

CALIFORNIA BAPTIST UNIVERSITY

**PERCEPTIONS OF FEMALE OFFICERS ENGAGING IN ROMANTIC
RELATIONSHIPS WITH AN INMATE**

By

Brianna Rose Gutierrez

A thesis submitted to the
College of Behavioral and Social Sciences
in partial fulfillments of the requirements
for the degree Masters of Arts in Forensic Psychology

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DEDICATION

I give all the honor and glory to God, who has provided me with never-ending love, guidance, and strength. To all my classmates and professors from past and present, your constant encouragement and assistance have been valued beyond compare. Most importantly, I dedicate this thesis to my mother and father, who have always loved and supported me through all life's journeys, obstacles, and endeavors.

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ABSTRACT

Perceptions of Female Officer's Engaging in Romantic Relationships with an Inmate

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This project aimed to study the perceptions of criminal justice college students on the likelihood that female officers would engage in a romantic relationship with an inmate. A 3 (marital status: divorced, married, and single) x 3 (behavior type: commenting on physical appearance, divulging personal information, and gift-giving) factorial analysis of variance was conducted to examine perceptions that the officer would engage in a romantic relationship with the male inmate. Results revealed a between-subjects effect for perceptions of behavior type on the likelihood that a female officer would engage in a romantic relationship with an inmate. In a multiple comparisons test, Bonferroni revealed a mean difference for behavior type, but only between the divulging of personal information and gift-giving conditions. It was perceived that female officers who engaged in gift-giving were more likely to participate in a romantic relationship with a male inmate than female officers who divulged personal information. No main effect was found for marital status. No interaction effect was found for marital status and behavior type. Results are discussed in light of the existing empirical literature.

Keywords: female law enforcement officer, inmate, sexual misconduct, romantic relationships, boundary violations, ethics

TABLE OF CONTENTS

	Page
TITLE PAGE.....	i
SIGNATURES.....	ii
COPYRIGHT.....	iii
DEDICATION.....	iv
ACKNOWLEDGMENTS.....	v
ABSTRACT OF THE THESIS.....	vi
Chapter	
1. The Problem Statement.....	11
a. Introduction.....	11
b. Problem Statement.....	14
c. Purpose of the Study.....	15
d. Research Questions/Objectives.....	16
e. Delimitations.....	17
f. Assumptions.....	17
g. Definition of Key Terms.....	18
h. Organization of the Remainder of the Study.....	19
2. Literature Review.....	21
a. Ethics.....	21
1. Law Enforcement Morals and Ethics.....	21
2. Ethical Risks in Law Enforcement.....	22
3. Authority.....	23

4. Crossing Over.....	23
5. Gender Differences in Ethics.....	24
b. Misconduct.....	25
1. Law Enforcement Misconduct.....	25
2. Sexual Misconduct.....	26
3. Male Officer Sexual Misconduct.....	27
4. Female Officer Sexual Misconduct.....	28
5. Prevalence of Female Officer Sexual Misconduct.....	28
6. Police Chief’s Perceptions of Sexual Misconduct.....	31
7. Officer’s Perceptions of Sexual Misconduct.....	32
8. The Causality of Female Officer Sexual Misconduct.....	33
c. Relationships in Law Enforcement.....	37
1. Law Enforcement Marriages.....	37
2. Infidelity.....	38
3. Divorce.....	39
4. Female Law Enforcement Families.....	40
5. Female Law Enforcement Romantic Relationships.....	41
6. Law Enforcement Dual Couples.....	43
d. Male Inmates.....	44
1. Inmate Views of Female Officers.....	44
2. The Male Inmate.....	47
3. Classification and Methodology of Male Inmates.....	47
e. The Consequences and Ramifications.....	49

f. Female Officer Ethics and Responsibility.....	52
g. How to Prevent Future Occurrences.....	53
1. Internal Affairs.....	54
2. Ethics Training.....	54
3. Teaching Ethics.....	56
i. Summary.....	57
3. Method.....	58
Participants.....	58
Design.....	58
Instruments.....	59
Procedure.....	59
Data Analysis.....	60
4. Results.....	61
Results.....	61
5. Discussion.....	63
Introduction.....	63
Conclusions.....	65
Recommendations.....	66
Limitations.....	68
Future Research.....	69
References.....	71
Appendices.....	77
a. Consent Form.....	78

b. Instructor Consent.....79

c. Recruitment Script.....80

d. Demographic Survey.....81

e. Vignette.....83

f. Community Resources.....92

Chapter 1

THE PROBLEM STATEMENT

There was a time in which female officers represented a small percentage of the criminal justice system. Alt & Wells (2005) expressed that women have been involved in law enforcement for nearly two-hundred years. Women, however, were permitted to work only in criminal institutions that exclusively detained female offenders. These female officers were referred to as prison matrons. Alt & Wells (2005) further conveyed that World War I led to an increase in policewomen. Despite this, various departments restricted their ability to interact with male offenders or to patrol the community. Title VII of the Civil Rights Act of 1964, however, provided women with the ability to work in all gender-based facilities. Since the enactment of this policy, there has been a drastic increase in female officer employment throughout the law enforcement profession. According to Beck (2015), “females represent approximately 35 percent of all employment in state and federal prisons and 31 percent in local jails” (p. 12). The incline of female correctional officer employment has also increased sexual relationships between female officers and male inmates. Sexual transgressions transpire among both male and female officers. Male officer dominance within the criminal justice system, however, has resulted in limited research towards female officer sexual misconduct. Studies reveal that many female probation, police, and correctional officers are continuously engaging in inappropriate relationships with male offenders.

Female law enforcement officials who participate in sexual relationships with male clients are often involved in additional forms of criminality. Beck (2015) discovered that there are severe breaches of security accompanying incidents of staff sexual misconduct in prison systems. Sexual relationships between inmates and staff results in numerous acts of officer

misconduct that threaten facility safety and order. There have been various instances in which female officers who were in romantic relationships with male offenders aided in their criminal enterprises and assisted prisoner escapes. In one highly publicized occurrence, four Baltimore female correctional officers were impregnated by the same male inmate and participated in the offender's drug and gang operations (Goldman, 2013). In the years to follow, an additional female correctional officer, named Joyce Mitchell, assisted in the escape of two male inmates. It was later discovered that she was also having an affair with these escaped convicts (Katersky, Lantz, Margolin, & Shapiro, 2015). These women were wives, mothers, and educated members of the community. They were perceived as being the least likely individuals to commit these acts. Firestone, Harris, & Miller (2012) expressed the opinion that "officer sexual misconduct shakes the very foundation of our democratic society by challenging the trust in the rule of law and civil liberty" (p. 432). An officer's job is not to break the law, but to facilitate it. Most people would be surprised that female officers are willing to jeopardize their freedom, careers, families, and community safety for a romantic relationship with a criminal.

Correctional facilities and correctional officers are the primary focus surrounding female officer sexual misconduct. This rationale, however, both monopolizes and excludes additional instances of female officer-offender relationships. As stated by Smith & Yarussi (2007), "sexual misconduct is not unique to correctional settings; it is prevalent in organizations where one person or a group of people has power over others" (p. 3). Researchers have neglected to study the pervasiveness of female probation and police officer sexual misconduct. Female law enforcement officials, throughout numerous agencies, have had sexual relationships with their clients. There are minimal studies or resources to show that these occurrences are taking place.

Documenting this sexually mischievous behavior should not only occur within correctional facilities but throughout all departments.

Female law enforcement officials are frequently engaging in romantic relationships with male inmates. Beck (2015) reported that, “among adult victims in prison, 70% were males victimized by female (57%) or males victimized by both male and female staff (13%)” (p. 12). There are similarly higher rates of female officer sexual misconduct within the jail systems. Beck (2015) further expressed that “among adult victims in jail, 69% were either males victimized by female staff (55%) or males victimized by both female and male staff (14%)” (p. 12). However, the primary focus has been on male officer sexual misconduct and abuse of power. Crewe (2006) testified that literature surrounding relationships with officers and opposite-sex inmates is underdeveloped, and it has been centered on male officer and female prisoner sexual assault. The change in gender role transgressions alters the perceived concepts of officer sexual misconduct. Crewe (2006) also observed that the dimensions of prison life and the relationships that transpire between male prisoners and female staff are fascinating because, in terms of gender, they provide an inversion of normal power dynamics, where men tend to be dominant and women subordinate.

The inmate’s willingness to engage in a romantic relationship with a female officer generates misconceptions that female officers have not victimized male inmates. Beck (2015) determined that, “84% of sexual assaults perpetrated by female staff appeared to be willing compared to 37% of those perpetrated by male staff. Also, female staff (6% of incidents) were more likely than male staff (2% of incidents) to be implicated in forms of willing contacts such as kissing, hugging, sharing phone numbers, exchange of love letters, and phone sex” (p. 13-14). Additionally, female officers have lower rates of violence or threats than male officers. Beck

(2015) explained that female officers were less likely to use physical force, pressure, or abuse of power (1% combined) than male officers (20%). Over 68% of inmates victimized by female staff compared to 19% of male staff victims reported that there was no force, threat of force, or coercion. The primary concern surrounding female officer-inmate relationships includes the fact of criminal activity that occasionally accompanies these interactions. Beck (2015) observed that “during incidents of female officer sexual misconduct, offers of bribes, blackmail, and staff favors were common, with 49% of the victims in prison and 59% in jails reporting such coercion” (p. 16). Research has also shown that female officers have the highest rates of inmate victimization throughout all correctional facilities. Beck (2015) reiterated that female officers are overrepresented among the offenders of staff sexual misconduct throughout prisons, jails, and juvenile correctional facilities.

Problem Statement

The influx of female officers engaging in romantic or sexual relationships with male offenders has prompted the need for further research on this topic. The female officer’s consequences and personal loss, such as job loss, divorce, restricted child custody, and prison sentences have motivated additional investigation towards female officer sexual misconduct. Additionally, female officer- inmate relationships can result in criminal enterprises, drug operations, smuggling, escape plots, and threats to community safety. The dangers of female officers participating in romantic and eventual criminal relationships with male inmates makes it imperative to study the role that behavior type and relationship status have on female officer sexual misconduct.

Purpose of the Study

The purpose of this current study was to examine the perceptions of the likelihood that female officers would engage in a romantic relationship with a male inmate. There is limited research concerning the ethical and educational philosophy of future law enforcement officers; thus, the perceptions of criminal justice students presented an opportunity to not only predict the probability of female officer-inmate engagement in a romantic relationship with an inmate but comprehend the ethical rationale of future law enforcement officials. Additionally, past research displayed the disconnect occurring in a female officer's personal life but neglected to provide the relationship status of these officers. As a result, this research studied the marital status of female officers and the impact it has on their conduct.

Female law enforcement officers involved in sexual activity with male inmates has substantial significance for academia and criminal institutions. Previous bodies of research have provided minimal updated information about female law enforcement officers participating in romantic relationships with male criminals. As a result, this study provided an updated analysis of those relationships. This study presented an opportunity for criminal agencies and universities to become educated about female officer sexual misconduct and ethical behavior. Studies of female probation and police officer sexual misconduct have yet to be analyzed. This study also prompts further research on female officer sexual misconduct throughout various organizations.

The main objective was to grasp an understanding of female officer sexual misconduct, relationship status, and behavior type. The purpose of this study was to create a general understanding of female law enforcement officers who engage in romantic relationships with male inmates. It also emphasized accessibility to further departmental information concerning female officer-offender sexual deviancy. The continued emergence of female personnel within

the law enforcement profession has resulted in a sense of urgency towards establishing policies that will help combat female officer sexual misconduct. Sexual encounters between female officers and male offenders often pose safety risks for the officers, the community, and the offenders. This line of research was a precursor towards assembling further information about female officer sexual misconduct and creating methods to eliminate this behavior.

Research Questions

- Q1.** Would there be a main effect for marital status on perceptions that the female officer would engage in a romantic relationship with the male inmate?
- Q2.** Would there be a main effect for behavior type on perceptions that the female officer would engage in a romantic relationship with the male inmate?
- Q3.** Would there be an interaction between marital status and behavior type on perceptions that the female officer would engage in a romantic relationship with the male inmate?

Research Hypotheses

- H1.** There would be a main effect for marital status on perceptions that the female officer would engage in a romantic relationship with the male inmate. Specifically, the divorced female officer would be perceived as more likely to engage in a romantic relationship with an inmate than a married female officer.
- H2.** There would be a main effect for behavior type on perceptions that the female officer would engage in a romantic relationship with the male inmate. Specifically, the female officer divulging personal information would be more likely to be perceived to participate in a romantic relationship with a male inmate in comparison to when the female officer only compliments the inmate's physical appearance.

H3. There would be an interaction between status and behavior type on perceptions that the female officer would engage in a romantic relationship with the male inmate.

Delimitations

The researcher intended to study only criminal justice students, thus eliminating additional majors at the university. This research was designed solely to study female officer sexual misconduct. The male officer populace and their sexual transgressions were omitted from the study. Female officer-male offender heterosexual encounters are the exclusive relationships being analyzed. This study does not investigate same-sex associations between female officers and female offenders. Law enforcement officers are historically reluctant to participate in studies and maintain reservations about this topic. The “blue wall of silence” may limit accurate criminal justice student participation and minimize the amount of information being expressed.

Assumptions

Since the population was comprised of criminal justice students, it was presumed that these students would be seeking employment within the law enforcement profession. The researcher was similarly guided by the premise that university and professor support would prompt student participation. Previous research has shown that female correctional officers engaged in romantic relationships with inmates as a result of blurred boundaries, inmate manipulation, vulnerability, personal distress, and divulgence of personal information. Therefore, it can be assumed that female officers would be perceived as engaging in this behavior due to equivalent factors. This research was also conducted on the premise that each behavioral factor was a contributing factor leading to female officer-inmate romantic relationships.

Definition of Key Terms

These terms are meant to provide further clarification for the individual reviewing and analyzing this body of research.

Authority. The ability to implement consequences through force or persuasion (Lincoln, 1994).

Blue Wall of Silence. A figurative protective barrier erected by the police in which officers protect one another from outsiders, often refusing to aid police supervisors or other law enforcement officials in investigating wrongdoings of other officers (Dempsey & Forst, 2012).

Boundary Violations. Behavior that blurs, minimizes, or disrupts the social distance between prison staff and inmates, resulting in violations of departmental policy (Clear, Cole, & Reisig, 2013).

Competence. A combination of knowledge, skill, and diligence during practices or occupations (Herlihy & Remley, 2014).

Corrections. The variety of programs, services, facilities, and organizations responsible for the management of individuals who have been accused or convicted of criminal offenses (Clear et al., 2013).

Deviance. Divergence from the norms; a negative separation from cultural norm (Dobbert & Mackey, 2015).

Ethics. The study of what constitutes good or bad behavior (Dempsey & Forst, 2012).

Moral. The issue of reason in human nature of justice, duties, generosity or humans doing what is right or wrong (Reilly, 2008).

Professionalism. Refers to a level of competence and commitment in which service-providers show themselves to be dedicated to the ends or purposes of the activities for which the

organizations stand as well as to the enhancement of the quality of their engagement in those activities (Kleinig, 2008).

Rationale/Rationalization. Controversies about whether the perception of threat was a reasonable one, given the circumstances (Kleinig, 2008).

Victimization. Crimes that include rape, robbery, assault, and theft that occur in an individual's lifetime during one or more occasions (Santana, 2007).

Organization of the Remainder of the Study

Chapter 2 describes a review of literature on various elements within the law enforcement community. This analysis starts by reviewing law enforcement morals, ethics, ethical risks, and authority. It continues into the officer's crossing over ethical boundaries and officer gender differences in ethics. The literature progresses by providing a general definition of sexual misconduct and categorizes these terms in relation to correctional facilities. Female correctional officer typology and classifications are discussed. The review proceeds to describe the prevalence of female officers throughout correctional facilities and their role in inmate sexual victimization. This is followed by inmate characteristics, prisoner perceptions of female correctional officers, and the methodology used by detainees to begin these sexual relationships. There is a further review concerning female officer relationships and marriages. The analysis goes on to examine the causality and rationale behind female officer-inmate sexual misconduct. A review of the ramifications, consequences, and officer responsibility is also presented to the audience. The review closes with potential solutions on how to prevent future acts of female officer-inmate sexual misconduct. Chapter 3 discusses the study's populace, demographics, and location of the criminal justice student participants. It also describes the methods, design, and instruments used to assemble and analyze the data. This chapter ends with the procedures

implemented to collect surveys and conduct research. Chapter 4 discloses the results of the study with respect to the perceptions of the likelihood that a female officer would engage in a romantic relationship with a male inmate based on marital status and behavior type. In conclusion, chapter 5 interprets the results of the study and lists the limitations and recommendations for impending research.

Chapter 2

LITERATURE REVIEW

Law Enforcement Morals and Ethics

Morals and ethics are the very foundation of an officer's character. Departments are adamant about acquiring officers who possess strong moral and ethical standards. Carlson & Jones (2004), defined ethics and morals as "ethics means character, it is the study of what is right and wrong. Morals refer to human behavior, how individuals relate to each other, and their environment" (p. 18). Law enforcement officials become knowledgeable about proper ethical conduct through their upbringing and academy training. These positive values are meant to be implemented in the officer's line of work. The expectation is that officers with a strong moral background will not take part in unethical behavior. Maintaining these morals and ethics is a crucial part of the law enforcement profession. Cawthray, Porter, & Prenzler (2013) note that, in 2009, the most recent law enforcement code of ethics was designed. The International Law Enforcement Codes of Conduct is meant to serve as a guideline for officer behavior. It outlines themes such as respect for the community, avoiding overuse of forces, impartiality, and following the law. It is a general rule that requires officers to avoid criminal misconduct and that they behave as pillars of the law. These codes assist an officer's understanding of what constitutes correct behavior. Law enforcement officers are expected to maintain a strong sense of morals and ethics in all facets of their profession. Carlson & Jones (2004) and Cawthray et al. (2013) both provide an in-depth analysis of the ethical expectations and requirements of law enforcement officials.

Ethical Risks in Law Enforcement

Exposure to ethical risks is a constant problem in law enforcement careers. The job description for law enforcement officers entails excessive exposure to criminal activity. It can be challenging for a variety of officers to have constant contact with deviant behavior. Being in an environment that involves daily interactions with criminal behavior can cause officers to turn into the individuals they are either supervising or arresting. Fitch (2014) stated that law enforcement misconduct is due to interrelationships, personal factors, the nature of the job, and social influencers. Law enforcement officers are constantly met with dilemmas that could compromise ethical, legal, and procedural policies. Personal and peer influences are ethical risk factors that are directly associated with officer misconduct. Each individual is responsible for their behavior; however, officers are more inclined to compromise their moral judgments during financial, familial, occupational, and emotional distress. Fitch (2012) commented that an officer might decide to elicit a sexual exchange with an inmate because of marital or personal problems. When an officer experiences personal difficulties, there is a higher probability that they will compromise proper ethical practices.

Along with personal factors, officers who encounter peers or partners who facilitate unethical conduct will also begin to mirror these same behaviors. Departments that ignore or retain officers who embark on misconduct are risking the morality of their accompanying officers. Officers who observe their peers lacking morality or respect for their profession may eventually adopt these same values. Law enforcement officers face constant ethical risk factors throughout their careers. Fitch (2014) described the relevance of officers encountering criminal behavior, coping with personal obstacles, being surrounded by officers who lack integrity, being

exposed to criminal behavior, abusing authority, and losing respect for their profession as ethical risk factors that induce officer misconduct.

Authority

Law enforcement officials are in positions of power and authority throughout their communities. The concepts of control and supremacy often give officers the false impression of being impervious to the law. These leadership roles enhance an officer's ego, which increases the risk of unethical behavior. Brewer, Liederbach, Mathna, & Stinson (2015) observed that the job creates an opportunity for rogue police officers to take part in acts of sexual deviance.

Correctional officers have power over inmates, probation officers have authority over their probationers, and police officers have control over lawbreakers. The free range of authority that an officer has over both criminals and the community can produce an atmosphere of misconduct. Miller (2006) affirmed that, "law enforcement officers have wide-ranging authority and latitude to exercise it in relatively unsupervised ways and have the opportunity to exploit their authority" (p. 303). Law enforcement officials are aware of their authority, which provokes an increased sense of entitlement and superiority. Some officers feel as though they are above the law and can behave in any manner they deem fit. This distorted sense of authority is indicative of the various acts of officer misconduct throughout the criminal justice system. These two studies reiterated the pervasiveness of official authority and the impact it has on an officer's mental, occupational, and physical conduct.

Crossing Over

There are progressive steps that law enforcement officials take when crossing into the realm of officer misconduct. Officers usually begin the process by engaging in small acts of unethical behavior. This can range from examples such as not writing tickets, welcoming free

cups of coffee, or allowing inmates to have extra snacks. These acts may appear to be minor, but they are the beginning stages of future misconduct. Officers may further their unethical behavior by ignoring acts of criminal behavior, accepting bribes, permitting inmates to acquire contraband substances, and engaging in illegal romantic relationships. A department's core ethical standards become obsolete when an officer begins delving into criminal activities. Miller (2006) expressed that officers begin to justify their violations by believing that they are not bound by their oaths, and that there is no longer an obligation to act as a public official or obey the laws. Law enforcement officers who take part in unethical behavior violate their codes of honor and dismiss the significance of the promises they had once made to maintain the law. Miller (2006) further observes that these officers begin to question their roles in society. They often feel as though they are not making a difference or that they are not appreciated by their communities. Having this mentality can generate sentiments of resentment toward one's profession. Unethical behavior often develops when officers start losing pride in their professional oath and ethical standards of their occupation. Once an officer reaches this point in their career, the promise of protecting the community and upholding the laws become nonexistent. Research conducted by Miller (2006) disclosed how an officer's initial ambition may be to perform ethically, but they become reluctant to abide by their oath when their culture, peers, and personal morals are corrupted.

Gender Differences in Ethics

Both male and female officers have participated in sexual misconduct, bribery, theft, and various other forms of officer corruption. There are contrasts, however, in the motives, manners, and willingness to report misconduct. Carlson & Jones (2004) explained that males compartmentalize their morals and ethics by a different set of standards. Women are less likely to operate in this same manner and function by a different set of rules. Female officers, for

example, are motivated to have sexual encounters with inmates due to personal distress, while male officers participate in this behavior to exert power over their perceived inferiors. Carlson & Jones (2014) asserted that male officers are concerned with their street credibility while women have a less compromised work ethic. Female officers set limits, which is an extension of their genetic programming. Male officials have also displayed higher instances of excessive use of force than female officers. Additionally, male officers feel obligated to remain silent about transgressions, fearing retaliation from their male peers. Women in law enforcement, however, do not have the same concern of reprisal from male or female officers. Female officers have been noted to report more instances of unethical behavior than their male counterparts. Female officials are more willing to report occurrences of wrong-doing and are honest about their experiences. Male and female officers equally take part in misconduct yet differ in their methodology and willingness to report. Carlson & Jones (2004) examined female officer ethics and behaviors, while Jones (2014) has analyzed male officers' rationale regarding their ethical judgment and morality.

Law Enforcement Misconduct

Deviant behavior is not a unique concept in the criminal justice system. Countless departments have been subjected to internal affairs investigations and oversight committees due to officer misconduct. Officer malfeasance weakens the overall objectives of the criminal justice system. Fitch (2014) described officer misconduct as, "any instance of the exercise of an officer's public authority or official discretion for private, personal, or self-interested gain where in that self-interest or gain undermines the very purpose of public service" (p. 11). Officer misconduct within these departments can also range from bribery, excessive force, to sexual misconduct. Various forms of officer misconduct are occurring throughout the law enforcement

community. Becker & Pollock (1995) reported that 39.58% of law enforcement officers slept on the job, 31.84% took part in sexual misconduct, 39.19% engaged in officer brutality, 22.95% of officers committed perjury, and 8.05% consumed alcohol while working.

Sexual Misconduct

Sexual misconduct is a profound offense that negatively impacts copious aspects of the criminal justice system. In a study by Beck (2015), observations were made pertaining to the typology of both the victim and perpetrator of female officer sexual misconduct. National surveys, victim reports, and records from correctional facilities determined that sexual misconduct between staff and inmates are classified as abuse. It does not matter if the participants were willing or the misconduct occurred outside of these facilities. These reports determined that the willingness to commit these sexual acts is not limited to the context or location of the officer-inmate relationship.

There are countless forms of sexual misconduct that take place in correctional facilities. Goldsmith, Groves, & Halsey (2016) reported that, “inappropriate relationships in correctional settings can be classified as endogenous; those that develop inside correctional settings, typically between officers and clients. Exogenous are those that exist among officers, clients, and persons located outside those settings” (p. 34). Sexual misconduct does not have to occur within the confines of an institution; however, endogenous is the most common form of sexual misconduct within correctional facilities. There have been instances of female officers engaging in sexual relationships with inmates upon their release. Goldsmith et al. (2016) go on to express that, “boundary violations are the breach of a notional line between acceptable and unacceptable behavior within a relationship” (p. 32). Any forms of sexual misconduct, boundary violations, or harassment are viewed as severe lapses in officer judgment. Although these studies differ in

academic content, both reach a unanimous conclusion that sexual misconduct is unacceptable, yet prevalent throughout various correctional facility based personal relationships. Sexual misconduct within all facets of the correctional system is morally, ethically, and legally unsound.

Male Officer Sexual Misconduct

Marquart, Mullings, & Worley (2003) reported that sexual misconduct, primarily by male staff against female prisoners, has created lawsuits against twenty-three prison systems and jails across the United States. Law enforcement officers engage in this behavior due to opportunity, power, and isolation. The power and authority of the badge gives officers the impression that they are invincible. Male officers participate in sexual misconduct in a more violent and exploitive manner than female officers. Cottler, Isom, Nickel, O'Leary, & Reingle (2014) conducted a study where they found that 25% of the 318 subjects traded sex for officer favors, 96% had sex with an officer while on duty, 54% were promised no arrest, and only 31% of women characterized the officer encounter as rape. These instances of officer sexual misconduct can range from flirting, sexual encounters while on duty, consensual sex, police-offender relationships, and rape. Braithwaite & Rabe-Hemp (2012), classified officer sexual offenses as unobtrusive, obtrusive, and criminal. Unobtrusive sexual misconduct includes visual harassment, maintaining sexually explicit items, and invading privacy, while obtrusive sexual misconduct comprises strip searches, deception for sexual gain, and sexual harassment. Criminal sexual misconduct entails all specific sexual contact or assault. Any sexual exchange between criminals and correctional, probation, or police officers is deemed as an abuse of power. Consent is completely irrelevant during these occurrences because the officer is in a position of power over the detainee. Understanding the magnitude of these incidents is extremely difficult due to a lack of reporting and departments not classifying officer sexual misconduct as deviant. The

departments, chiefs of police, and officers, however, have noted that sexual misconduct is a serious and current issue throughout the criminal justice system. These two studies are in agreement with the typology and rate of male officer sexual misconduct throughout the law enforcement community.

Female Officer Sexual Misconduct

A female officer's sexually deviant behavior is categorized by their motivational, physical, emotional, psychological, and even racial characteristics. Beck (2015) interpreted that Caucasian women were 61 percent more likely to be perpetrators. Regarding psychological characteristics, female officers are comprised of rescuers, accidents, lovesickness, and predatory types. "Rescuers" feel sympathy for the inmates, "accidents" are females unaware of the sexual boundary rules, "lovesickness" types, are romantically in love with the inmate, and "predatory" types prey on the inmates for their own purposes. The "rescuer" breaks the rules for the inmate, "accidents" types are unaware, "lovesickness" types, which account for 60 percent of female officers, feel that their love is so strong they are willing to break the law, and "predators" are the prey seekers. An additional study by Balshaw-Biddle, Barnhill, & Marquart (2001) is dated, but it is one of the only articles dealing specifically with female officer sexual misconduct and relevant to the current study. Balshaw-Biddle et al. (2001) discovered that female prison employees engage in sexual relationships with inmates out of love and post-prison commitments. These two studies emphasize the various categories of female law enforcement officials who have sexual relationships with their clients.

Prevalence of Female Officer Sexual Misconduct

The decreasing number of male officials compared to females has contributed to the prevalence of female officer sexual deviance. The numbers of female correctional officers are

growing in both rates of employment and rates of sexual misconduct. Clear et al. (2013) deduced that, “an estimated 73,815 officers (or 25 percent) are women and many of these women work in adult male correctional facilities” (p. 334). Balshaw-Biddle et al. (2001), also conducted a study finding that in 1995, over 3,941 females were employed in male institutions. This literature confirms that female officers play a vital role in the supervision and regulation of male inmates. Female officers are actively employed in numerous correctional facilities and many are also establishing relationships with the men they are guarding.

Sexual infractions are common, but other inappropriate non-sexual relationships are also formed during these officer-inmate affairs. Balshaw-Biddle et al. (2001) noted that, “female employees were more likely to commit a boundary violation, and 80 percent of these nonsexual dual relationships involved female employees” (p. 891). Balshaw-Biddle et al. (2001) concluded that, out of their sample of 3,941 female officers, 98 or 2.4 for every 100 persons (.024 percent) were having romantic relationships with the male prisoners. A more recent study determined that there is a drastic difference in the frequency levels of 21st-century female correctional officer sexual misconduct. Beck, Rantala, & Rexroat (2014) reported that, out of the 8,763 allegations of sexual victimization in correctional facilities from 2009 to 2011, over half of the sexual incidents involved female correctional officers. The researchers surveyed all 50 states, which included over 700 jails and 417 prisons. Beck et al. (2014) noted that the female population within correctional facilities is substantially less than that of their male counterparts. This analysis is vital because over 84 percent of the female staff have committed some form of sexual assault in comparison to the 37 percent of male colleagues. The studies do differ in the rate at which these female officers are performing acts of sexual misconduct. Balshaw-Biddle et al. (2001) describe a minor percentage of female officer sexual assault but higher frequencies in dual relationships.

Beck et al. (2014) expressed that female correctional officers commit high rates of sexual misconduct and pose a more significant threat than their male constituents. Both of these studies show, however, that contrary to popular belief, female correctional officers are committing varied forms of unprofessional behavior with male inmates.

Female officer sexual assault primarily involves inmates who desire and are willing to engage in these relationships. Beck (2015) specified that African Americans were more likely to be victimized. The higher rates of the African American community within the prison system have increased victimization. Beck (2015) further concluded that 70 percent of male inmates claimed to be victimized by female staff, 73 percent of those encounters took place at least one time in jail, 94 percent of juvenile offenders stated that they had been sexually assaulted by female officers, and 84 percent were willing participants. Beck et al. (2014) concluded that “victimization is significantly different for male and female perpetrators; 84 percent of those perpetrated by female staff ‘appeared to be willing’ compared to 37 percent of those perpetrated by male staff” (p. 17). These studies developed identical or equivalent numerical deductions. It is extremely rare to find bodies of research that obtain the same findings. The Beck (2014) study did not disclose the instances of sexual misconduct against juveniles, while the Beck (2015) study lacked sexual assault comparisons between male and female correctional officers. Overall, however, this literature supports the conclusion that male inmates are willing participants in these sexual encounters and only differ in victim classification.

All of these studies concluded that female officers are taking part in inappropriate relationships with male inmates. Two studies yielded similar results regarding an inmate’s willingness to have sex with female officers. These studies displayed only slight frequency differences in the statistical analysis of female officer sexual misconduct. One study revealed

higher rates of female officer sexual misconduct while the other generated less significant results. This may have been a result of the different time periods with respect to increased female employment rates within correctional facilities. Each study ultimately concluded that an increasing number of female officers are having consensual as well as non-consensual relationships with male inmates.

Police Chiefs' Perceptions of Sexual Misconduct

Law enforcement administration officials are adamant that any forms of officer sexual misconduct are due to the devious nature of a few officers. It is not a department-wide issue, they insist, but merely isolated events from an unruly group of law enforcement officials. They profess that the entire department should not be negatively labeled because of a few "bad apples." Maher (2008) conducted research reviewing twenty current police chiefs from various departments to grasp their views on officer sexual misconduct. This study determined that many of the chiefs were hesitant to discuss officer sexual misconduct and did not volunteer specific details until pressured about serious assaults. They also believed that officer sexual misconduct was a common and serious issue and felt that the problems were not as prevalent at the time of the study because of an increase of officer professionalism. Moreover, the chiefs of police professed that lack of knowledge about officer sexual misconduct, lack of police complaint systems, the opportunity for officer sexual deviancy, and the police culture were the four main contributing factors producing officer sexual misconduct. The police chiefs were adamant about concerns surrounding officer misconduct, yet they maintained an optimistic approach that there was a decrease in these occurrences. The research conducted by Maher (2008) affirmed that ranking law enforcement officials are aware of officer sexual misconduct, perceive these

offending officers as outliers, and were hesitant to provide any viable information regarding the issue.

Officers' Perceptions of Sexual Misconduct

Law enforcement sexual misconduct jeopardizes the virtue of the profession and impacts an officer's ability to adequately execute their job. Maher (2003) performed a study that evaluated police perceptions of officer sexual misconduct. His research determined that an officer's morals and values were the most influential factors towards their refusing to participate in criminal behavior. Officers were also concerned with spousal and familial reactions if caught having unethical sexual encounters. Furthermore, law enforcement officials concluded that disciplinary actions were taken by the department if these offenses were discovered, opportunities for misconduct, department climate, and lack of proper supervision would not sway officer deviancy. Police officials viewed any wrongdoing as a direct result of an officer's altered morals and values. There was a common consensus from these law enforcement officials that officers who engage in sexual misconduct do so in a premeditated manner that is influenced by the officers' personal beliefs and lack of self-control. Numerous officers similarly expressed that sexual misconduct was a common occurrence throughout their departments, and that many of these occurrences would also remain unreported, depending on the level of severity. Essentially, law enforcement officers are holding their peers accountable for their actions. They regard sexual misconduct as prevalent, that it often goes unreported, and that it is due to an officer's skewed ethics. The police chiefs and officers share similar attitudes as to why sexual misconduct occurs within their departments (Maher, 2003).

The Causality of Female Officer Sexual Misconduct

Sexual relationships between female correctional officers and male inmates have numerous causalities and influencers. Joyner (2012) asserted that asking inmates personal questions, allowing these questions to be asked, commenting on inmate physical appearance, ignoring agency policies, sharing personal information, giving nicknames, or being on a first name basis creates opportunities for inappropriate relations between staff and prisoners. Beck (2015) reiterated that the most common boundary violation, at 85 percent, was the formation of friendships between inmates and staff. Over two-thirds, or sixty-nine percent of officers told the inmates about their personal lives, performed favoritism treatment, or gave a gift. Around half of the inmates involved in a sexual relationship expressed that officers gave them pictures and letters while one-third of the inmates reciprocated the same actions. These two studies display the variety of ways in which female correctional officers establish inappropriate relationships with male inmates. Joyner (2012) and Beck (2015) both conceptualized that providing access to one's personal information, developing a friendship, or allocating a gift can induce an officer's susceptibility towards further inmate-officer boundary violations.

Inmates regularly provide compliments, praise, and admiration for their female correctional officers. These actions also have the potential to prompt the establishment of romantic or inappropriate relationships. Dial & Worley (2008) related that manipulation through flattery is key when trying to gain the favor of female officers. It sets the course of slippery slope relationships. The officers may be susceptible to flattery due to issues in their relationships, low self-esteem, or feelings of unattractiveness. Joyner (2012) reported that everyone has need of admiration, acceptance, and appreciation. When these needs are not met, officers may seek these responses from other sources that may not be morally or ethically sound. These bodies of

research both agree with the notion that personal dilemmas, personal desires, need for appreciation, and physical attraction can all form the basis for romantic relationships between female officers and male inmates.

There are many female law enforcement officials who engage in sexual relationships because they are having personal, romantic, emotional, or familial issues. Worley (2016) observed that when correctional officers feel deprived, there is a high likelihood that they will violate ethical norms by establishing friendships with inmates that create boundary issues. Balshaw-Biddle et al. (2001), conducted a study with 549 employees of a Texas Criminal Justice Division, where researchers interviewed twelve supervisors who witnessed employee-inmate relationships. The study concluded that inappropriate employee-inmate relationships often involve mixtures of situations, behaviors, emotions, needs, and human desires. Joyner (2012) determined that most officers have little intentions of creating a relationship with a prisoner. Many reflect on how these instances occurred and reached the conclusion that they confided in these individuals about problems at home, hence providing the inmates a listening ear. Goldsmith et al. (2016) specified that, “in staff, these vulnerabilities can enable a shift of power from the officer to the prisoner, once the prisoner becomes aware of them and acts on them to his or her advantage” (p. 31). These four studies reached similar conclusions concerning the harmful combination of female officers’ emotional dilemmas and divulging those matters to inmates. The literature correspondingly presumes that a lack of a female officer’s basic human needs being met during weakest moments can lead to revealing this information to inmates and result in the formation of inappropriate or sexual relationships.

Blurred boundaries, dual relationships, slippery slopes, confiding, and appearing vulnerable are adequate explanations as to why acts of sexual misconduct occur between female

correctional officers and male inmates. Dial & Worley (2008) explained that boundary violations occur when staff begin to divulge information about their personal lives. Balshaw-Biddle (2001) interpreted that flirting, attention getting, showing affection, and dissatisfaction with one's personal life can all contribute to staff and inmate romance. Worley (2016) recounted that an inmate reportedly had a sexual relationship with a female correctional officer after becoming knowledgeable about the guard's personal life. The officer entrusted the inmate with personal information, which led to the slippery slope of boundary concerns. Dual relationships occur when there are discussions about each other's personal lives, exchanges of letters, contact with the inmate's family, allocating money to the inmate, or living with an inmate once they are released from prison. There is a commonality between the literature's continued reference to slippery-slopes, blurred boundaries, and divulgence of personal information. These studies describe the correlations between sexual misconduct and revealing personal information, appearing vulnerable, and other related boundary violations. All researchers are in agreement that these acts are the precursors and causes of female officer-inmate sexual deviance.

Further research continues to describe the influence that unclear or blurred boundaries have on a female officer's professional and mental psyche. Balshaw-Biddle (2001) declared that, "being in close proximity can create consensual love affairs and criminality. Prison staff work closely with the kept; this situation increases desire to get along with inmates. Pressures to get along blur the boundaries between employees and prisoners" (p. 878). As noted by Joyner (2012), dating an inmate occurs when the professional boundaries between an officer and inmate are no longer present or become blurred. Balshaw-Biddle et al. (2001) affirmed that dual relationships take place when the slippery slope of boundaries becomes blurred between staff and inmates. Each study presented very similar content relating to the sources of this deviant

behavior. The issue of blurred boundaries is particularly evident throughout these bodies of research. Slippery slopes and blurred boundaries are the major catalysts behind female officer-inmate relationships. Joyner (2012), Balshaw-Biddle et al. (2001), Worley (2016), Dial & Worley (2008), Goldsmith et al. (2016), and Beck (2015) all reached unanimous consensus on these issues. Each of these researchers concur that dual relationships, blurred boundaries, slippery slopes, manipulation, emotional desires, vulnerability, divulging information, personal struggles, and sexual attraction are the primary sources behind female officer sexual misconduct.

Although the vast majority of these studies show how female law enforcement officers fall into continued patterns of offender manipulation and boundary violation, different bodies of research report that many female correctional officers are adequate in their ability to avert these affairs. Crewe (2006) argues that female officer views on this issue were no different from male officers. The researchers concluded that female guards do not display more trusting or sympathetic tendencies than male officers, but that they are generally more friendly, open, and respectful. Crewe's research showed additionally that various female officers divulge personal information to inmates and create personal connections. Male inmates who establish these bonds with female officers view acts of punishment by these same officers as a form of betrayal. Crewe (2006) expresses that while "a small minority of female officers did seem to participate in a certain level of sexual attention; the majority deflected sexual interests" (p. 405). Crewe (2006) concluded that sexual misconduct is facilitated by female officers who join in on inmate sexual attention. Additional parts of this study also determined, however, that many female officers rejected these advances. These differing concepts express that not all female law enforcement officials are falling victim to an inmate's sexual advances, but Crewe (2006) reaches the same conclusions concerning a female correctional officer's surrender to flattery and divulgence of

personal information. The main difference between these studies is that many female officers are still able to maintain a sense of professionalism despite their openness or engagement with inmates. A female officer's involvement with these inmates does not affect their ability to uphold order or preserve the law.

Law Enforcement Marriages

Marriages within the law enforcement community frequently encounter various instances of stress and marital discord. Butler, Leonard, Levenson, Kanter, & Roberts (2013) described that police work generates marital distress. Officers suppress their feelings at home, and police work affects an officer's spouse. The criminal justice profession creates spousal conflict among officers. Officers are hesitant to express their emotions or concerns with their loved ones, which creates distance and marital conflict. Spouses of law enforcement officials will often have sentiments of feeling left out or being an outsider in their marriage. Lack of communication and silence can be damaging in any marriage, but it is particularly detrimental in law enforcement marriages. Female officers, consequentially, engage in similar forms of segregation in their marriages when they have a lack of encouragement from their husbands. Alt & Wells (2005) stated that female officers who do not have the support of their spouses often resort to isolation. Female officers will seclude themselves from their partners as a result of feeling unsupported or neglected. Alt & Wells (2005) further observed that female officers who were married or involved in a relationship faced an array of family concerns. Changes in shift work and not being home at the same time as the officer's male companion is an issue, and that is amplified if there are children in the relationship. Constant changes in schedules and shift work makes it difficult to sustain a healthy relationship. The inconsistent hours and occupational requirements result in frequent absences that not only affect the officer's spouse, but their children. As a result, many

law-enforcement marriages will face numerous marital conflicts, which can ultimately end in divorce. Butler et al. (2013) and Alt & Wells (2005) both emphasized that an officer's unique line of work and suppression of emotions can have an adverse and destructive impact on the officer's marriage.

Infidelity

Infidelity is a prominent behavior in law-enforcement marriages and relationships. The conditions and criteria of being a law enforcement official develop various opportunities for officers to commit adultery. Fay, Kamena, & Kirschman (2015) explained that infidelity could occur in law enforcement relationships due to the number of hours spent training or working with others, changes in the marriage as a result of the profession, extramarital friendships, and trauma. Kirschman (2018) also detailed that close connections with other officers can lead to romantic relationships. Working close to various first responders can start as a friendship, but eventually can progress to a relationship, even though the officer is in a committed relationship already. Further research has determined that infidelity also transpires in law-enforcement relationships and marriages due to stress, trauma, and post-traumatic stress disorder. Fay et al. (2015) discovered that trauma could generate instances of infidelity as a means toward countering feelings of stress or inadequacy. Kirschman (2018) also reiterated that connections with first responder personnel could lead to law-enforcement infidelity. Additionally, trauma or psychological injuries can create extramarital relationships as a means for an officer to cope with post-traumatic stress disorder. Regardless of the causes, infidelity has a dramatic impact on the officer's marriage and family. Alt & Wells (2015) concluded that a leading factor of officer divorce was due to infidelity. Fay et al. (2015) and Kirschman (2018) deduced that infidelity

transpires in law enforcement relationships as a result of trauma, coping mechanisms, time spent on the job, and relations developed with other personnel.

Divorce

As indicated previously, law-enforcement marriages face an array of hardships and dilemmas that will frequently result in divorce. Delprino (2018) explained that 17 to 37 percent of officer marriages resulted in divorce. Further studies have determined that officer divorce rates may differ, based on the officer's occupation or level of seniority. Fay et al. (2015) cited the following divorce rates: "police officers and sheriff's deputies (15.01%), supervisors (12.75%), detectives (12.53%), and railroad police (5.26%). Correctional officers and supervisors had higher than average divorce rates" (p. 223). Supplementary research concluded that an officer's divorce rate varies based on gender. Kirschman (2018) observed that the female officer divorce rate is twice as high as that of male officers. Additionally, the time frame and longevity of an officer's marriage impacts the likelihood of it ending in divorce. Kirschman (2018) concluded that 75% of law enforcement officers who were divorced did so within the first three years of becoming an officer. If the marriage goes beyond three years, there is a higher likelihood that the couple will remain married. A survey cited in Alt & Wells (2005) indicated that 80 percent of officers were divorced within three years of being hired, and some officers married six-to-eight times within a career span of twenty-to-twenty-five years. Divorce rates are similarly higher in the law enforcement profession due to stress and officers not being present for family functions. The stress of the job; disruption of family time; missed holidays, vacations, or special occasions may be temporarily accepted by the officer's spouse, but will often eventually cease, and divorce is viewed as the only solution.

Female Law Enforcement Families

Female law enforcement officials encounter distinct complications while attempting to balance being an officer, wife, and mother. In an early study, Mullings, Scarborough, & Triplett (1999) noted that “women are still dealing with the conflict engendered by a culture that holds one set of role expectations for women at home and another set for them at work” (p. 384). Male officers, conversely, do not face the same difficulties that female officers experience within their relationships and families. In a more recent study, Akoensi (2018) also determined that work-family conflict was a significant issue for female officers who experienced more stress than men. A study by Griffin (2006) revealed additionally that work and home conflict varied based on gender. Women tended to stress their role within their families in ways that men did not.

Female officers confront various arduous role conflicts and character expectations. Toch (2002) observed that there are unique role conflicts for female officers who are not only law enforcement officials, but also wives and mothers. Women have traditionally been mothers and wives who are expected to perform the majority of the household responsibilities. Toch (2002) further explained that “these expectations often still exist, and the working wife and mother may experience both physical and psychological stress as she attempts to cope with the demands of her home life and her job” (p. 93). Female officers are also primarily responsible for childcare and household tasks. Fay et al. (2015) indicated also that women officers share a majority of the child-rearing and domestic responsibilities. Bochantin & Cowan (2010) similarly expressed that women in law enforcement face conflict with both work and family life. Women are still disproportionately responsible for caring for their children. Although men assist in an array of domestic tasks, female officers assume a majority of the housework, home care, and child-rearing. Kirschman (2018) asserted that, “despite gains made by the women’s movement,

working women—cops included—often spend more hours on housework and child care than men do. They feel more responsible for handling domestic tasks and for tending to relationship issues” (p. 253).

Alt & Wells (2005) determined similarly that although men are assisting in housework, women tend to do more than their share. The second shift for working female officers begins at home by providing childcare, parenting, cooking, cleaning, shopping for food, and doing the laundry. Each of these studies confirmed that female officers are regarded as wives and mothers who are expected to perform an array of gender-specific tasks. These female officers experience difficulties and stress to fulfill these perceived responsibilities because of their jobs.

Female Law Enforcement Romantic Relationships

Female law-enforcement officials are in a dangerous, male-dominated profession, which requires female officers to display firmness and command respect. These characteristics may make these women seem unappealing to men or ridiculed by the community. Paynich & Seklecki (2007) stated that female officers who conduct their jobs aggressively or physically are frequently labeled as butch or lesbians. These female officers have the highest frequencies of being denigrated, insulted, or labeled as homosexual. Alt & Wells (2005) also illustrated that when female officers attain overtly masculine traits, they are frequently criticized, perceived as losing their femininity, and are viewed as hating men.

There is an assortment of female law enforcement officers who confront numerous related predicaments in their social and romantic lives. As Kirschman (2018) reported, many female officers complain that being employed in law enforcement makes it challenging to have a social or personal life. Numerous males are hesitant about dating or wedding a female officer. Further studies determined that men are tentative about engaging in a relationship with a female

officer. Toch (2002) noted that “one female officer described the difficulties of dating. She found herself encountering men who were either intimidated by her and her job or were so fascinated by her work that they wanted to talk about nothing else” (p. 99). Fay et al. (2015) reported that single female officers complained they have issues finding men who are confident enough to pursue women who are armed and who can arrest criminals. Kirschman (2018) also acknowledged: “many women complain that being a cop puts a damper on their social life. Some men are intimidated to date or marry a female cop. Others cannot deal with the feeling that the women in their lives are tougher, stronger, assertive, self-confident, or do more important work than they do” (p. 253). Female officers also have to contend with their significant other’s suspiciousness and insecurities about working in a male-dominated profession or having a male partner. Toch (2002) observed that “women complained about problems of acceptance, and some of their discussions turned to marital problems that involved male partners and less than trusting spouses” (p. 103). Also, Alt & Wells (2005) expressed that male and female partners who work together with men for long periods will often generate spousal jealousy. There are various occasions where a female officer’s husband will become jealous of their wife’s male partners. Several female officers admitted that their husbands and boyfriends were jealous that their wives or girlfriends were consistently spending time with men or working late nights with a male partner. Alt & Wells (2005) and Paynich & Seklecki (2007) discussed the stereotypes and criticisms both men and the community have towards female officers. Fay et al. (2015), Toch (2002), and Kirschman (2018) each discussed the romantic difficulties and ambivalence men have toward dating a female officer. Alt & Wells (2002) and Toch (2002) additionally concluded that the spouses or significant others of a female officer often express jealousy and concern about the male-dominated profession and the female officer’s male partner.

Law Enforcement Dual Couples

Engaging in a dual law enforcement relationship has the potential to generate a longer and healthier personal and romantic relationship. Alt & Wells (2005) stated that “many officers are unable to share their work experiences with civilian family or friends: one way women may reduce work and family conflicts is through marriage to a fellow officer. These policewomen may get stronger support for their work from those who understand their commitment to the job” (p. 65). There are various advantages that dual law enforcement couples experience as a result of working in the same profession. Burke & Mikkelsen (2004) theorized that there are an array of reasons why having a spouse or partner in the law enforcement profession has its benefits. These partners or spouses experience and appreciate common experiences, share values, attitudes, and personalities. Alt & Wells (2005) similarly confirmed that spouses who were both law enforcement officials had more in common than when one of the spouses was not an officer. Further studies also discussed the commonality of dual couples and levels of support they can provide one another during stressful situations. Kirschman (2018) noted that cop couples comprehend one another and do not have to give extensive explanations or answer questions because they have most likely experienced a similar occurrence. They also have had the same training, communicate with the same circle of friends, share a similar sense of humor, and can support one another during stressful events. Toch (2002) similarly explained that “several of the female officers were presently married to male officers and talked of the value of having a spouse who understood what they did for a living and the stress involved” (p. 99). There are, however, numerous drawbacks of participating in dual occupation relationships. Kirschman (2018) explained that the issues of dual careers include not being able to see one another, competitiveness, paired stress, and concerns about spending minimal time with their children.

Alt & Wells (2005) and Burke & Mikkelsen (2004) both displayed the importance of having a dual officer relationship and the comfort officers have when they can relate and understand their significant other, while Kirschman (2018) described the negative attributes of being in the same occupational relationship. Kirschman (2018) and Toch (2002) reached complementary conclusions as Alt & Wells (2005) and Burke and Mikkelsen (2004) and emphasized the level of support dual couples provide one another during stressful situations.

Inmate Views of Female Officers

Inmates, probationers, and offenders often have various predetermined notions and sexual ideations towards female law enforcement officials. Crewe (2006) concluded that assumptions about sexuality and gender identity defined attitudes towards female officers. Crewe (2006) developed a study with 520 prisoners who observed how male inmates view female correctional officers. A total of 70 prisoners and 20 staff members, however, were interviewed. The study determined that these inmates viewed female officers as sexual objects and untrustworthy sexual agents. These inmates frequently fantasized and spoke about these women in graphic terms. A female correctional officer's autobiography by Miller (2016) testified that, "it was apparent that many male prisoners looked at female correction officers with the same lustful eyes they would look at a female on the street" (p. 70). These two bodies of research concluded that male inmates view female correctional officers as sexual objects. Female officers are not perceived as authority figures, but attractive women who are watching over the facility. Crewe (2006) also observed that inmates frequently seek sexual relationships with female staff. Prison confinement made these prisoners miss their loved ones and this initiated the sexual attitudes towards female correctional officers. Miller (2016) and Crewe (2006) both agreed that male inmates have sexual

desires towards female officers; however, Crewe (2006) provided further understanding concerning the causation behind this sexual yearning.

Many male inmates feel a sense of anger, distrust, and sexual frustration towards female correctional officers. Crewe (2006) expressed that hostility towards female officers occurs when the prisoners feel as though the female officers are using their sexuality as a mode of control. These inmates also believed that the female correctional officers were afraid of being physically or sexually assaulted. Dial & Worley (2008) stated that boundary violators often view female officers as the cause of the inmates sexual frustrations. Detainees maintain that female correctional officers were in constant fear, which gave inmates the notion that they could manipulate the female staff. It was assumed that those female officers posed a security threat because of this level of influence and boundary-crossing. Many similarly felt as though the female officers were seeking attention and used their charm as a mode of control. In a study by Crewe (2006), inmates assumed that “female officers were sexual failures outside of prison and had ulterior motives for choosing their profession; they have something to gain by being in here, surrounded by men. They love the attention” (p. 405). Both researchers reached similar conclusions regarding an inmate’s perception of female correctional officers. A female correctional officer’s fear and desire for attention were the common themes expressed in these studies. As opposed to Crewe (2006), Dial & Worley (2018) provided further insight into the inmate’s methods of using officers’ fear as a means of manipulation. Crewe (2006) contributed insight into inmates’ perspectives on how they view the personal lives and behavior of these female guards. These two studies both concluded that inmates generally have negative attitudes towards female correctional officers.

While both studies express an inmate's adverse and sexual sentiments towards female officers, Crewe (2006) and Clear et al. (2013) also portray the positive and protective emotions inmates have for female guards. Crewe (2006) observed that female officers are also sometimes treated with courtesy and often viewed as motherly figures. They found that one-fifth of the male prisoners behaved in a chivalrous manner towards the female guards. The inmates who viewed these women in this manner were often married and apologized for the behavior of others. Prisoners also felt, however, that these women were in physical and sexual danger. Clear et al. (2013) verbalized that minimum custody inmates had low opinions of the female officer's ability, while maximum custody inmates had high opinions of the officer's capability and competence. Female correctional officers were viewed as calm and collected individuals who soften the environment, make it livable, and less violent. It is a rather interesting finding that these inmates have positive, yet differing views about a female officer's technical ability. These studies display how certain inmates respect female officers but do not believe that the same female guards can handle the job. Inmates may not perceive these guards sexually, but they are also unable to consider these women as competent members of the correctional staff.

These bodies of research convey that not every inmate deems female officers as unprofessional or unfavorably in terms of their positions in relation to the prisoners. Each study came to a consensus, however, that inmates do not regard female officials in the same manner as male correctional officers. The inmate's perception of a female officer is based on her emotional and physical state of being. These prisoners have related notions of a female officer's concern for her safety being a dominant factor in their opinions toward her. Susceptibility to manipulation, motherly qualities, and sexual appeal similarly provide additional basis for an inmate's attitude towards female officers. Although not every inmate has negative attitudes towards female

officers, these bodies of research show that a vast majority perceive female correctional officers not so much as professionals, but primarily in a stereotypical feminine context.

The Male Inmate

There are various conflicting notions that determine the time frame in which an inmate becomes victimized by a female officer. Dial & Worley (2008) explained that inmates who have been incarcerated for over six years were extremely likely to take part in boundary violations while those with five years or less were less likely to take part in misconduct. Contrary to this time frame, female officer sexual misconduct against male inmates occurs quickly after the individual has been incarcerated. This sexual harassment by female correctional officers occurs typically within a three-day waiting period. These studies display two completely different theories concerning the amount of time needed for these sexual acts to transpire and are entirely contradictory. This considerable lapse in time creates confusion concerning the immediacy or longevity of this behavior. It is hard to identify the specific intervals in which these acts of female officer-inmate sexual misconduct are taking place. The discrepancy in these studies makes it extremely difficult to develop accurate methods towards combating and eliminating this behavior.

Classification and Methodology of Male Inmates

Inmates have specific methods of targeting and attracting female correctional officers. Beck (2015) explained that there are three classifications of individuals who engage in “and pursue sexual relationships with female staff: “heartbreakers,” “exploiters,” and “hellraisers.” “Heartbreakers” are inmates who have romantic interests in the guard, “exploiters” want to profit from the relationship, and “hellraisers” simply desire chaos in the prison facility. The assistance of fellow prisoners also aids in the inmate’s ability to acquire and maintain these relationships.

Beck (2015) described that there are inmates who manipulate and assist others in creating a relationship with female staff, such as “observers,” “contacts,” “runners,” and the “point man.” “Observers” play the role of watching staff to decide if they are vulnerable or capable of being manipulated. “Contacts” obtain personal information about the officers, and “runners” will examine the willingness of officials to bend the rules. Lastly, the “point man” keeps watch while female correctional officers and inmates have sexual encounters. Worley (2016), conducted a study as a guard-researcher and applied auto-ethnography as a means to use his own experiences to conduct qualitative research. This research concluded that inmates make subtle gestures to observe if they can manipulate female guards. During the study, an inmate stated that having a sexual relationship with a female officer was due to the common tactic of manipulation. Tokens of friendship alter the boundaries between the keeper and the kept. Inmates will act as lookouts for officers that they wish to influence and impose a “touch game.” The touch game includes casual physical contact that can manipulate the female guard. Inmates are most commonly the predominant source in the initiation of these relationships. This literature portrays the sophisticated nature, machinery, and techniques utilized by these inmates. Many participants play a role in the establishment of female officer-inmate relationships. These occurrences are not happening by chance, but through methodical procedures of observation, luring, and manipulation.

Inmates are able to accomplish and establish these relationships because of the longevity of their sentences, the physical appearances of both the inmate and the officer, and perpetrator’s attention to detail. Worley (2016) proclaimed that, “inmates have nothing but time to observe and familiarize themselves with the habits of correctional employees and realize quickly what is in their best interest” (p. 1222). Goldsmith et al. (2016) affirmed that “personal power may stem

from their [the inmates] physical strength, knowledge of the institution, physical attractiveness, or some personality trait” (p. 31). These two sources provide further insight into how these inmates can conduct such elaborate forms of deception. Some inmates desire sexual relationships with female correctional officers as a means of achieving personal gain. Balshaw-Biddle et al. (2001) observed that inmates initiate relationships between themselves and female guards because they are lonely, bored, desire companionship, money, sex, or contraband. Despite the fact that these three studies provided completely different classifications of an inmate’s characteristics, all offer clarity into the “why” and “how” of their schemes. Each body of research gave acute insight into the methodology, causality, rationalization, implementation, and benefit of developing a sexual relationship with a female correctional officer.

The Consequences and Ramifications

Law enforcement officials are in a profession where their misconduct can lead to lawsuits or criminal charges. Officers who become a liability are often either transferred to a different department or removed from their position. Departments have had to compensate millions of dollars to their victims because of officer misconduct. Douglas (2017) argues that officer behavior is one of the most critical and persistent issues taking place in police agencies. The integrity of the entire criminal justice system is compromised when officers engage in various forms of misconduct. The law enforcement community has to regain the trust of its citizens when an officer acts immorally. Miller (2006) described the consequences of extreme officer misconduct, including officers’ loss of employment, criminal charges, and prison sentences. Law enforcement officers are risking their livelihoods, their professions, and their freedom. The judicial system is beginning to impose more strident punishments against its officials. The consequences are often no longer a loss of employment, but criminal sanctions. Officer

misconduct financially impacts departments, affects officer perceptions, produces unemployment, and results in time spent in prison. While Douglas (2017) established the departmental and communal ramifications of officer sexual misconduct, Miller (2006) described the personal turmoil and consequences of these offenses.

As all these studies indicate, the consequences and ramifications behind officer sexual misconduct can result in a loss of one's safety, freedom, family, and career. Miller (2016) noted that having sex with an inmate automatically results in a loss of an officer's job and dignity. Smith & Yarussi (2007) announced that "there is legal liability for staff sexual misconduct with offenders. They could face criminal, civil, and administrative sanctions. Sex between staff and offenders violates constitutional, state, and federal laws" (p. 29). Worley (2016) argued that the individuals committing these crimes should not be viewed as innocent. During his time as a guard researcher, he knew of seven staff members who were fired as a result of inappropriate relationships and over 50 correctional officers who left after questionable allegations surrounding sexual misconduct. Each of these studies conclude that female officer sexual misconduct will result in negative life-altering events. Miller (2016) and Worley (2016) describe how female offending officers can lose their jobs while Smith & Yarussi (2007) express that surrender of freedom may result when officers are faced with violations of sexual misconduct codes.

Female correctional officers experience levels of punishment, liability, and culpability different from male officers. Beck (2015) maintained that around 90 percent of female perpetrators would lose their jobs, get discharged, or resign from their position while male officers have a 67 percent chance of getting fired. Beck et al. (2014) asserted that female officers are 90 percent more likely to lose their jobs than male officers (60 percent) as a result of staff on

inmate sexual misconduct. There is also a 36 percent chance of female staff resigning prior to the investigation. Male perpetrators, however, are 27 percent more likely to be arrested than females (15 percent). These two sources record equivalent percentages on the unemployment rate of female correctional officers who engage in sexual relationships with male inmates. There is a slight difference in the analysis of male officer employment rates, but not enough to be deemed as extreme. Worley (2016) contended that the norms throughout the prison system often allowed male officers to acquire items from inmates. Female officers, however, were at risk of receiving punishments if they engaged in this same behavior. The literature shows considerable discrepancies between male and female officers' liability. These studies show that female officers have higher rates of unemployment due to misconduct than their male counterparts.

Female officer-inmate relationships not only threaten the officers' professionalism but violate personal and societal safety. A study conducted by Worley (2011) states that, "thirty-two Texas inmates were involved in romantic relationships with correctional officers throughout a four-year period. Inappropriate relationships between officers and inmates are usually sexual or economic in nature and often compromise the security of the correctional facility." (p. 80). Smith & Yarussi (2007) concluded that "sexual misconduct is the most serious form of boundary violation in a correctional setting. Sexual misconduct is not about sex, but about safety and security" (p. 3). Dial & Worley (2008) agreed that inappropriate relationships with inmates could lead to breaches in security. Contraband and weapons, for example, pose a significant threat to the prison system. Taking part in these relationships put staff members at risk, which can potentially result in a loss of jobs, marriages, families, and safety. Boundary violations also cost the department considerable amounts of money. Worley (2011), Smith & Yarussi (2007), and

Dial & Worley (2008) each acknowledge the safety and security concerns behind officer-inmate sexual encounters.

Female Officer Ethics and Responsibility

Female correctional officers take a vow to uphold the duties, morals, and ethics of their profession. These women are held to higher standards than women in other professions and must behave in ways that exemplify these standards. Female officers are responsible for preventing and deflecting sexually mischievous advances. Miller (2016) argued that, “it is up to the female in uniform to deter and regulate the male prisoner, by demanding respect and not succumbing to their false sense of flattery and interest” (p. 70). Beck (2015) concurred that men and women are vulnerable towards being manipulated by inmates, but they are essentially responsible for their actions. Beck (2015) continued to explain that “sexual abuse by female correctional workers as the consequence of manipulative and predatory actions by the male inmates places greater responsibility on the women for their actions” (p. 8). This literature shows minimal sympathy or tolerance towards female officers who engage in sexual relationships with male inmates. These sources both agree that female correctional officers have to resist and not succumb to an inmate’s misconduct. Beck (2015) and Miller (2016) each express the same sentiments towards the officer’s ability to set the boundaries and take command of their profession.

Female officers must view male inmates, offenders, and criminals as untouchable. Miller (2016) recounts, “not once did I look at a prisoner and say, like a couple of my female colleagues, that the inmate was cute. It is a written and unwritten rule, it is an automatic no no” (p. 71). Miller (2016) contended that “correction officers should focus more on their jobs than their sexual appetite. Correction officers cross the line when they have sex with an inmate, there is something morally and legally wrong” (p. 74). Miller (2016) also concluded, “I am at a loss

for words. I am trying to comprehend this deviant behavior and mindset of these correction officers. This risky behavior is deeply rooted” (p. 74). Joyner (2012) agreed that inmates and staff must always maintain purely professional relationships. Miller (2016) and Joyner (2012) emphasize the importance of professionalism and ethicality. Both parties insist that female officer-inmate sexual misconduct is morally and ethically unjust. Each researcher holds steady to their beliefs that female officers need to be in control of their emotions, ethics, desires, professionalism, and behavior.

How to Prevent Future Occurrences

One of the primary goals of all correctional and law enforcement facilities is to try to find a way to combat female officer-inmate sexual misconduct. Informants, strict regulations, emotional evaluations, improved hiring methods, and a professional state of mind are approaches towards deterring this behavior. Worley (2016) theorized that, “correctional facilities prohibit inmates and officers from exchanging items of personal nature because this creates too much familiarity and diminishes professional distance” (p. 1120). Joyner (2012) hypothesized that, “correctional facilities require that potential staff meet stringent criteria before being hired. References and criminal backgrounds are checked. Drug and psychological tests are administered yet no test for emotional needs” (p. 53). Miller (2016) concluded that female officers should not view inmates in any other light aside from a prisoner trying to escape jail. These men are not your boyfriend, admirer, or a loved one. Worley (2011) observed that 12 out of 32 inmates reported their relationships ended by informants entrapping their female guards. Each of these sources offers valid approaches for trying to end sexual relationships between female officers and male inmates. Although their methods are different, they are all designed to eliminate female officer sexual misconduct.

Internal affairs. Internal Affairs divisions of the prison systems investigate and target corrupt law enforcement officials. Internal Affairs investigators perform various tasks to explore officer deviancy. These can range from interviews, undercover operations, or reviewing early warning signs of officer misconduct. The Internal Affairs investigator will administer research concerning all participants and interview the accused officer, co-workers, superiors, and victims. The interviews are meant to display if the officer is honest or if their actions warrant further criminal proceedings. Internal Affairs undercover operations, however, are designed to deceive and catch officers engaging in criminal behavior. The goal is to gather enough evidence to either terminate or bring criminal charges. Girodo (1998) stated that Internal Affairs conducts investigations regarding the risks of legal, social, and ethical consequences of misbehavior. Their role is to both control and manage instances of police misconduct. The Internal Affairs Department also observes early warning signs of officer misconduct by tracking ongoing complaints and accusations. Girodo (1998) further explained that the Internal Affairs office profiles officers in order to predict future criminal behavior such as sexual misconduct, corruption, or theft. They study serious offenses and officers who have shown continuous patterns of misconduct. Girodo (1998) emphasized that Internal Affairs investigators can investigate and terminate officers who pose a potential threat to both the department and community.

Ethics training. Law enforcement officers must be aware of the moral dilemmas surrounding their profession and be strong enough to reject unethical behavior. Fitch (2014) expressed that law enforcement training should focus on behavior guidance, increasing awareness of moral and ethical issues, and the importance of following the oath to serve and protect. Fridell (2017) explained that accountability mechanisms are used to ensure that

employees conduct proper behavior. These include body or car cameras, evaluations, early-intervention programs, and complaint systems to promote ethics, policies, and professionalism. Body cameras are enhancing accountability strength by having supervisors review officer behavior and ensure fair and impartial policing. This study displayed reliable and feasible solutions to reduce officer sexual misconduct. Although a variety of these concepts have been implemented, departments could make further improvements by reiterating the importance and necessity of these programs.

Ethics training is meant to ensure the safety of law enforcement officials, their clients, and the community. Carlson & Jones (2004) explained that, “the purpose of ethics training, rather than being an attempt to determine right and wrong, maybe an attempt to help officers with their struggles with personal moral conflict” (p. 109). Law enforcement officials are in a profession where they are exposed to numerous opportunities to engage in unethical behavior. They are presented with bribery, the freedom to have sexual encounters with inmates, and occasions to use excessive force against criminals. Franks & Wyatt-Nicole (2009) professed that ethical training is directed towards job-specific preparation, decision-making models, and critical thinking. The authors of the study argue that the training, however, must be a vital part of the academy. Devoting merely two to three hours in a multi-month academy does not provide adequate ethical training. Moreover, ethical training should continue throughout an officer’s career. Ethics training during an officer’s mid-career is equally as important as when they are newcomers. The content and ethical dilemmas are no longer scenarios, but real-life experiences. Law enforcement ethics training is essential during all stages of an officer’s career. Fitch (2014) and Fridell (2017) both concluded the need for training and accountability, whereas, Carlson &

Jones (2004) and Franks & Wyatt-Nicole (2009) provided specific details regarding ethics training.

Teaching ethics. An officer's ethics are formed throughout various stages of their life. There are numerous officers, however, who need further training on what is deemed as appropriate behavior. Ethics must be continuously taught in criminal justice academies and classrooms. Increased awareness of officer misconduct has resulted in classes being geared towards criminal justice students, new recruits, and veteran officers. Criminal justice students are given multiple classes regarding morals and honorable behavior. They are shown instances of officer misconduct and ways in which they can avoid engaging in similar misconduct. Beck & Pollock (1995) stated that, in a training course, officers were asked to write down ethical dilemmas that they had encountered and were unsure of how to respond. The instructors took these scenarios and reenacted them in the classroom. They questioned the officers on what the law, department policies, and personal ethics required. These exercises generated an open dialogue with all the officers. There may have been disagreements of what the law and departments required, but they created an opportunity for officers to be informed about the proper ethical requirements. An additional exercise was to have officers write down what they perceived to be their code of ethics. Many law enforcement officers were cited as putting down service, integrity, honesty, loyalty, legality, and the Golden Rule as their shared values. The goal of colleges and police departments is to ensure that ethics are continuously taught throughout an officer's employment. Teaching ethical values is a common practice of preparing law enforcement officials. The success rate of these lessons is measured by an officer's proper course of action when faced with an ethical issue. Beck & Pollock (1995) affirmed the need for ethics being taught and enforced throughout all facets of the law enforcement community.

Summary

The literature presented on female officer sexual misconduct provided both contradictory and congruent content. The major difference throughout this literature was the time frame in which these slippery-slope relationships occur and female officer deflection towards inmate attention. There were minor differences in the statistical data, but those had very little to do with the overall conclusions of these studies. Most of the literature presented similar determinations in the description of male inmates, female correctional officers and the causation, responsibilities, and ramifications of their actions. There was a similar consensus pertaining to law enforcement marriages, families, and female officer relationships. Various researchers concluded that female correctional officers frequently engage in romantic relationships with inmates due to inmate manipulation, flattery, dual relationships, blurred boundaries, personal concerns, and vulnerability.

Numerous works determined that female officers should always maintain professionalism, ethics, and morality. Creating a professional state of mind among the officers, the use of informants, ensuring minimal interaction, and developing a more selective hiring process, all have the potential to curtail female officer sexual misconduct. It is evident in the literature, however, that monthly check-ups are virtually non-existent, yet essential elements in prevention of future female officer-inmate sexual relationships. The majority of the literature, nonetheless, was cohesive and provided a thorough analysis of this topic.

Chapter 3

METHOD

Participants

This study used a sample of convenience to recruit Criminal Justice students from a local University. A total of 220 participants were surveyed to examine their perceptions of female officers engaging in romantic relationships with an inmate. Participants ranged in age from 18 to 27 ($M=20$, $SD=1.85$). An overall figure of 71% ($n=156$) were female and 28% ($n=62$) were male. The ethnicity of the participants was as follows: 89.5% ($n=197$) were Hispanic, 4.5% ($n=10$) were White/Caucasian, 2.7% ($n=6$) were African American, 1.4% ($n=3$) were Asian, and .09% ($n=2$) reported the “other” category. The educational breakdown was as follows: a total of 19% ($n=42$) had an earned High school graduate or equivalent diploma, 55% ($n=121$) had completed some college, 5.5% ($n=12$) had an earned Associates Degree, 19.5% ($n=43$) had completed a Bachelor’s Degree. Relationship status was as follows: 52.7% ($n=116$) were Single, 44.5% ($n=98$) were In a Relationship, 1.4% ($n=3$) were Married, and .05% ($n=1$) were Divorced. A total of 29% ($n=64$) were Freshman, 23% ($n=50$) had Junior academic standing, 23% ($n=50$) were Seniors, and 22% ($n=49$) were Sophomores. A total of 35% ($n=76$) desired a career in law enforcement, whereas, 23% ($n=51$) desired a career in Federal law enforcement, 19% ($n=41$) desired a career in Crime Scene Investigations, 13% ($n=28$) in the legal or court system, 4% in corrections, and 6% reported “other” as a category.

Design

A 3 (Marital Status: Divorced, Married, Single) x 3 (Behavior Type: Compliments, Divulges Personal Information, Gift-Giving) factorial design was used to examine the

perceptions of criminal justice students regarding the likelihood that a female officer would engage in a romantic relationship with an inmate.

Instruments

The 3 (Marital Status: Divorced, Married, Single) x 3 (Behavior Type: Compliments, Divulges, Gift-Giving) vignette survey study was used to examine college student's perceptions of the likelihood of the female officer engaging in a romantic relationship with an inmate. The brief description for each of the vignettes described a female law enforcement officer's marital status and behavior. The instrument was a self-report survey. The survey consisted of seven demographic questions that included age, gender, education, ethnicity, relationship status, academic standing, and desired employment. Participants rated the likelihood of the female officer engaging in a romantic relationship with an inmate on a 5-point Likert scale item, ranging from strongly disagree, disagree, neutral, agree, and strongly agree.

Procedure

Institutional Review (IRB) approval was obtained before data collection or conducting research. Authorization to research the local university campus in Corona and Ontario Criminal Justice campuses were obtained from the local university Criminal Justice Department Chair. Following IRB approval, the Qualtrics survey link was provided to the Criminal Justice Department Chair and the Criminal Justice professors. The Criminal Justice professors emailed students, placed the survey link on the Blackboard system, or made the link readily accessible to their students. Professors made participation in this study as a class assignment, extra credit, or free-range opportunity. All participants electronically signed a consent form before taking part in this study, and each of the participants completed the surveys online. After completion of this survey, participants were provided with community resources. All participants were informed

that participation in this study was confidential, voluntary, and they could cease involvement at any time.

Data Analysis

IBM SPSS 24 was utilized to review and analyze the data. This study used a 3×3 factorial analysis of variance design. A One-Way Factorial ANOVA and Bonferroni (Post-Hoc) test was used to analyze the data.

Chapter 4

RESULTS

A 3 (Marital Status: Divorced, Married, Single) \times 3 (Behavior: Complements Appearance, Divulges Personal Information, Gift-Giving) factorial ANOVA was conducted to examine student perceptions of a female law enforcement officer engaging in a romantic relationship with an inmate. It was hypothesized that there would be a main effect for marital status on perceptions that the female law enforcement officer would engage in a romantic relationship with a male inmate. Specifically, a divorced female officer would be perceived as more likely to engage in a romantic relationship with a male inmate than a married female officer, or a single officer, respectively. It was hypothesized that there would be a main effect for behavior type on perceptions that the female law enforcement officer would engage in a romantic relationship with a male inmate. Specifically, the female officer divulging personal information would be perceived as more likely to participate in a romantic relationship with a male inmate than a female officer who compliments a male inmate's physical appearance or gives a gift to the male inmate, respectively. It was hypothesized that there would be an interaction effect between marital status and behavior type on perceptions that the female officer would engage in a romantic relationship with a male inmate.

Results also revealed a between-subjects effect for perceptions of behavior type on the likelihood that a female officer would engage in a romantic relationship with an inmate [$F = (2, 217) = 2.98, p = .05$]. The multiple comparisons test, Bonferroni, revealed a mean difference for behavior type but only between the divulging of personal information and gift-giving conditions. It was perceived that female officers who engaged in gift-giving ($M=3.25$) were more likely to

participate in a romantic relationship with a male inmate than female officers who divulged personal information ($M=2.8$).

No main effect was found for marital status on the perceptions of the likelihood of engaging in a romantic relationship with a male inmate.

No interaction effect was found for marital status and behavior type on the perceptions of the likelihood of engaging in a romantic relationship with a male inmate.

Chapter 5

DISCUSSION

The goal of this study was to investigate the perceptions of female law enforcement officers engaging in a romantic relationship with an inmate. There are various personal, emotional, and psychological explanations surrounding female officer-inmate relationships. Studies conducted by Beck (2015) and Worley (2016) indicated that these romantic interactions are a result of blurred boundaries. Additional research by Balshaw-Biddle et al. (2001) and Dial and Worley (2008) shows that female officer vulnerability, inmate manipulation, sexual attraction towards inmates, divulging personal information, gift-giving, and being dissatisfied with one's relationship status or personal life also leads to female officer-inmate sexual misconduct. This study not only provided an understanding of perceptions of female officer sexual misconduct but disclosed the ethical rationale of future law enforcement officers.

The researcher anticipated levels of significance that aligned with previous bodies of research. Dial and Worley (2008) determined that boundary violators were significantly more likely to engage when disclosing relationship problems with female officers ($p=0.00$). This study concluded that there was a between-subjects effect on perceptions of behavior type on the likelihood that a female officer would engage in a romantic relationship with an inmate. Various aspects of this study's findings, however, were not congruent with past research. Beck (2015) noted that female officers who engaged in sexual misconduct had a higher percentage of telling inmates about their personal lives than giving them a special gift. Worley (2016) found that female officer misconduct occurred when staff became too familiar or established friendships with inmates. Dial and Worley (2008) further concluded that discussing personal problems with a female officer is believed to be the beginning stages of future female officer-inmate romantic

encounters. This ultimately generated an outlet for female officers to view inmates through a different lens. The participants in this current study, conversely, recognized gift-giving as the primary behavior type resulting in female officer-inmate relationships. Although past bodies of research emphasized divulging personal information as one of the leading causes of female officer sexual misconduct, other bodies of research recognized gift-giving as a serious form of unethical behavior. Beck (2015) discovered that high levels of staff misconduct included abuse of power, trading favors, offering special privileges, sexual misconduct, and providing drugs or alcohol to inmates. Balshaw-Biddle et al. (2001) concluded that exchanged notes, photographs, smiles, friendly conversations, and small talk occurred in cases of female officer dual relationships and sexual misconduct.

The findings in this study did not yield a main effect for marital status on perceptions of the likelihood that a female law enforcement officer would engage in a romantic relationship with an inmate. Limited analysis surrounding female officer relationships or marital status supports the lack of responsiveness from the current participants. Balshaw-Biddle et al. (2001) expressed that various married female officers endured a catastrophic or traumatic event prior to or during employment. These officers would begin to disclose instances of domestic violence, sexual frustration, marital discourse, boredom, dreams, or separation from spouse. Though past bodies of research explain that female officers frequently divulge their relational concerns or marital complications with inmates, there is minimal research recognizing a female officer's relationship status as a gateway towards sexual misconduct. Kirschman (2018) noted, however, the various social and dating difficulties that female officers encounter. Mullings et al. (1999) concluded that female officers have higher levels of stress that often spill over into their relationships and child-rearing techniques. Similarly, the lack of an interaction effect between

marital status and behavior type constitutes a need for further review of female officer relationships and conduct.

Conclusions

This study revealed that behavior type had more significance than marital status on the likelihood that a female officer would engage in a romantic relationship with an inmate. Criminal justice students did not perceive marital status, such as divorced, single, and married female law enforcement officers, as a sign of female officer sexual misconduct. While it was hypothesized that divorced female officers would be perceived as more likely to engage in a romantic relationship with an inmate, criminal justice students did not believe that marital status was a factor. The marital status of a female officer was perceived as not being an indicator, thus criminal justice students believed that female officer sexual misconduct could transpire within all spectrums of a female officer's relationship status. Crewe (2006) conceptualized that prisoners often ask female officers about their marital status or social life. Many prisoners sought out female officers who were having marital discord or lacked a social life. Although the criminal justice student participants did not perceive marital status as being a significant cause of female officer-inmate sexual misconduct, Balshaw-Biddle (2001) discovered that many female officers who engaged in a romantic relationship with an inmate disclosed information about their sexual life, marital status, spouse, and domestic abuse.

Behavior type, conversely, had a significant effect on perceptions of female officers engaging in a romantic relationship with an inmate. There was a greater mean difference between female officer gift-giving than divulging personal information, which revealed the ethical justifications of future law enforcement officials. Beck (2015) recognized that female officer sexual misconduct co-occurred with abuse of power, trading favors, exclusive privileges,

and offering alcohol. Although many students perceived divulging personal information as an indicator of female officer engagement in a romantic relationship with an inmate, a higher percentage indicated that gift-giving would be the more significant cause of female officer-inmate relationships. Joyner (2012) and Beck (2015) concluded that female law enforcement sexual misconduct included boundary violations, such as divulging personal information, as one of the main behaviors that led to romantic relationships between female officers and male inmates. As indicated previously, this current study revealed that criminal justice students believe marital status was not a factor in female officer-inmate romantic interactions.

Participants also determined that gift-giving was a greater determinant of female officers engaging in a romantic relationship with an inmate than female officers who divulged personal information. Worley (2016) reported that tokens of friendship, gift giving, and exchanging personal information created opportunities for female officer boundary violations. Similarly, Balshaw et al. (2001) recognized that trading products or materials with prisoners led to female officer sexual misconduct. Yet, there was an emphasis also on dual relationships and disclosing personal information as being a leading factor forming female officer-inmate romantic relationships. Contrary to past research, future law enforcement officials recognized the impact of physical boundary violations such as gift-giving, as opposed to emotional boundary violations such as divulging personal information, which could potentially lead to impending ethical violations.

Recommendations

This study revealed that there is a need for law enforcement agencies and universities comprised of criminal justice students to teach and highlight the ramifications of officer's divulging personal information. There has been an emphasis in these programs on physical and

ethical transgressions, but future criminal justice students need further lessons on the effects of emotional boundary violations. This body of research determined that approximately 94% of these participants are going to seek employment in the law enforcement community. The current study as well as previous research suggests that universities and colleges providing degrees in criminal justice should incorporate ethical classes and training as a graduation course requirement. These classes should provide example scenarios, videos, reenactments, guest speakers, and tests. They should also stress the effects of divulging personal information, being too friendly, and allowing inmates to disclose information about their daily lives. Criminal justice professors must inform and educate students about the seriousness of both physical and emotional ethical violations. Additionally, the physical, emotional, and biological differences in male and female criminal justice students should warrant both combined and segregated lesson plans. Female and male criminal justice students should receive a variety of gender-directed training courses. These would provide both sexes with awareness of the risk factors that transpire in their own and opposing genders. These classes and lessons would help educate future law enforcement officials and minimize the risk of future ethical violations as well as sexual misconduct. Furthermore, current law enforcement agencies should implement supplemental training courses for their officers. It is evident in the literature that monthly check-ups are currently non-existent, yet they are essential in the prevention of female officer-inmate sexual misconduct. Both male and female law enforcement officers must maintain professionalism as well as ethical and moral standards. All of the recommended educational measures and a more rigorous hiring process would increase the potential to prevent officer misconduct.

Limitations

The limitations of this study include the cohort of participants, the research design, the time frame to conduct research, and the data collection process. This study was comprised of 89.5% (n=197) Hispanic participants. As a result, this research lacked a diverse population of criminal justice students. Also, the study would have benefitted from surveying criminal justice students who have recently graduated from their universities. Additionally, the research design noted that a total of 234 participants were required to reach conclusions on the perceptions of female law enforcement officers engaging in a romantic relationship with an inmate. The researcher surveyed criminal justice students on both the Ontario and Corona campuses but was unable to meet the 234 participant criteria. Also, the researcher was unable to provide incentives for the participants, which would have been a means of promoting increased participation. Due to the nature of this research and requirements for Institutional Review Board (IRB) approval, the researcher had roughly two semesters to collect data from the university. The researcher received IRB approval at the end of the participants' quarter system, which gave the participants and professors only five days to post and take the survey. Consequently, the researcher had to wait for an additional three-to-four weeks for the participants to return from winter break before providing the link to the university. The time frame also limited the researcher from recruiting neighboring universities to participate in this study. Lastly, the researcher was required to utilize Qualtrics, an online data collecting system. Upon reviewing the data on SPSS, the researcher discovered that the first fifteen surveys were blank, which was directly correlated to the Qualtrics survey system.

Future Research

Preceding studies have determined the causality of female correctional officer sexual misconduct but have not provided effective ways to eliminate this behavior. More practical and proven solutions, recommendations, and further examination of other departments will provide a better understanding of this issue and create ways to combat female officer sexual deviancy. Additional research with different universities and criminal justice students will provide added understanding concerning perceptions of female law enforcement officers engaging in a romantic relationship with inmates, probationers, and criminals. Supplemental research exceeding criminal justice students, however, is the preferred method of research. Impending studies throughout probation, correction, and police departments would provide a more precise understanding as to why these events transpire and how to successfully prevent female officer sexual misconduct. Further research on female probation, correction, and police officers engaging in romantic relationships with probationers, arrestees, or assailants would generate additional knowledge concerning this behavior. Female officer sexual misconduct takes place among all criminal justice professions. The researcher would be interested in studying probation, correctional, and police agencies throughout the United States. The proposed studies would include interviews and surveys with both employed and retired female officers. These female officers could provide first-hand accounts of female officer behavior, which is vital for understanding the causality behind female officer sexual misconduct. These individuals would be able to contribute personal accounts regarding their experiences with their male partners. The researcher would be able to gain an understanding of the female officers' personal, emotional, physical, psychological, occupational, and relational experiences. There is minimal research to date concerning the effects that law enforcement careers have on a female officer's personal life. Research regarding the

impact of being a married, single, or divorced female law enforcement official will provide further knowledge surrounding female officers and the law enforcement profession.

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APPENDICES

APPENDIX A

Consent Form

You are invited to participate in a web-based online survey on college-aged adult's perceptions. This is a research project being conducted by Brianna Gutierrez, a student at California Baptist University. It should take approximately five to fifteen minutes to complete.

PARTICIPATION

Your participation in this survey is voluntary. You may refuse to take part in the research or exit the study at any time without penalty. You are free to decline to answer any questions you do not wish to answer for any reason.

PURPOSE

The purpose of the survey is to better understand college-aged adult's perceptions of the likelihood of a female officer engaging in a romantic relationship with a male inmate.

RISKS

The possible risks or discomforts of the study are minimal. You may feel a little uncomfortable answering sensitive survey questions.

BENEFITS

Participants will receive payment through MTurk. The researcher will pay one dollar for every survey completed. MTurk is responsible for distributing the payment to the participants.

CONFIDENTIALITY

Your survey answers will be sent to a link at Qualtrics.com where data will be stored in a password protected electronic format. Qualtrics does not collect identifying information such as your name or email address. Therefore, your responses will remain anonymous. No one will be able to identify you or your answers, and no one will know whether or not you participated in the study.

CONTACT

If you have questions at any time about the study or the procedures, you may contact myself via email at Brianna.gutierrez@calbaptist.edu or my research supervisor, Dr. Ana Gamez via email at agamez@calbaptist.edu.

If you feel you have not been treated according to the descriptions in this form, or that your rights as a participant in research have not been honored during the course of this project, or you have any questions, concerns, or complaints that you wish to address to someone other than the researcher, you may contact the California Baptist University Institutional Review Board at irb@calbaptist.edu.

ELECTRONIC CONSENT: Please select your choice below. You may print a copy of this consent form for your records. Clicking on the "Agree" button indicates that

- You have read the above information
- You voluntarily agree to participate
- You are 18 years of age or older

- Agree
 Disagree

APPENDIX B

Instructor Consent

Letter of Permission for Classroom Survey

Ms. Brianna Gutierrez, Forensic Psychology graduate student, has my permission to collect a survey from my students in my classes. The students will have an opportunity to complete the survey if they choose. I have reviewed the study.

The title of the Survey is Perceptions of female officers engaging in romantic relationships with an inmate.

Instructor may be contacted at the following email address: _____

Sincerely,

APPENDIX C

Recruitment Script

The following recruitment script will be utilized:

“Hi, my name is Brianna Gutierrez and I am collecting data for my thesis project for Forensic Psychology. The survey will take approximately ten minutes to complete. Please answer all questions honestly and to the best of your ability. If at any time you wish not to continue, you may withdraw from completing the survey. All of the data collected will remain confidential. After the survey is completed, you will be provided with a community resource form. I appreciate you taking the time to participate.

APPENDIX D**DEMOGRAPHIC SURVEY**

INSTRUCTIONS: Answer the following items.

1. Age _____
2. Gender
 - Male
 - Female
3. Education
 - High school graduate or equivalent
 - Vocational/technical school
 - Some college
 - Associates Degree
 - Bachelors
4. Ethnicity
 - Hispanic
 - Asian
 - White/Caucasian
 - African American
 - Other
5. Relationship Status
 - Single
 - Divorced
 - Separated
 - Married
 - In a Relationship
6. Academic Standing
 - Freshman
 - Sophomore
 - Junior
 - Senior
7. Desired Employment

- Law Enforcement Careers
- Federal Law Enforcement Careers
- Correctional Careers
- Legal/Court Careers
- CSI Careers
- Other

APPENDIX E

Vignette A

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A divorced female officer complements the appearance of her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX F

Vignette B

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A divorced female officer divulges personal information to her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX G

Vignette C

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A divorced female officer is giving gifts to her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX H

Vignette D

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A married female officer complements the appearance of her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX I

Vignette E

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A married female officer divulges personal information to her male inmate.

- 1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX J

Vignette F

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A married female officer is giving gifts to her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX K

Vignette G

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A single female officer complements the appearance of her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX L

Vignette H

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A single female officer divulges personal information to her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX M

Vignette I

Instructions: Please read the hypothetical scenario carefully, and answer the following questions based on your perception of what is most likely to transpire. Note that these answers should be a reflection of your own personal thoughts and opinions.

A single female officer is giving gifts to her male inmate.

1. What is the likelihood that the female officer will engage in a romantic relationship with her male inmate?

1	2	3	4	5
Highly Unlikely	Unlikely	Neutral	Likely	Highly Likely

APPENDIX N

Community Resources

California Baptist University Counseling Center
3626 Monroe St.
Riverside, CA 92504
(951)-689-1120