly communicate my expectations regarding VAW in my department.

___ I have created and an environment where comments, jokes, or images that are harmful to women are not tolerated.

___ I encourage discussions of VAW in reviews, trainings, seminars, and workshops.

___ I am maximizing the potential of agency members regarding VAW.

___ I consider response to VAW in performance evaluations, award and promotion recommendations, and adverse personnel actions.

___ I understand how messages of VAW in our society influence law enforcement officers and the effect this can have on responding to and investigating VAW crimes and try to address the influence of these messages on the performance of my officers.