



# The Phyllis Schlafly Report



VOL. 8, NO. 7, SECTION 2

Box 618, ALTON, ILLINOIS 62002

FEBRUARY, 1975

## How ERA Will Affect Our Local Police

For several years, certain destructive forces in our society have sought to handcuff our local police in the performance of their duties. The rights of criminals have been held up as superior to the safety of the community and the efforts of the police to defend us. The police were buffeted by cries of "police brutality" and demands for "civilian review boards."

These attacks have been largely unsuccessful. The average American knows that the policeman is our friend -- not our enemy -- and that the "thin blue line" is what stands between us and all those vicious criminals who prowl the streets of our cities.

The forces determined to damage or destroy our local police have now found the tool to enable them to achieve their goal. Instead of crying "police brutality" and "civilian review boards," they merely cry "end sex discrimination," and demand that the Federal courts and the U.S. Constitution mandate equality and reverse discrimination. This new drive has cut like a knife through the efficiency, the morale, and the capacity of the police departments to fulfill their important mission in our communities.

### The Double Standard

The drive to sex-integrate the police departments throughout the United States is a good example of the double standard of the women's liberationists. In the same breath that they are aggressively pushing reverse discrimination in order to achieve equality of rank and pay in the police departments, they are just as militantly *against* equality when it comes to qualifications and tests for admission to the force and promotions after they are on the force. The police departments are the outstanding example of how the demand for sex equality is a phony objective. Those who are insisting on equality of pay with special privilege of treatment are pushing their goals at the expense of severely damaging the effectiveness, the service, and the morale of local police departments.

When the subject first comes up about women on the police force, many people are inclined to have a tolerant attitude and ask, why shouldn't women be police officers if they can pass the same tests and do the same work? And, why shouldn't we have reverse discrimination to bring this about?

The answer is that the women do *not* pass the same tests and they do *not* do the same work, but they are demanding reverse discrimination to achieve equality of rank and pay regardless.

In Los Angeles, Police Chief Edward M. Davis came up with a plan for what he called a "unisex police force," on which women officers would draw the same assignments as men so long as they meet the same criteria. The women have to meet the same physical requirements, are given the identical tests, and are treated absolutely equally in every way. This not only did not please or appease the militant women, but it clearly exposed their hypocrisy. Only two of 35 women applicants passed the physical strength tests required of all Los Angeles policemen, compared to 139 of 143 male applicants.

A cardinal dogma of women's liberationist literature is that women and men are equal in every way except in their sex organs, and that the other differences most of us *think* are there are due to stereotyped education and social customs. Their argument that women are equal to men in physical strength is so obviously ridiculous that it ought to be relegated to the back shelf on which we deposit arguments that the earth is flat.

We can thank Chief Davis for exposing the sham of the militants who cry "discrimination" in the police departments. He gave them true equality -- and cheerfully accepted the handful of women who are big enough and strong enough to meet "police person" standards of a unisex police force.

But this isn't what the militant women want, and they are working to upset Chief Davis' plan. The female chauvinists want to receive the male rewards without meeting equal requirements. They want the qualifications reduced so they can achieve quota-enforced equality on a newly-established lower level of ability and service to the community.

### One-to-One in Detroit

Detroit is a good example of how the militant women are proceeding and what are the results.

Three militant women brought a class-action suit in Federal court against the Detroit Police Department, and succeeded in persuading the court to issue an injunction ordering the hiring of women on a 1-to-1 ratio:

"5. . . . The Detroit Police Department (shall) hire at least one qualified female for each male hired into the

Department. . . .

"6. . . . The Detroit Police Department (shall) assign all persons who henceforth complete training at the Criminal Justice Institute to divisions of the Department on a unisex basis, that is, without regard to sex *per se*.

"7. . . . The Detroit Police Department (shall) begin immediately the use of recruiting material which stresses the equal role of men and women in the Detroit Police Department."

The joker word in that court injunction is "qualified." Compliance with this court order does not by any means indicate that the female applicants are qualified on the same basis as the men. Height and weight requirements have been scrapped altogether. The feats of strength a person must be able to do before being accepted for recruit school have been drastically reduced. Great changes have been made at recruit school in the physical program which has always heretofore included boxing, running two miles, combat training, and exercises to develop the strength essential to police work.

Is such combat training necessary for police work? It certainly is for all those subject to job assignment without discrimination, just as the army gives combat training to all those subject to combat assignment, even though they are not assigned to combat areas all the time. The Detroit Police Department, like any big city police force, can be considered a paramilitary organization. The big-city policemen are on the cutting edge of the war against crime. FBI Director Clarence Kelley said that there were 13 killings of police officers during 1973 in what could accurately be described as urban guerrilla actions.

### Equal Assignments for Women

Some people have cherished the illusion that women in the police department could have their cake and eat it, too; that is, that they could have the advantages of reverse discrimination and quotas, but still be protected from dangerous or unpleasant assignments because they are women. The experience of the Detroit Police Department in obeying the court order dispels this illusion.

Equality means equal assignment and, under the court order, Detroit policewomen are now regularly answering run-of-the-mill police calls, including domestic quarrels, saloon brawls, civil disturbances, shoot-outs, and other guerrilla-warfare city crises.

Detroit Police Chief Philip Tannian issued a detailed 10-point order in response to court rulings. It specifies that women be assigned to patrol cars "in the same manner in which they assign male officers." Further, it said, "no patrol beats or scout car territories shall be designated exclusively for or deemed unacceptable for the assignment of male or female officers." Women are not to be assigned only to less-demanding duties, such as school details, station runs, or conveying prisoners.

### "Dipping" for Promotions

The court-enforced reverse discrimination for women does not apply only to *applicants* for the Detroit Police Department. The U.S. District judge subsequently ordered the Department to *promote* a specified number of women to sergeant, and to place a specified number of women in the next training classes. The judge ruled that this number of women must be added to the promotion list regardless of their scores on the examination. The court thus ordered the practice known as "dipping,"

which means dipping down past the more qualified applicants in order to accept or promote those with lower scores who belong to some favored group.

Commenting editorially on the Detroit police problems, the *Detroit Sunday News* (June 23, 1974) called the court order "a new kind of bias that has begun to stain American life: reverse discrimination":

"When the late President Lyndon Johnson signed into law the Civil Rights Act of 1964, he called it a 'proud triumph' for America. 'It does not give special treatment to any citizen.'

"Today, 10 years later, the 'triumph' has turned to ashes for many citizens who find their right to work, to win promotion, or to go to college restricted in the name of 'equal opportunity.' The 1964 act, which prohibits discrimination, has become one of the vehicles of special treatment and discrimination in private industry, public employment and the universities.

"Although the 1964 act says in plain language that no one shall be excluded because of race, color, sex, or national origin, people are methodically excluded from jobs, promotions, and classrooms because they are white or white-male, even when they possess equal or superior qualifications.

"No one can argue against the original intent of the 1964 law, which was to end the long history of injustice to minorities, but few Americans anticipated that the new civil rights laws would be used to create a new injustice."

This court-ordered reverse discrimination has had a predictable reaction on the morale, efficiency, and ambition of the present police officers. Detroit has always had an excellent program of in-department education and prepromotion classes which most officers attended in order to qualify for upgrading from patrolman to sergeant, and from sergeant to lieutenant. After the federal court order, there was a 75 percent dropoff in attendance at these classes. Here are two typical comments given to reporters by the discouraged nonattendees:

"I was going to go, but I figured, what the hell. Even if I finished in the top 10 percent on the test, I probably would be passed over for promotion when the Chief went 'dipping' on the list."

"Well, they said they weren't going to discriminate against anybody because of race or sex, but they are doing it. They're discriminating against guys like me."

Both the Detroit Police Officers Association and the Lieutenants and Sergeants Association have filed charges of reverse discrimination against the Detroit Police Department. Gary Lee, president of the Detroit Police Officers Association, labeled the affirmative action plan "a catch phrase for discrimination." He said:

"All he (the Police Commissioner) is saying now to black officers is that, if you hang around long enough you'll get promoted, and to white officers, don't even bother trying, you don't even have a chance."

Detroit police officer Susan F. Walker refused the promotion given to her as a result of the Court order. She wrote the Commissioner: "I don't believe in the new policy of 'dipping' for promotion just because we are women. Those guys studied long and hard for the exams, and no one told them the rules would be changed in midstream." Standing on principle cost her a \$2,500 yearly pay raise as well as the opportunity to be a supervisory officer.

### Four Foot Nine in San Francisco

The San Francisco police force is now going through a similar battle on sex. Early in 1973 a civil rights suit was filed against the police department and city officials charging that the city dis-

criminate against minorities and women. In the fall of 1973, a U.S. District judge ordered the city Civil Service Commission to institute hiring quotas to "alleviate, with due speed, the past effects of discrimination and prevent any future discrimination."

The court also ordered the Commission to hire three minority officers for every two nonminority officers until 30 percent of the department is comprised of minorities, and to appoint as sergeants one minority for each nonminority officer until 30 percent of the sergeants is of minorities. The court also ordered the Commission to devise new written and physical tests on the ground that past tests were discriminatory.

New and less rigorous tests, which are much less demanding, have already been prepared and put into effect. The obvious purpose of the lowered tests is to accept women who could not meet the previous male requirements. Under the new physical tests, height requirements have been abolished. Formerly the height requirement was five feet seven inches, but the San Francisco Police Department has now taken at least two applicants who stand only four feet nine inches. The average height of the women applicants is five foot three. The level of the written test has been likewise reduced. How much is indicated by the fact that, under the former written tests, about 30 percent of the applicants passed; under the new written tests as many as 80 percent passed.

However, the reduced test levels still don't satisfy the female chauvinists. They have already returned to federal court to challenge the new physical test as too rigorous. They are labeling as discriminatory the use of a dynamometer, a grip-testing device, which they claim is discriminatory to women. The attorney for the women has asked the court to order a new lowered physical test for applicants, saying, "It may be necessary to order ratio-hiring of women."

A Federal judge has issued an order halting the hiring of new officers for the San Francisco police force pending the approval of new tests. The hiring freeze has taken its toll in reduced police protection for a city which has been the scene of so much violent crime during the past year. The Police Department is under strength by 128 officers, and it is anticipated that the shortage may grow to at least 170 before new officers can be tested, trained, and put into service.

San Francisco police officials are openly concerned that police standards are being dangerously lowered and that in the long run the quality of police protection and service to the community will suffer. They believe that a high quality police force requires at least the maintenance of present standards. Jerry Crowley, president of the San Francisco Police Officers Association, said:

"The whole thrust of this court effort is to minimize the tests to the point they are not tests at all. Their whole attitude is to get these people into the department in sufficient numbers, regardless of how it affects the safety of the community."

Yet, the San Francisco police force is under such steady pressure from minorities that one of the senior police captains recently felt it necessary to appear before a meeting of homosexuals and declare: "We welcome anybody to come out and take our exams -- even gays."

## Court Orders in Chicago

In Chicago a Federal judge on November 7, 1974 found the Chicago Police Department guilty of racial discrimination in the hiring and promoting of policemen, and he ordered the department to devise a new testing procedure. The judge deferred his decision on the government's demand that the department be ordered to fill two-thirds of its existing vacancies with qualified blacks, Latins, and women.

During the preceding year, the Chicago Police Department did not hire any new officers, or promote patrolmen to sergeants, because of the pending suit. There are now 700 vacancies for patrolmen and about 100 for sergeant. The judge's ruling came even though he recognized that "eventually, the shortage of patrol officers will become critical in a city the size and complexity of Chicago." In response to the women's lib movement, the judge even ordered the department to discontinue the use of the term "patrolman" and replace it with "police officer."

### Interviews with Police Persons

Press interviews with policemen and policewomen show that the overwhelming majority do not want the unreasoning equality of treatment now being demanded by a few female chauvinists and mandated by court order. Experienced police officers are uneasy with the prospect of the problems that will arise with a four-foot-nine-inch officer out on the street, including assignment to patrols in high crime areas. Typical comments from the men in Detroit and San Francisco are:

"Most of the men in the Department, I expect, will not like it for a number of reasons -- some personal -- but the majority for safety reasons."

"Practically speaking, I doubt any police officer on the street would feel at ease in a tight situation with a woman as a partner."

"When things get down to the nitty gritty, where physical strength is required, men officers believe a patrolwoman just can't hold up her end."

In Baltimore, one police officer told a reporter:

"It's absurd to think a woman would want to patrol in Baltimore city, where even men don't want to go."

And the policewomen agree:

"I'm five foot two and weigh 110 pounds. No six-foot-five man is going to stop just because I tell him to."

"I know some women who would be very good on patrol, but to me equal rights doesn't mean women are the same as men -- it means equal opportunity. I wouldn't request such an assignment because you can run into a lot of problems and I'm slightly queasy."

But, unfortunately, it is no longer a question of whether a policewoman "requests such an assignment." Under the court-ordered reverse discrimination, a policewoman has lost her right to refuse dangerous or unpleasant or unsuitable assignments unless, of course, she chooses to resign from the police force. Some have already done that rather than go out on patrol.

The net result is that for the sake of the handful of female chauvinists who get their psychological kicks by demanding reverse discrimination, and the lawyers who get good fees out of judgments awarded in sex-discrimination cases, the entire community is made to suffer from reduced police protection at a time when we need our police more than ever before, and the woman who wants to make an honorable career out of police work that is commensurate with her physical ability is forced to

take assignments that she did not seek and does not want at any price.

### "It's Part of Our Culture"

Police Chief Ray Hoobler of the San Diego Police Department gave an interview which accurately reflects the concern of those who, at the same time, want to give women a fair break in police work, yet efficiently perform the mission of the police department to protect the community. He pointed out that police women are excellent in investigative work as plain-clothes detectives, but that their physical stature creates a problem when they are assigned to other tasks such as police ambulances: "Some, not all, don't have the strength to handle the gurneys. One of our policewomen had just finished putting down an inebriated man in an ambulance. She turned around, and he struck her. She resigned the next day."

Chief Hoobler cited another example of a woman who encountered a group of men suspiciously congregated on the street. She just drove around the block without investigating. "She admitted this to me," Chief Hoobler said. "Later, she resigned from the force. She felt patrol work made too large a demand on her capacities."

In answer to the question as to whether the policemen resent the women, Chief Hoobler said: "No, but they are concerned. Let us say a policeman finds himself in a touchy situation and calls for a covering unit. A policewoman arrives. The natural instinct for him is to protect her. It's part of our culture. So, in addition to being concerned about the situation he is in, he is also concerned and apprehensive about the female officer."

"My concern is a double one," Chief Hoobler concluded. "I'm concerned about the level of police service to the community. And I'm concerned over the safety and well-being of our women officers."

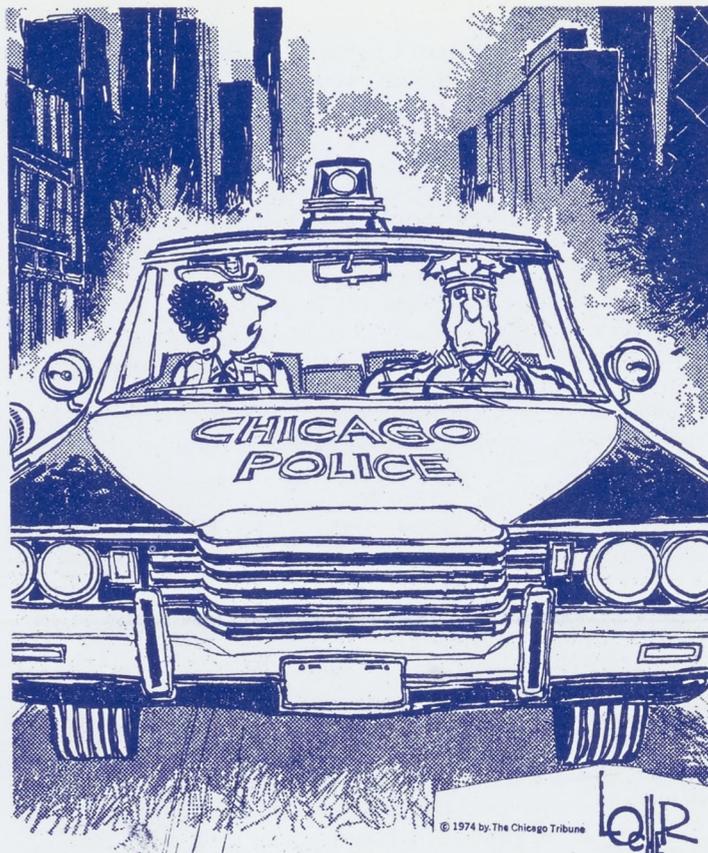
The heart of the argument, according to a feature article in the *New York Times*, is not whether women can handle most of the work but "whether they can handle the potentially violent situations when lives are in jeopardy."

"Violence is inherent in street patrol," says Mrs. Sherrie White, president of the Citizens Organization for Police Support. "Our objection is that we feel that women are not physically capable of handling what might be a violent incident on patrol and thus endanger the lives of the men who are their partners and of the public whom they are protecting."

Another aspect was discussed in the same July 15, 1974 *New York Times* article by Dr. Harvey Schlossberg, the New York Police Department psychologist: "In a car, partners share what we call 'intimate space.' This evolves into an 'us against them' relationship, which becomes a deep emotional relationship. Sexual tension has to be there between a man and a woman under those circumstances. If it's not there, I'd wonder why not. . . . Partners often get to the point that one can't make a decision without consulting the other."

### The Solution

The obvious solution is to stop this foolish search for an impossible equality between men and women in a physical job, and have a double-track system for policemen and policewomen, which allows for reasonable differences in assignment, rank, pay, and the department's need for non-patrol officers. Such a solution could be practically achieved by a simple amendment to the Civil Rights Act of 1964 under which the sex-equality court orders have been issued.



**"Watch that truck! Signal your turn!  
Slow down! Roll up your window; my  
hair is getting messed up!"**

Such an exemption was put into the Education Amendments of 1972 for fraternities and sororities after Congress woke up to the nonsensical and unwanted effects of a strict bar on all sex discrimination in all aspects of education.

There is one factor, however, to keep clearly in mind. If the Equal Rights Amendment is ever ratified, such an amendment to the Civil Rights Act would be unconstitutional, and there would be no way out of the irrationality of mandating identical treatment for men and women on police forces. There is nothing in the Equal Rights Amendment that requires any minimum standards--all it requires is equality. The inevitable result would be that the police forces of our cities would be reduced to the physical abilities of the average woman. Is that good enough in the face of the high level of crime in our nation's cities? Most Americans would say no. In addition, E.R.A. will require police departments to hire and promote homosexuals, or face charges that the departments are discriminating on the basis of sex.

All those who want to protect our local police departments so they in turn can protect our communities should act immediately to defeat the Equal Rights Amendment while there is still time.

#### The Phyllis Schlafly Report

Box 618, Alton, Illinois 62002

Published monthly by Phyllis Schlafly, Fairmount, Alton, Illinois 62002.

Second Class Postage Paid at Alton, Illinois.

Subscription Price: For donors to the Eagle Trust Fund -- \$5 yearly (included in annual contribution). Extra copies available: 15 cents each; 8 copies \$1; 50 copies \$4; 100 copies \$8.