



IACP LAW ENFORCEMENT LEADERSHIP INSTITUTE ON VIOLENCE AGAINST WOMEN

Agency Violence Against Women Climate Survey

The 'violence against women' (VAW) climate of an organization is determined by a variety of factors, including the individual character of members, policies and practices of the organization, actions of leaders, and 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
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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, including domestic violence (DV), sexual assault (SA), stalking, strangulation, and human trafficking (HT), that I find acceptable.

___ In general, the members of my department demonstrate a commitment to analyze and resist common myths and misconceptions about VAW crimes that discourage victim reporting and participation, create an environment for perpetrators to continue committing crimes, and undermine efforts to end VAW.

___ 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 treat VAW crimes seriously and victims of VAW crimes respectfully.

___ The members of my department do not engage in or tolerate harassment based on actual or perceived gender, sex, or sexuality, or violence towards women in law enforcement.

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.

___ Department members have the opportunity to discuss how VAW impacts marginalized communities (i.e. LGBTQ, low-income, immigrant, communities of color, etc.) during roll call and in-service training.

Strongly Disagree 1	Disagree 2	Neither Agree nor Disagree 3	Agree 4	Strongly Agree 5
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- _____ I maintain an organizational motto, philosophy, and mission that are consistent with and reflect the prioritization of VAW.
- _____ My department has clear policies and procedures for crimes of VAW, including DV, SA, stalking, strangulation, HT, and DV and SA committed by law enforcement.
- _____ Members conduct thorough and complete investigations on all VAW crimes, following policy and procedure.
- _____ Members submit reports that reflect comprehensive, detailed, and accurate VAW information.
- _____ We review and update department VAW policies annually to ensure they are up to date and accurate.
- _____ Department members are aware of, and are comfortable using, the various channels available to report fellow officers' actions and behaviors that are not in line with the values and of the department.
- _____ Departments members are aware of, and are comfortable using, the various support channels and supervisor interaction opportunities to report their own experiences with VAW.
- _____ Members who report behavior that is not in line with the values and mission of the department are treated fairly and respectfully.
- _____ We hold members of our organization who behave in a way that is not in line with the values and mission of the department accountable for their actions/behavior.
- _____ 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.
- _____ My department has implemented a post-hire process that screens social media presence to ensure that officer conduct is in line with the agency's mission and values.
- _____ My department has implemented a post-hire process that screens for the existence of current protection orders or other indicators of VAW.
- _____ We have established an early warning system for citizen/agency 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 throughout the agency.

- _____ I provide clear instructions that help prevent unethical behavior and officer misconduct.
- _____ I promote an environment in which subordinates can learn from their mistakes.

Strongly Disagree 1	Disagree 2	Neither Agree nor Disagree 3	Agree 4	Strongly Agree 5
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- _____ I discuss department values in orientation programs when I welcome new members to my organization.
- _____ I routinely assess the VAW climate of my department (review agency members' language and behavior while on duty, screen for officer-involved DV and SA within the agency, examine the priority level of VAW calls for service, etc.).
- _____ I clearly communicate my expectations regarding VAW to the members in my department.
- _____ I clearly communicate my expectations regarding agency response to VAW to the members community.
- _____ I have created an environment where comments, jokes, or images that are harmful to women are not tolerated.
- _____ I encourage discussions of VAW in reviews, trainings, roll call, seminars, and workshops.
- _____ I have implemented effective strategies to address VAW, best support victims, and hold perpetrators accountable.
- _____ I am maximizing the potential of agency members regarding VAW (recognize outstanding officer response to VAW calls within the agency, include prioritization of VAW in performance evaluations, consistently and routinely train officers on latest VAW investigation techniques, etc.).
- _____ 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.
- _____ I believe it is my job to motivate my team members by providing performance feedback on their response to VAW crimes.