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THE EFFECT OF POLICE SUB-CULTURE ON INTIMATE PARTNER VIOLENCE WITHIN LAW ENFORCEMENT FAMILIES

Geovvany Mendez

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THE EFFECT OF POLICE SUB-CULTURE ON INTIMATE PARTNER
VIOLENCE WITHIN LAW ENFORCEMENT FAMILIES

A Thesis
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Arts
in
Criminal Justice

by
Geovvany Mendez
August 2022

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ABSTRACT

Several studies have reported an increased amount of Intimate Partner Violence (IPV) being caused by the Police Sub-Culture and its three constructs of Authoritarianism, Burnout and Cynicism within law enforcement families (Blumstein et al., 2012; Johnson et al., 2005; Anderson & Lo, 2011; Rose & Unnithan, 2015). IPV remains a problem within law enforcement families. And we must ask why police officers who are more embedded with the police sub-culture exhibit higher rates of IPV. We used data from Gershon's (2000) study of police officers (n=1104) that focused on police work stress, especially on police stress-related domestic violence. And, created two multiple regressions that examined the correlation between the three constructs of police sub-culture and (a) Acts of IPV, (b) Tolerance of IPV. Similar to what has been found in previous literature, the results of the multiple regressions showed that two of police sub-cultures constructs; authoritarianism and burnout were statically significant. Our results also found that in (a) Acts of IPV, the predictor variables of Rank and Alcohol Abuse were statically significant. Contrary to what has been found previous literature, cynicism was not found significant in either of the multiple regressions. This could be in part of limitations regarding how different studies measured cynicism that did not coincide with our measure. Still the present study offers results that support those police sub-culture does increase IPV within law enforcement families.

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DEDICATION

This paper is dedicated to my parents Victor and Maria, who always pushed me to do better and made me believe I could achieve anything in life. Without their constant support none of this would be possible. This thesis is proof that no matter how difficult a situation seems, hard work and perseverance goes a long way. Thank you, I love both.

As well, to my grandparents and those who came before me who never had the opportunity to pursue a higher education. Especially my grandmother Irene, who never got to see me graduate but always believed in me, and always said I would make something of my life. I miss you, and may you rest in peace.

Este artículo está dedicado a mis padres Víctor y María, quienes siempre me empujaron a ser mejor y me hicieron creer que podía lograr cualquier cosa en la vida. Sin ese apoyo constante nada de esto sería posible. Esta tesis es una prueba de que no importa lo difícil que parezca una situación, el trabajo duro y la perseverancia hacen mucho. Gracias, amo a los dos.

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CHAPTER ONE

INTRODUCTION

The Problem

Domestic violence (DV) also referred to as intimate partner violence (IPV), is a serious problem, and affects more than 12 million people every year (Black et al., 2011). It is a crime based on behavior to maintain power and control over their intimate partner. It affects all races, genders, and sexualities. (Black et al., 2011; Smith et al., 2017), it has no boundaries and that is why it is such an issue. Certain risk factors to DV and IPV include alcohol and drug abuse, stress, and power and control. These risk factors alter how an individual responds to certain events, and if the response is negative, it can increase the chances of domestic violence. These same risk factors are found in police officers who deal with stressful situations and have certain aspects of power and control in their jobs. Police officers are also a population with high amounts of reported intimate partner violence (Zavala & Melander, 2019). An increased amount of risk factors is seen within police officers, which can explain why police officers have higher rates of committing acts of DV.

The police sub-culture has been shown to increase domestic violence (Blumstein et al., 2012), yet acts of police led IPV are under reported; possibly due to what Inciardi (1990) noted as the “blue wall of silence”: A phenomenon where officers only confide in other officers and do not publicly address these issues. The police sub-culture is characterized by three components;

authoritarianism, cynicism and burnout (Blumstein et al., 2012; Johnson et al., 2005; Anderson & Lo, 2011; Rose & Unnithan, 2015). These three components impact domestic violence within police officers; as it affects officers' attitudes, power and control and mentality, and when dealing with their spouses can result in increased amounts of IPV. The police sub-culture and the risk factors found in domestic violence, increase an officer's chances of letting the pressure take over their everyday lives, and eventually spilling over into home life and leading to these high rates of DV found within law enforcement families.

Limited research is available that specifically focuses on domestic violence within law enforcement families. For that reason, the proposed study will try and expand on why the police sub-culture has been found to increase IPV within law enforcement families. The data gathered from this study will help understand the impact that police sub-culture has in law enforcement families.

Outline of Thesis

This thesis is divided into five chapters. Chapter one, introduced the problem of IPV within law enforcement caused by the police sub-culture and its three constructs of authoritarianism, burnout and cynicism. Chapter Two, will consist of an extensive literature review on the research related to domestic violence and police sub-culture. The section on domestic violence will examine studies on the risk factors for and cost of domestic violence. The section on police sub-culture will examine what makes a sub-culture and how police sub-culture is formed. As well as, examine the three constructs of police sub-culture

and the effects of these constructs on police officers and their families. Chapter Three consist of the methodological framework for the study. It starts by explaining the data set, followed by a brief explanation of the research design, and the statistical analysis chosen for the study. Chapter 4 will consist of the statistical analysis; the analysis will be made up of the descriptive statistics surrounding the sample. As well, two multiple regressions conducted to find the correlation between our dependent variables and independent variables. Lastly, chapter 5 will be made up of a discussion and conclusion regarding the analytical results, as well as the limitations within the study and how future research could expand on the topic of police sub-culture and IPV.

CHAPTER TWO

LITERATURE REVIEW

Domestic Violence

Domestic violence (also referred to as intimate partner violence (IPV), dating abuse, or relationship abuse) is a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship (Black et al., 2011). The U.S. Department of Justice (2020), legally defines domestic violence as:

felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

However, domestic violence does not only include physical assaults that result in visible injuries. This is only one type of abuse in the broad spectrum of domestic violence. The Arizona Coalition to End Sexual and Domestic Violence (ACESDV) (2019) note there are several categories of abusive behavior, which if

involved with physical abuse may place the victim at higher risk. The categories include:

- **Sexual Abuse:** Sexual abuse is using sex in an exploitative fashion or forcing sex on another person. Sexual abuse may involve both verbal and physical behavior.
- **Emotional Abuse:** Emotional abuse is any behavior that exploits another's vulnerability, insecurity, or character. Such behaviors include continuous degradation, intimidation, manipulation, brainwashing, or control of another to the detriment of the individual.
- **Verbal Abuse:** Verbal abuse is any abusive language used to denigrate, embarrass or threaten the victim.
- **Economic abuse:** Financial abuse is a way to control the victim through manipulation of economic resources.

Domestic violence is a crime that does not discriminate, all person regardless of race, gender, or sexuality, can become victims of domestic violence. Domestic violence stems and grows from a partner's desire to hold power and control over their partners lives and feelings. This abusive behavior is learned and developed in various ways: through the abusive partners life course either witnessed in their own home growing up or being a victim of abuse, learned from peers and friends, or from their culture and society (Black et al., 2011). Domestic violence not only takes a toll on the partner suffering from the abuse, if the partners have children or persons have witnessed the violence it

can be physically, mentally, and emotionally draining for all the parties involved (Black et al., 2011).

Impact of Domestic Violence

In general, intimate partner violence (IPV) alone affects more than 12 million people every year. On average 1 in 3 women experience domestic violence in their lifetime (35.6%) and 14.8% of women in the U.S. have been injured as a result of IPV by a partner (Black et al., 2011). Walby (2004) further expands domestic violence statistics by noting a fifth of all violent crime occurs in the course of, or at the end of, a long-term relationship between two people. This is increasingly dangerous as feelings, emotions and children can be used to coerce a partner into withstanding the abuse. "One in four women will experience this kind of violence during their adult lives. And, even more saddening one hundred and fifty people are killed each year by a current or former partner" (Walby, 2004, p.7).

If race is taken into consideration the statistics on domestic violence are even more alarming. Black et al., (2011) notes 45.1% of Black women experienced physical violence, sexual violence, or stalking from their intimate partner. Showing that African Americans are disproportionately affected by this issue. Meanwhile, Smith et al., (2017) notes about 1 in 3 Latinas (34.4 %) will experience IPV during her lifetime and 1 in 12 Latinas (8.6%) has experienced IPV in the previous 12 months. Minority women are highly affected by domestic

violence, and the risk factors surrounding it further increase their chances of becoming a victim.

The Centers for Disease Control and Prevention (2003) found “the cost of domestic violence to exceed \$5.8 billion each year, nearly \$4.1 billion of which is for direct medical and mental health care services”. As well, this total costs of IPV included \$.9 billion in lost productivity from paying work for victims of nonfatal IPV and \$.9 billion in lifetime earnings lost by victims of IPV homicide (p.2). These enormous monetary values, shed light on the issue of domestic violence and what it has become.

The psychological cost of domestic violence can take a tremendous toll on the victim. Alejo (2014) notes, “some of the mental health problems that can occur from domestic violence, including depression, alcohol or substance abuse, anxiety, personality disorders, posttraumatic stress disorder, sleeping and eating disorders, social dysfunction, and suicide” (p.84). As well, Alejo (2014) also notes “domestic violence negatively affects mental health, and mental health issues make a woman vulnerable to victimization. The women’s suffering becomes a vicious cycle” (p.91). This was previously found in Catalano (2012) who noted, for women ages 18-49 most victims of IPV were previously victimized by the same offender (76-81%). This repeat violence then plays into increasing the physical cost of domestic violence. Berrios and Grady’s (1991) research found most victims from their study (86%) had suffered at least one previous incident of abuse, and about 40% had previously required medical care for abuse.

Domestic violence can cause short- and long-term physical problems.

Alejo (2014) notes:

some of the physical injuries that can occur include cuts, bruises, bite marks, concussions, broken bones, penetrative injuries such as knife wounds, miscarriages, joint damage, loss of hearing and vision, migraines, permanent disfigurement, arthritis, hypertension, heart disease, and sexually transmitted infections including human papillomavirus, which can lead to cervical cancer and eventually death (p.84).

Berrios and Grady (1991) examined data from standardized interviews with 218 women who presented to an emergency department with injuries due to domestic violence. They found that “domestic violence often results in severe injury; 28% of the women interviewed required admission to hospital for injuries and 13% required major surgical treatment. The typical presentation was injuries to the face, skull, eyes, extremities, and upper torso. A third of the cases involved a weapon, such as a knife, club, or gun” (p.133). Rothman et al., (2007) conducted in-depth interviews with 21 women employed by a large health care organization. They found that “between 21-60% of victims of intimate partner violence lose their jobs due to reasons stemming from the abuse”.

Risk Factors of Domestic Violence

Kyriacou et al., (1999) notes, “domestic violence is the most common cause of nonfatal injury to women in the United States. Victims are pushed,

punched, kicked, strangled, and assaulted with various weapons with the intent of causing pain, injury, and emotional distress”. Risk factors and stressors on both the perpetrator and victims’ side have shown to increase the chances of domestic violence. Kyriacou et al., (1999) “conducted a case-control study at eight large university-affiliated emergency departments and found that alcohol abuse, drug use, intermittent employment or unemployment, and having less than a high-school education were all risk factors that increased domestic violence” (p.1892).

Flury and Nyberg (2010) found similar risk factors for perpetrators of IPV, such as unemployment, alcohol abuse, and drug use. However, they also found some risk factors specifically for victims that increased their risk of experiencing domestic violence. Those risk factors being; low socioeconomic status, alcohol and drug use by the women (victim), pregnancy, and having a child older than four years old. The Office of Justice Programs (2009) notes, children witnessed violence in nearly 1 in 4 (22%) IPV cases filed in state courts. Kelleher et al., (2006) add that 30% to 60% of IPV perpetrators also abuse the children in the household. Berrios and Grady (1991) also found that 10% of the victims from their study were pregnant at the time of abuse, and 10% reported that their children had also been abused by the batterer. Coker et al., (2002) found similar risk factors in their analysis of data from the National Violence Against Women Survey (NVAWS) of women and men aged 18 to 65. Results found abuse of power and control was strongly associated with poor health, depression, substance abuse, and developing chronic disease and mental illness.

Studies show various risk factors that can lead to an increase of domestic violence. However, some risk factors have higher rates of increased IPV than others. The following section will cover the specific risk factors of alcohol and drug abuse, stress, and power and control more in depth.

Impact of Specific Risk Factors

Domestic violence has many risk factors that can increase its rate, as mentioned above some factors increase rates of IPV more than others and are more prevalent in literature. Those risk factors being; stress, alcohol and drug abuse, and power and control (Kyriacou et al., 1999; Flury and Nyberg, 2010; Coker et al., 2002). These specific risk factors have been found cause an increase in rates of IPV, and when coupled together further increase the chances for domestic violence. The following sections will focus on these three specific risk factors.

Stress

The Mental Health Foundation (2021) defines stress as:

the feeling of being overwhelmed or unable to cope with mental or emotional pressure. Stress is our body's response to pressure. Many different situations or life events can cause stress. It is often triggered when we experience something new, unexpected or that threatens our sense of self, or when we feel we have little control over a situation (Mental Health Foundation, 2021).

In relationships stress is common, as Shrout (2018) notes all couple's experience stress, the stress can come from personal problems such as work or family, which carry over into the relationship. It can also come from the couples issues which can include arguments, differences in wants, and feelings of neglect. Stress can be harmful for relationships; it creates a negative cycle where the stress makes the partner say or do things they would not have. This includes DV in any of the forms mentioned above.

Stress is an important risk factor found in domestic violence. Stress can stem from either the workplace or home and have an impact on how the perpetrator handles certain situations, including how negative coping can lead to IPV. Umberson et al., (2004) examined a sample of men, 22 who had a history of domestic violence and 23 with no history of domestic violence. Each day, the respondents would complete a questionnaire which allowed for a day-to-day dynamic. Results found a relationship between stress, relationship, and emotional state. The men with no history of DV were more emotionally receptive to stress and their relationship than those with a history of DV. The men with a history of DV, showed a disconnect between personal circumstances and emotional state. Umberson et al., (2004) diary results support and suggest there is an important difference between men who have committed DV and those that have not. This may be due to men being exposed to cultural standards of masculinity in society, and stress and coping perspectives can help identify which men are more likely to use masculinity to commit DV.

Stress is an important factor in domestic violence. Prolonged stress and mental health also play a big role, veteran populations suffering from PTSD were at a higher risk of IPV than comparison veterans. And, men with detached emotional states were more likely to commit IPV than those who were emotionally receptive to stress. Subsequently, prolonged stress and high stress situations affect the chances of IPV. Sherman et al., (2007) examined a sample of 179 veteran couples seeking relationship therapy. The veterans in the relationship were male, and were diagnosed with one of the following: PTSD, major depression, adjustment disorder, or partner relational problem. Results showed, "PTSD veterans perpetrated severe and violent acts against their partner than comparison veterans. As well, both PTSD veterans and depressed veterans perpetrated violence at high rates (PTSD 81% and depressed 81%), further, approximately 45% of PTSD veterans and 42% of depressed veterans perpetrated at least one severe violent act in the last year" (p.486).

Alcohol and Drug Abuse

Alcohol use is a big predictor of IPV The World Health Organization (2006) estimates that roughly 55% of domestic abuse perpetrators were drinking alcohol prior to the assault. Similar results were found in a previous study by Caetano et al., (2001) who surveyed more than 1,000 couples of white, black, and Hispanic ethnicity. The study found that 30 to 40 percent of the men and 27 to 34 percent of the women who perpetrated violence against their partners were drinking at the time of the event. The Institute of Alcohol Studies (2015) notes that alcohol use and IPV can be impacted by certain personality types, which can increase

both the propensity to drink heavily and to commit sexual assault. Antisocial and impulsive personalities have been found to be some of the personality types to increase IPV (Caetano et al., 2001; World Health Organization, 2006). The alcohol affects both cognitive and physical functions, impacting decision making when dealing with a stressful situation or conflict, which increases the risk of IPV for spouses. The increase in aggressivity by the perpetrator and their inability to react accordingly to the situation due to the alcohol, creates a real problem especially within specific personality types. Those whom are more aggressive, impulsive and antisocial are highly affected and leads alcohol to be an important risk factor in domestic violence (McMurrin & Gilchrist, 2008).

Another risk factor that is found in many cases of IPV is drug abuse. Similar to alcohol use, it is emphasized by other predators and when coupled together increase the chances of IPV. Kantor & Straus (1989) examined the 1985 National Family Violence Survey, and found that drug use was associated with both minor and severe violence against domestic partners. In a 1995 study of domestic violence in Memphis, Tennessee results reported that 92% of the offender sample had used drugs and/or alcohol the day of the assault. 67% also reported a combined use of cocaine and alcohol, which forms coca-ethylene, a substance which produces heightened and prolonged intoxication (Brookoff, 1997, p.1). Wilson et al., (2000) surveyed and interviewed 180 abused women and found that physical abuse was found in higher levels in perpetrators who used illicit drugs versus those who drank daily.

Alcohol and drugs abuse can lead to more aggressive and impulsive responses by the individual which can lead to IPV. This does not mean that alcohol and drug abuse will lead to IPV, rather these risk factors coupled with other life stressors can increase the chances of an individual resorting to IPV.

Power and Control

Rockland Community College (2020) notes, “the Power and Control model of Domestic Violence identifies power and control as the goal of abuse. Victims’ experiences consistently indicate that the behavior of their partners is not random or arbitrary, but purposeful and systematic”. Likewise, “the goal of abusers’ behavior is to exert control over their partners. This goal reflects their belief that they have a right and entitlement to control their intimate partners. The various forms of abuse, the different behaviors, are used as tactics of control” (Rockland Community College, 2020). The power and control wheel identifies eight tactics that are commonly used in abuse:

- Coercion and threats: making threats to hurt partner, using threats to leave or commit suicide.
- Intimidation: making partner afraid by using looks, actions or gestures, smashing or destroying property.
- Emotional abuse: putting partner down, making them feel bad about themselves.
- Isolation: controlling what partner does, who they see or talk too.
- Minimizing, denying and blaming: shifting abusive behavior on partner and blaming them for it.

- Children: children are used as tool to harass partner or threaten to take children away.
- Male privilege: treating partner like a servant, making all decision, defining men's and women's roles.
- Economic abuse: keeping partner from having a job, taking their money, not letting them have access to family income.

The need to be in control and have power over one's spouse, is one key factor that drives higher amounts of domestic violence. When the perpetrator feels like they are losing control they will resort to violence which is can be affected by other factors. Hamberger et al., (1994) study included 75 women and 219 men that were court-referred for evaluation. Their analysis of male perpetrators revealed numerous negative themes related to abuse of power and control, such as: assertion of dominance, control of physical and verbal behaviors and emotional responses, punishment for unwanted behaviors, and isolation from important others. As well, the males attributed this violence to alcohol abuse, pent up anger, and desire for attention. In an earlier study Babcock et al., (1993) hypothesized that power discrepancies in the marital relationship, where the husband is subordinate, serve as risk factors for husband-to-wife violence. In other words, in married couples where the male was seen as lesser than the female, the chance for domestic violence increased. This again feeding that mentality of power and control where the man must be in charge. In Babcock et al., (1993) study 95 couples were separated into three

groups: domestically violent (DV), maritally distressed/nonviolent, and maritally happy/nonviolent. Findings concluded DV couples were more likely than the other two groups to engage in violence. Within the DV group, husbands who had less power were more physically abusive toward their wives. So, the men engage in this violent behavior to make up for a lack of power and control. Power and control and the aforementioned risks all play a role in heightened amounts of IPV.

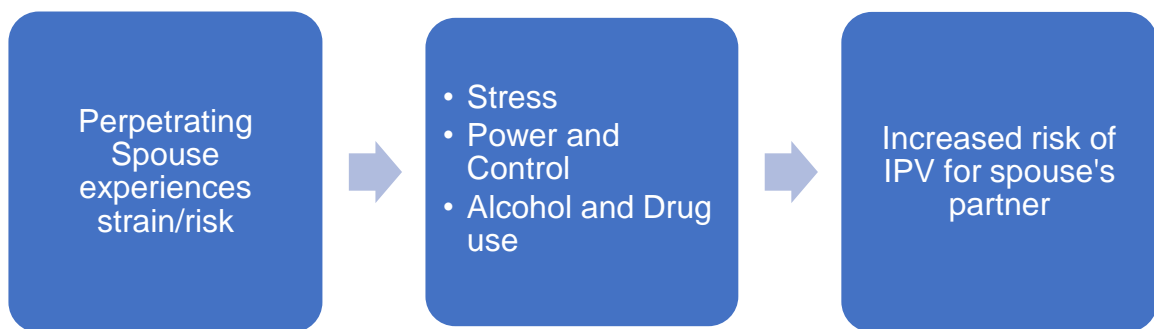


Figure 1: Risk Factors and Domestic Violence

Figure 1 noted above, shows the proposed connection of the risk factors. The perpetrating partner experiences a major risk or strain. This strain leads to an increase of stress, need to exert power and control, and/or alcohol and drug abuse. The partner already suffering from strain and coping using one of the risk

factors leads to an increased risk of IPV on the spouse. For the purpose of this study a single population with heightened rates of IPV will be examined. That specific population being police officers, what about police officers or their field leads to an increase in IPV cases? Studies such as Johnson (1991) and Neidig et al., (1992) have found increased amounts of IPV cases amongst police officers. Johnson (1991) found that 40% of her sample of police officers had acted violently toward their spouse or children in the last six months. Similarly, Neidig et al., (1992) had a similar sample of police officer and police spouses, and their findings found 28% of their police officer sample had committed some form of domestic violence against their spouse.

The following sections will focus on why police officers may be at greater risk of committing IPV. Why factors such as the police subculture and its three characteristics have been found to increase IPV amongst law enforcement families. As well, why law enforcement officers have increased rates of DV when compared to ordinary populations.

Police Sub-Culture

The police sub-culture is characterized by three features; authoritarianism, cynicism, and burnout (Blumstein et al., 2012; Johnson et al., 2005; Anderson & Lo, 2011; Rose & Unnithan, 2015).

- Authoritarianism is an officer's use of aggressive law enforcement, which can spill over to their everyday life.

- Cynicism, is a we-versus-them mentality as officers believe ordinary citizens cannot assist them so they form deeper bonds with other officers.
- Burnout is when an officer experiences long periods of stress, which can lead to emotional exhaustion and cynicism.

These three characteristics impact police officers and affect how officers interact with others.

Yinger (1960) “defines sub-culture as a term often used to point out groups smaller than a society that differ in language, values, religion, and life style from the larger society. The groups involved may range from a large regional subdivision to a religious sect with one small congregation” (p.627). Sub-cultures typically share behaviors, norms, and values that differ from the dominant culture and is what attracts members to join the sub-culture. For police officers the police sub-culture is an informal aspect of policing that must be taken into consideration when attempting to understand policing as an occupation (Scaramella et al., 2011). It is informal as it is neither an organizational or administrative aspect of policing, however this sub-culture tells officer’s how to handle task, how hard to work, what kind of relationships to have with fellow officers and others they interact with, and how to feel towards police administrators (Scaramella et al., 2011, p.98). The police sub-culture is an ongoing process that last the officers career, officers can find it difficult to realize to what extent the sub-culture has affected their interactions with others. It is important to note that subcultures are not unique to just police work. All organizational jobs, have a form of culture based on values, beliefs, and norms.

However, police officer sub-culture differs in that they will tend to socialize with each other, and have come to realize that their identity as police officers at times makes them socially unacceptable. This realization or stigma, creates a “us-versus-them” mentality which pushes away the public and increases the sense of loyalty towards other officers (Terrill et al., 2003).

This sub-culture is instilled in new officer's early in their careers by senior or veteran officer's. It consists of informal rules and folklore passed from one generation of officers to the next, which is the result and cause of police isolation and police solidarity (Bayley & Bittner, 1989). Lessons such as forgetting everything learned in the academy and college, and police secrecy are taught to rookie officers. For example, officers are taught that secrets especially when dealing with questionable activities that deal with ethics, legality, and departmental policy, are not to be divulged and administrators cannot be trusted (Scaramella et al., 2011, p.102). This leads officers to view themselves as teammates and gives them a mentality that no outsider can be trusted, even within the police department. This creates a closed police society that Inciardi (1990) noted as the “blue wall of silence”, which contains attributes of; “protective, supportive, and shared attitudes, values, understandings and views of the world” (Scaramella et al., 2011, p.98).

This concept of the police sub-culture was first introduced in the works of William Westley (1970), who was a pioneer in police research. Westley first noted the aspects of the police sub-culture and noted that officers characterized the public as hostile, untrustworthy, and potentially violent. The outlook for these

characteristics required secrecy, mutual support, and unity within the police (Scaramella et al., 2011). However, as police departments are becoming more and more heterogenous, with officers of different backgrounds, races, political affiliation, education, and sexes; the concept of a single police sub-culture is being replaced and fragmented into groups with more positive views or sub-cultures. This gives a different outlook in the way police interpret the world (Paoline, Myers, & Worden, 2000). As police sub-cultures are replaced or changed, it still does not solve or account for the many police stressors and strains associated with police work.

When police sub-culture is combined with the formal pressures of policing it can lead officers to experience stress in; occupational, social, and familial settings. This stress can result in cynicism, burnout, retirement, as well as physical and emotional ailments (Scaramella et al., 2011). This combination of formal and informal pressures, and the given nature of police work create difficulties for the officer's, their family, and friends. Adams (2007) noted, stress is one of the most common occupational hazards for police and can be extremely debilitating. Each officer will handle and deal with the stressful event differently, so no two experiences will be the same. With no right way to deal with stress, police officers might be led into a state of burnout; which is characterized by emotional exhaustion and cynicism.

Stress and Burnout/Cynicism

Police stress, can result in burnout and cynicism, which can affect police officers in both work and family settings. In the work setting, as officer's traverse through their professional careers, the amount of burnout and stress felt increases and the attention to job and job satisfaction decreases. More (1998) noted the onset of burnout of officers occurs throughout five stages;

- Honeymoon, enthusiasm phase. New police officers are excited, ready to help people, and want to save the world from crime. If a coping mechanism is not in place, these officers move to the next stage.
- Stagnation stage. Police in this stage expend less energy, new challenges have disappeared, and police work becomes boring and routine.
- Frustration stage. Police exhibit anger and resentment, and begin to withdraw from the job.
- Apathy stage. Officers become obsessed with the frustrations of the work environment.
- Hitting the wall/intervention. Burnout becomes entwined with alcoholism, drug abuse, heart disease, and mental illness. (pp. 248–249)

As aforementioned, police stress is situational and many factors determine the amount of stress each officer will experience. Brown et al., (1985) found interesting results amongst their sample of British police recruits, results showed officers who practice traditional on-the-beat policing had higher rates of authoritarianism, when compared to officers in low crime areas that practice community policing. The stresses of high crime beats and older officers' values

being shared with recruits begin to shape the authoritarianism aspect of the police sub-culture. As well increase the stress the officers deal with on a daily basis.

Burnout and cynicism, caused by police stress can also be found within police families. Scaramella et al., (2011) noted, police officers' spouses had noted various stressors that included; shift worked, spouse's cynicism (need to be in control), and the officer's paranoia, vigilance and overprotectiveness. One risk is that police can become so inflated, narcissistic, and self- involved within the police sub-culture that they chance alienating their real families by over investing their time and energy in the work family, which all too frequently turns out to be fickle and unsupportive (Kirschman, 2000).

Mental health/illness and stress induced burnout/cynicism can also lead to other heightened risk factors. One such being alcohol and drug abuse, in a study of 1,200 officers, Ballenger et al., (2011) found that 18.1% of males and 15.9% of females reported experiencing adverse consequences from alcohol use. Subsequently, 7.8% of the sample met criteria for lifetime alcohol abuse or dependency. Oehme et al., (2012) examined how alcohol abuse and PTSD influenced rates of self-reported DV committed by law enforcement. The results indicated 28.6% of the sample reported having used physical violence with an intimate partner, 23% of the sample revealed engaging in hazardous or dependent drinking patterns and 17.7% of the sample reported having PTSD symptoms above the clinical cut-off, this demonstrated a significant correlation between PTSD, alcohol use, and DV. Chopko et al., (2013) examined a sample

of 193 officers working in a mid-western state. The study investigated the relation between alcohol use and the amount of subjective work-related stress, PTSD, relationship stress, and depression amongst the officers. Results found that 20.4% of the officer sample typically binged drank when consuming alcohol. As well, of all the stresses experienced by officers the analysis found significance between alcohol use and work-related distress. And, to a lesser degree relationship stress and depression were associated with alcohol use (Chopko et al., 2013).

Mental Health/Illness

Police stress due to the police sub-culture can negatively affect officers' mental health which can result in a number of mental health related illnesses. Stogner et al., (2020) note, mental health problems among law enforcement personnel are associated with work environment, agency culture, inconsistent shift scheduling, and presumably higher exposure to traumatic events and subsequent post-traumatic stress disorder (PTSD) (p.718). Berg et al., (2006) conducted a comprehensive questionnaire of 3,272 Norwegian police officers at all hierarchal levels. The results showed "that frequency of job pressures and lack of support was associated to physical and mental health problems. Female officers showed higher anxiety-based illnesses, while male officers had higher depressive illnesses" (p.7). Garbarino et al., (2013) examined 292 members from Genoa, Italy's "VI Reparto Mobile" a police special force unit used to maintain law and order in major public events. The officers completed questionnaires on

personality traits, work related stress, and mental health. Results showed that lower levels of support and reward and higher levels of effort and overcommitment were associated with higher levels of mental health symptoms. Similarly, officers who had experienced a discrepancy between work effort and rewards showed a marked increase in the risk of depression, compared to officers who hadn't experienced a discrepancy (p.7).

In extreme cases of stress suffered by officers the stress could lead to suicide. Psychologist Audrey Honig notes, police officer suicide rates are higher than the general population (at least 18 per 100,000) (Ritter, 2007). Violanti (2007) examined 29 cases of police family homicide-suicide and found police family homicide-suicide is an increasing phenomenon. Approximately twice as many cases were reported in 2006 as in the previous years. This does not mean; police stress will always result in suicide but is worth noting how severe police stress and burnout can be on police officers.

Figure 2 shown below, emphasizes the relation between the police sub-culture, and an increase of mental health/illness and stress. As well, the following section will cover the police sub-culture and its aspects more in depth to strengthen the relation shown in figure 2.

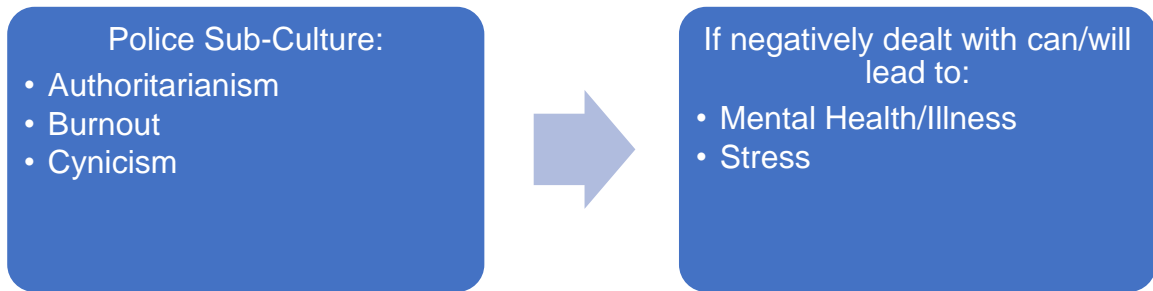


Figure 2: Negative Impact of Police Sub-Culture

The Effects of Police Sub-Culture on Intimate Partner Violence Within Law Enforcement Families

Like previously mentioned the police sub-culture is characterized by three features; authoritarianism, cynicism, and burnout (Blumstein et al., 2012; Johnson et al., 2005; Anderson & Lo, 2011; Rose & Unnithan, 2015). Each of these characteristics individually or coupled can spillover into the officer's personal lives. The previous sections showed the specific risk factors associated with increased DV. The following section will examine how these characteristics affect police officers individually, and as well, examine how these characteristics affect police officers and their relationships and the increased rate of IPV.

Authoritarianism

Authoritarianism is derived from Theodor Adorno et al. (1950)

Authoritarian Personality Theory, which proposed that prejudice is the result of an individual's personality type. Those with authoritarian personalities tend to be; hostile to those of inferior status and obedient to those of higher status, fairly rigid in their opinions and beliefs, and conventional in upholding traditional values (McLeod, 2017). Burnout and authoritarian spillover were found to be strongly and highly significant mediators in police initiated domestic violence. Officers need to be in control, they do this by gaining the tactics needed to accomplish it throughout their careers and are positively reinforced for developing those skills. Officers are trained to be in control at all times and would have difficulty with authority in home. As they cannot separate from treating family like citizens and holding power over them (Johnson et al., 2005, p.7).

Golge et al., (2016) cover this aspect of sexism and authoritarianism over spouses by focusing their study in Turkey, a male dominated society, whose common norms and values are shaped by patriarchal ideology where the male has absolute authority over the family. Their study, involved police officers and judiciary members from various regions throughout Turkey. Results showed "that compared to judiciary members, police officers are more tolerant of physical and verbal abuse of women in marriage, but less tolerant of the idea of the victim leaving an abusive marriage partner" (p.785). Authoritarianism and beliefs can then further increase the amount of IPV experienced between partners.

This authoritative personality of officers can cause serious stress and strain in their everyday life. As the studies showed the need to be in control and have the sense of superiority causes officers to use higher rates of force. If a work to family spillover were to occur, then the rates of IPV are increased. The officers are unable to transfer the feeling of being an officer, even at home. As a result, the rate of IPV is increased as the officer believes it is ok to use force and feel superior to their spouses.

Cynicism

Cynicism is also covered in supporting literature. Cynicism, is a mentality that people are solely motivated by self-interest (Cambridge English Dictionary, n.d.). As well, cynicism is a characteristic of burnout, which is a psychological response to prolonged stress (Maslach & Leiter, 2016). However, for the purpose of this study cynicism will be a separate characteristic for police sub-culture. As cynicism offers some key aspects which could explain the increased rates of IPV amongst law enforcement families.

In cynicism officers adopt this us-versus-them mentality, meaning that officers will back other officers. Ordinary citizens will never see or know what it actually is to be a police officer because they are not officers themselves. This “us-versus-them” mentality is seen in Erwin et al., (2005) whose sample of officers was split into two groups. One group was officers charged with committing an act IPV; the other group was officers who had never committed IPV. Their results showed “only 17% of the sample of officers charged with IPV were initially arrested, and of that sample 6% resulted in a sustained case. Even

when the report involved the use of a lethal weapon, reports filed against police officers were dropped due to lack of testimony” (p.17). These lacking percentages can be inferred to come from the cynicism of officers. Officers cover for one another, and protect those carrying a badge, much like Inciardi’s “blue wall of silence” (1990).

Alongside the officer’s mentality, stress has been found to be an indicator of cynicism amongst officers. The everyday stresses caused by work and the us-versus-them mentality that officers hold can drastically cause officers to distance themselves and be fully entrapped in the police sub-culture. Causing officers to only support and protect officers with like mindsets, and be weary of family and cause an increase in IPV. Gul (2008) covers police stress in his study that examines Robyn Gershon’s dataset on police stress in police families in Baltimore. The results found that officers who make violent arrest, and officers whom attend a fellow police officer’s funeral feel more negative/depressed about work (p.11). Here both stress and the comradery of the officer burying a fallen officer both negatively affect the officers feeling not only for work but a spillover can happen into the household and increase the chances of IPV. Similarly, Burke & Mikkelsen (2005) in their study, examine cynicism in Norwegian police officers, to examine the officer’s attitude towards the use of force. The results found that officers whose jobs had higher demands held a positive attitude toward the use of force. Burke & Mikkelsen’s second finding found that officers indicating higher levels of cynicism also had favorable attitudes toward the use of force (p.276). The aforementioned points in Burke & Mikkelsen’s study, support those findings

of Manzoni & Eisner (2006) who found that job profile increased the use of force by officers due to the authoritative personality. These attitudes that it is okay to use force is what increases the chances for IPV. If officers feel like the use of force is an adequate response towards a stressful situation, then when a work to family spillover occurs the cynicism will increase the chance of police led IPV.

This familial and police stress can push police officers to marital distress which can lead to domestic violence. Domestic violence committed by police officers, according to Prabhu and Turner (2000) occurs at the same rate when compared to the general population. However, Klein (2000) notes domestic violence by police officers is not always detected due to an officer's code of secrecy, comradery, and resistance to external intrusion (Scaramella et al., 2011). This secrecy and comradery create a hidden figure of how much police led IPV is actually brought forward.

Officers' cynicism is fed by their "us-versus-them" mentality that ostracizes them from the general population, and has created unfair advantages favorable for officers. As Erwin et al., (2005) findings showed the preferential treatment officers received even when they were the perpetrators of the IPV. For example, most of the reports from the sampled officers were not sustained because of a lack of testimony from the victim or other witness. Even when the report involved the use of a lethal weapon, reports filed against police officers were dropped due to lack of testimony (Erwin et al., 2005).

Alongside this unfair advantage, cynicism has also shown to create stress for officers. Feeling ostracized day to day and having to deal with stressful

situations on their own takes a toll on officers and results in higher rates of cynicism that will cycle and feed the stress. Cynicism has shown to increase IPV, due to officers dealing with stressful situations and having the “us-versus-them” mentality and not being able to positively cope with thus situations.

Burnout

The last construct of police sub-culture, burnout is a psychological syndrome which emerges from a prolonged response to chronic interpersonal stressor on the job. Burnout has two key characteristics overwhelming exhaustion and detachment from the job, and sense of ineffectiveness and lack of accomplishment (Maslach & Leiter, 2016). The two characteristics of burnout will be examined in this section.

Overwhelming Exhaustion/Detachment from Job. The likelihood of burnout intensifies for those individuals who deal closely with troubled or problem-ridden individuals. Given this understanding, police officers are highly susceptible. On a daily basis, they generally are involved with “the worst of people, and ordinary people at their worst” (Golembiewski & Kim, 1990, as cited in Johnson et al., 2005). This intimate contact with problem-people has the potential of creating both emotional exhaustion or depersonalization of their clients. Johnson et al., (2005) also note police officers exposed to ongoing stress have been reported to manifest detachment and withdrawal from work. For that reason, Johnson and colleagues focus on their burnout measure to capture this detachment. Results showed external burnout and authoritarian spillover were some the predictors that most likely lead to spousal violence (Johnson et al., 2005). In their sample of

officers from four departments in the U.S., Blumenstein et al., (2012) found that as burnout and authoritarianism increase so did psychological IPV. Blumstein and colleagues measured burnout in a similar way, they used a modified Maslach Burnout Inventory focusing on emotional exhaustion. The measure aimed to capture feeling emotionally overextended and exhausted by one's work (Blumenstein et al., 2012).

Erwin et al., (2005) found similar support for burnout as a cause of IPV, as they found that officers that portrayed higher rates of burnout had been on the force an average of 8 years and assigned to high crime beats. Giving officers many years and chances for a serious stressor to affect them and thus cause a spillover of burnout into family life and increasing the chance of IPV. Neidig et al., (1992) surveyed both male and female officers, as well as spouses and found that higher rates of marital violence were found amongst the officers who worked long hours a week, and had harsher current assignment.

Sense of Ineffectiveness/Lack of Accomplishment. Queiros et al., (2013) also examined burnout in officers but focus on the psychological aspect and the effect that occupational work stress has on officers and how that stress could spill over into family life and increase the chance for IPV. Queiros et al., (2013) study focused on male officers in Porto and Lisbon, both cities in Portugal. They focused on the relationship between burnout and aggressivity, and found that officers feeling highly depersonalized and with low personal accomplishment strongly explained anger and aggressivity. Their other result found that burnout lead to 13%-22% of aggressive behavior in the sample, suggesting that

consequences of this burnout syndrome can be physical and psychological (p.121).

Burnout is the result of prolonged stress by individuals, and is characterized in two ways. Overwhelming exhaustion and detachment from the job, and sense of ineffectiveness and lack of accomplishment (Maslach & Leiter, 2016). Each respectively increases stress and can result in higher rates of IPV between officers and their spouses. In overwhelming exhaustion/detachment from job burnout was a predictor of spousal abuse (Blumstein et al., 2012; Johnson et al., 2005; Erwin et al., 2005; Neidig et al., 1992) as the amount of burnout officers experienced so did the amount of IPV. Similarly, in sense of ineffectiveness and lack of accomplishment Queiros et al., (2013) results showed that as officers negative emotions increased so did burnout amongst their sample of Portuguese officers.

Need for Proposed Study

Police sub-culture and its three constructs, through the literature review have been shown to be related to increased IPV between police families. Studies have shown that the three constructs of police sub-culture can play a part in IPV. The three characteristics can increase mental health/illness and stress. If these issues are dealt with them negatively, it can increase officers to experience stress, struggle with power and control, and alcohol and drug abuse. These three risk factors have shown an increase of DV in the general population, as well for police officers. Subsequently, these risk factors can increase the rates of IPV

amongst law enforcement families. Then, the aim of this paper is to examine the effect of police sub-culture on IPV, by examining the three constructs of police sub-culture in a new way.

CHAPTER THREE

METHODOLOGY

Research Design

The data used for this analysis was compiled by the Baltimore City Fraternal Order of Police, the Baltimore Police Department, and a research team from the Johns Hopkins School of Public Health. The study was designed to address deficiencies in existing literature on police work stress and especially on police stress-related domestic violence. These data were collected from 1997-1999, and is public to be used for literature and research. The data was retrieved from the Inter-University Consortium for Political and Social Research (ICPSR) (Gershon, 2000).

The sample for this study was a convenience sample that consist of Baltimore City Fraternal Order of Police (BCFOP) and Baltimore Police Department Officers (BPD), who were documented in the current data set. The 1,104 police officer sample voluntarily agreed to participate and were given a self-administered survey. A 68% response rate was recorded from the sample (Gershon, 2000). With a total population of over 2,500 officers between BCFOP and BPD. That means about 30% of the officer population participated in this study.

All variables chosen for this project came from the survey Gershon (2000) used to examine DV in police officers. The chosen variables best aligned with

this study to focus on the aspects of police sub-culture and their impact on DV within law enforcement families.

Research Questions

1. Will police officers who are more embedded with the police subculture exhibit higher rates of IPV?
2. Will police officers who exhibit authoritative traits of police sub-culture display higher rates of IPV?
3. Will police officers who exhibit burnout traits of police sub-culture display higher rates of IPV?
4. Will police officers who exhibit cynicism traits of police sub-culture display higher rates of IPV?

Hypothesis

- H0. Police sub-culture will have no relationship with IPV.
- H1. Police officers who are more embedded with the Authoritarian aspect of police sub-culture will show higher rates of IPV.
- H2. Police officers who are more embedded with the Burnout aspect of police sub-culture will show higher rates of IPV.
- H3. Police officers who are more embedded with the Cynicism aspect of police sub-culture will show higher rates of IPV.

Operationalization of Variables

All the variables and measures chosen for this study were logically thought of and picked out on how previous research mentioned and defined these variables. As well, using my logic and choosing the best statements from Gershon's (2000) questionnaire that I felt best measured the variables selected for this study. The variables are listed and broken down on how they were operationalized in the study.

Independent/Predictor Variable(s):

- **Burnout**, is a psychological syndrome which emerges from a prolonged response to chronic interpersonal stressor on the job. Burnout has two key characteristics overwhelming exhaustion and detachment from the job, and sense of ineffectiveness and lack of accomplishment (Maslach & Leiter, 2016). Burnout was measured by using a Likert Scale: (1= Strongly disagree, 2= Disagree, 3= Neither agree/disagree, 4= Agree, 5= Strongly agree) to answer the following statements:
 - I view my work as just a job. It is not a career.
 - I have had to make split second decisions on the street that could have had serious consequences.
 - I feel like I am on autopilot most of the time.
 - I feel burned out from my job.

- I have accomplished many worthwhile things in this job.¹
- I feel like I am at the end of my rope.

All recorded answers were then recoded and combined to create an index. Having six questions on a 5-point Likert Scale, gives the index a lowest possible score of 6 and high score of 30. The higher the score the more burnout experienced by the officers.

- **Authoritarianism**, is the result of an individual's personality type. Those with authoritarian personalities tend to be; hostile to those of inferior status and obedient to those of higher status, fairly rigid in their opinions and beliefs, and conventional in upholding traditional values (McLeod, 2017). Authoritarianism was measured by using a using a Likert Scale: (1= Strongly disagree, 2= Disagree, 3= Neither agree/disagree, 4= Agree, 5= Strongly agree) to answer the following statements:
 - I feel like I need to take control of the people in my life.
 - I expect to have the final say on how things are done in my household.
 - I catch myself treating family the way I treat suspects.
 - At home I can never shake off the feeling of being a police officer.

All recorded answers were then recoded and combined to create an index. Having four questions on a 5-point Likert Scale, gives the index a lowest possible

¹ This statement "I have accomplished many worthwhile things in my life", was recoded in reverse prior to being counted in the index. This was due to wanting all statements to be in ascending order. Meaning as the index score increased so did the measure of the variable.

score of 4 and high score of 20. The higher the score the more authoritarianism experienced by the officers.

- **Cynicism**, is a mentality that people are solely motivated by self-interest.

As well, cynicism is a psychological response to prolonged stress. In cynicism officers adopt this us-versus-them mentality, Cynicism was measured by using a using a Likert Scale: (1= Strongly disagree, 2= Disagree, 3= Neither agree/disagree, 4= Agree, 5= Strongly agree) to answer the following statements:

- There is good and effective cooperation between units.²
- I can trust my work partner.³
- Some police officers would put their work ahead of anything, including their families.
- I feel I treat the public as if they were impersonal objects.

Prior to creating an index for this variable, the responses for the first two statements were coded in reverse. For example, all (1) responses were recoded as (5), (2) as (4) and (3) left the same. This was done to have all answers in ascending order. Meaning as the index score increased so did the measure of the variable. All recorded answers where then recoded and combined to create an index. Having four questions on a 5-point Likert Scale, gives the index a

² This statement “There is good and effective cooperation between units”, was recoded in reverse prior to being counted in the index. This was due to wanting all statements to be in ascending order. Meaning as the index score increased so did the measure of the variable.

³ This statement “I can trust my work partner”, was recoded in reverse prior to being counted in the index. This was due to wanting all statements to be in ascending order. Meaning as the index score increased so did the measure of the variable.

lowest possible score of 4 and high score of 20. The higher the score the more cynicism experienced by the officers.

Dependent/Outcome Variables:

- **Acts of IPV**, is the domestic violence officers' have committed against their partners' and children. This variable is measured using both physical and non-physical forms of abuse. This was done based on The Arizona Coalition to End Sexual and Domestic Violence (2019) categories of abusive behavior which include physical and non-physical behavior. As well, for this variable it uses statements that deal with verbal and psychological abuse. So, including abuse in all its forms, not just physical let us include those statements that otherwise could have not been used. The first two questions pertaining to IPV were measured by a 3-point scale: (0= No, 1= Yes, 3= N/A)
 - Have you ever gotten out of control and been physical (pushing, shoving, grabbing) with your child(ren)?
 - Have you ever gotten out of control and been physical (pushing, shoving, grabbing) with your spouse/significant other?

For these first two responses only the “yes and no” responses will be examined the “N/A” answered will be recoded to count as missing variables. As we only seek applicable answers towards the study.

The last two statements that will be combined to the IPV variable were measured using a Likert Scale: (1= Never, 2= Sometimes, 3= Frequently, 4= Always).

- When dealing with stressful events at work, how often do you: Yell or shout at your spouse/significant other, a family member or a professional.
- When dealing with stressful events at work, how often do you: Let your feelings out by smashing things.

The statements regarding yelling/shouting at one's spouse was recoded to be binary. This was done as we wanted a yes or no answer to ever yelling/shouting, rather than how often the yelling/shouting happens. All responses counted as "never and sometimes" will be recoded as (0= No), and all responses counted as "frequently and always" will be recoded as (1= Yes). Here never and sometimes were coded as 0, as yelling is a very common reaction when frustrated or upset. So logically to me when a person sometimes yells or shouts, it is not as serious as to when the yelling is frequent or always happening. The frequent or always were coded as 1, as if the officer was frequently or always yelling as an outlet it should be differentiated from those officers that never or rarely sometimes yell or shout at their spouse or children.

The question regarding smashing things was recoded to be binary. All responses counted as "never" will be recoded as (0= No), and all responses counted as "sometimes, frequently and always" will be recoded as (1= Yes). Here only the never responses were coded as 0, this is due to smashing items being a

much more serious response to anger and frustration. Sometimes, frequently, and always were all coded as 1, this was done because although an officer may sometimes smash things it is much more serious and for that reason all answers admitting to smashing items were treated equally.

All the responses were then taken and an index created, having four responses with a (0=No, 1= Yes) response gives us a lowest score of 0 and a high score of 4. The higher the score the higher the acts of IPV perpetrated.

- **Tolerance of IPV**, is the feelings and attitudes officers have towards committing acts of IPV. It is a separate dependent variable that will be examined in a separate multiple regression. Thoughts of IPV was measured by using a Likert Scale: (1= strongly disagree, 2= disagree, 3= neither agree/disagree, 4= agree, 5= strongly agree) to answer the following statements:
 - It is okay for a person to get physical (shoving, grabbing, smacking) with his or her spouse/significant other if they've been unfaithful.
 - Getting physical once in a while can help maintain a marriage/relationship.
 - There is no excuse for people getting physical with their spouse/significant other.⁴

All recorded answers were then recoded and combined to create an index. Having three questions on a 5-point Likert Scale, gives the index a lowest

⁴ This statement “There is no excuse for people getting physical with their spouse/significant other”, was recoded in reverse prior to being counted in the index. This was due to wanting all statements to be in ascending order. Meaning as the index score increased so did the measure of the variable.

possible score of 3 and high score of 15. The higher the score the more positive beliefs towards use of IPV by the officers.

Control Variables:

- **Alcohol abuse**, is the coping mechanisms the officers have when dealing with stressful situations in work or home, and was measured using a 3-point scale: (0= No, 1= Yes, 3= N/A) to answer the following questions:
 - During the past 6 months, Did you have periods when you could not remember what happened when you were drinking?
 - During the past 6 months, Did you ever drink more than you planned?
 - During the past 6 months, Did you ever worry or feel guilty about your alcohol consumption?

For these questions the “N/A” responses were treated as missing. An index was created as well, having three questions on a binary scale (0= No, 1= Yes) a lowest score of 0 and a high score of 3. The higher the score the more alcohol abuse experienced by the officer.

- **Years on the force**, is the number of years the officer has been a sworn employee, and will be measured by asking the question: How many years have you been a sworn employee? The response will be categorized as a scale variable.
- **Current rank**, is the rank the current officer is in or holds and was measured by using the categories: (1= Officer Trainee, 2= Officer, 3=

Agent, 4= Detective, 5= Sergeant, 6= Lieutenant and above) to answer the question:

- What is your current rank?
- **Difference in education**, was a variable created to see if spouses had more education than their officer partner. This variable was chosen as previous research found education to be a risk factor that increased domestic violence (Kyriacou et al, 1999). As well, Babcock et al., (1993) who noted power discrepancies in relationships, where the man was a subordinate served as a risk factor to IPV. Meaning if the male was seen as less or under the female there would be more IPV. So, this variable is used to account for difference in educational level between spouses. It was measured by subtracting the Spouse's education from the officers' educations. Both spouse education and officer education were measured using categories: (1= High School, 2= Some College, 3= College, 4= Graduate School). If the result was a negative integer or zero (-3, -2, -1, 0) it was recoded as (0= No), and any positive integers (1, 2, 3) were recoded (1= Yes). This was done as we only want to know if there is a difference in between the partners education. And we didn't need to know how big the difference between partners was.

Demographic Variables:

- **Age** is the age of the officer, and will be measured by asking the question: What is your year of birth? Age will be categorized as a continuous

variable: Year born. The year born was then subtracted from the year of the study to gain the age of the participating officers.

- **Gender** of the officer was measured by using a binary scale: (1= Male, 2= Female) to answer the question:
 - What is your gender?
- **Race** is the ethnic group the officer belongs/identifies with, and was measured by a scale: (1= African American, 2= Caucasian, 3= Hispanic/Latino, 4= other) to answer the question:
 - What ethnic group do you belong to?
- **Officer Education** is the highest level of education completed by the officer, and was measured by a scale: (1= High School, 2= Some College, 3= College, 4= Graduate School) to answer the question:
 - What is the highest level of education you have completed?

Reliability

Gershon (2000), used BCFOP and BPD data with the intentions to address deficiencies in existing literature on police work stress and especially on police stress-related domestic violence, to further understand the issue of police led IPV, and address any setbacks literature has not covered. Similarly, like Gershon (2000), BCFOP and BPD data will be accessed and used for the purpose of this study. Although the data is open and easily obtainable to the public, it must be noted that the reliability of the data presented can have reporting errors. For that reason, to keep this study as reliable, steps will be put

in place when running the statistical analysis to maintain anonymity and a tight data management. Such as keeping all names and information anonymous, and keeping valuable and sensitive data behind a password encrypted laptop. Which only the main researcher/s will have access too.

Validity

To ensure validity in this study, Gershon (2000), BCFOP and BPD data will be accessed and used for the purpose of this study, as it also deals with police led IPV. Although the data is open and easily obtainable to the public, it must be noted that the validity of the data presented can have reporting errors. Since the data used deals with self-administered questionnaires, officers might have untruthfully answered questions or intentionally left questions blank. Similarly, the data obtained may present incomplete records that the public might not be aware of, like questions unintentionally left unanswered or data that might have been lost prior to being recorded or transferred to a digital format.

Statistical Analysis

For the present study, descriptive statistics, bivariate correlation and regression analyses will be used to further examine the effect the police sub-culture has on police IPV. First, descriptive statistics are the numerical and graphical techniques used to organize, present and analyze data. The form of descriptive statistics that is used to describe a variable in a sample is dependent on the level of measurement that has been used (Fisher & Marshall, 2009). In

our present study descriptive statistics will help generalize the averages for demographic variables of the police officers and their spouses, which include gender, age, race, rank, years on the force and the officer's education.

Prior to conducting the regression analyses a bivariate Pearson correlation will be ran to measure the strengths and directions of linear relationships between pairs of continuous variables. By extension, the Pearson Correlation evaluates whether there is statistical evidence for a linear relationship among the same pairs of variables in the population (SPSSTutorials: Pearson Correlation, n.d.).

The main statistical analysis that will be used is, regression analysis. In the case of this study, two main multiple regression analysis will be employed using the independent variables and control variables. As well, four additional regressions will be run, two examining the dependent variables and the three main independent variables. Lastly, the last two regressions will examine the dependent variables and all variables including independent, control, and demographic variables. Regression analysis is a statistical tool for the investigation of relationships between variables (Sykes, 1993; Chatterjee & Hadj, 2015). The relationship is expressed in the form of an equation or a model connecting the response of dependent variable and one or more explanatory or predictor variables (Chatterjee & Hadj, 2015). Similarly, Davenport & Kim (2017) note regression analysis is a way of mathematically sorting out which of those variables does indeed have an impact. It answers the questions: Which factors matter most? Which can we ignore? How do those factors interact with each

other? And, perhaps most importantly, how certain are we about all of these factors?

A simple regression analysis is an analysis between an independent and dependent variable, with a moderating variable like previously aforementioned. On the other hand, a multiple regression analysis is a technique that allows additional factors to enter the analysis separately so that the effect of each can be estimated. It is a valuable analysis for quantifying the impact of various simultaneous influences upon a single dependent variable (Sykes, 1993). A multiple regression can be applied and used for simple regressions as it eliminates the omitted variable bias of simple regression. So, a multiple regression can be highly beneficial. In this present study, regression analysis will aim to see what impact our independent variables (IV) and control variables (CV) have on the dependent variable (DV). Our DV in this case being the police led IPV.

CHAPTER FOUR

ANALYSIS OF DATA

Descriptive Statistics

The sample for the proposed study was taken from Gershon (2000) study that focused on the police sub-culture and the effect it has on IPV within law enforcement families. Overall, 1104 participants participated in the study and completed the survey. Descriptive statistics were run on the demographic and control variables, as well, for the independent and variables.

Respondents age ranged between 22 and 68 years of age. A mean or average age of 38 years of age was found. Gender of the sample provided us with 85.4% of the population being male, while 14.2% was female. Race in our sample was 63.0% Caucasian, 32.2% African American, 1.3% Hispanic, and 2.4% Other. Years on the force, gave us a mean of 11.52, meaning that the average time an officer had been on the force was 11.52 years. Lastly, current rank of the officers was as followed: 8.2% were officer trainees, 54.4% were officers, 5.6% were agents, 13.0% were detectives, 13.0% were sergeants, and 5.3% were lieutenant or above. The officer's level of education was broken down as followed: 14.9% completed high school, 54.6% completed some college, 25.8% college, 3.7% completed graduate school. When reading and interpreting our descriptive statistics, our sample was made up of Caucasian males, with a mean age of 38, having been on the force for 11.5 years with some college education (Table 1, Table 2).

Table 1: Frequency Table

<u>Gender</u>	<u>Frequency</u>	<u>Percent</u>
Male	943	85.4
Female	157	14.2
<u>Race</u>	<u>Frequency</u>	<u>Percent</u>
African American	355	32.2
Caucasian	696	63.0
Hispanic	14	1.3
Other	27	2.4
<u>Officer Ed</u>	<u>Frequency</u>	<u>Percent</u>
High School	165	14.9
Some College	603	54.6
College	285	25.8
Graduate School	41	3.7
<u>Rank</u>	<u>Frequency</u>	<u>Percent</u>
Officer Trainee	91	8.2
Officer	601	54.4
Agent	62	5.6
Detective	144	13.0
Sergeant	143	13.0
Lieutenant + Above	59	5.3

Table 2: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	1081	22	68	38.04	9.087
Years On Force	1078	0	44	11.52	9.28

Table 3 provides the descriptive statistics for the dependent and independent variables in this study. The first dependent variable “Tolerance of IPV” was the index created to measure officers’ thoughts on IPV. The variable had a range of 12 which went from a minimum of 3 to a maximum of 15. The higher the score the higher thoughts or perception of using force or IPV on ones’ spouse was necessary or okay. The mean of the variable was 4.81, meaning the average score of all the officers combined was 4.81, this score being closer to the minimum means a majority of officers were not okay with IPV being used on one’s spouse.

The second dependent variable “Acts of IPV” was created to measure the actual acts of IPV perpetrated by the officers. This variable had a range of 4 which could range from a minimum of 0 to a maximum of 4. The higher the score the higher acts of actual IPV the officers have committed. The overall sampled officers with a variable mean of .40 had committed few acts of IPV towards their spouses. This does not mean all of them had not committed any acts just that the average amongst officers was low when pertaining to IPV.

The remaining five indexes were created using the independent and control variables in this study. “Alcohol Abuse” measured the amount of alcohol

abuse by the sampled police officers. It has a range of 4, ranging from a minimum of 0 to a maximum of 4. The higher the score, the higher the perceived alcohol abuse by the sampled officers. A mean of .90 lets us know that on average the sampled officers were not likely alcohol abusers. "Cynicism" was the index used to measure the amount of cynicism experienced by the officers. Its range was 16, ranging from a minimum of 4 to a maximum of 20. The higher the score, the higher the perceived cynicism experienced by the officers. With a mean of 10.87, the sampled officers on average were moderately suffering from cynicism, as the mean is closer to a middle ranging score and not lower towards the minimum score. "Authoritarianism" was used to measure the total amount of authoritarianism experienced by the officers, with a range of 16, that had a minimum of 4 and a maximum of 20. The higher the score on this index the higher the authoritarianism experienced by the officers. A mean score of 9.33, tells those officers were moderately suffering from authoritarianism as the mean score was higher and not as close to the minimum score. "Burnout" was the index used to measure the total amount of burnout measured by the officers. It has a range of 22, with a minimum score of 8 and a maximum score of 30. Meaning the higher the score the more burnout the officers suffered or experienced. A mean of 16.71 tells those officers were significantly suffering from burnout, due to the mean being further from the minimum score. Lastly, "Ed Difference" was used to measure whether or not officers and spouses had a difference in education. With a range of 1 and mean of .30 difference in

education was closer to the minimum score of 0 than the maximum of 1 (Table 3).

The descriptive statistics gave a generalization to the sample, as well, the dependent and independent variables gave us the mean scores of the created indexes. Having this insight on the descriptive portion of the analysis will further help understand the regression's analysis to come. As we see, the mean scores for some of the variables were found to be high and could help explain the correlation between police sub-culture and IPV in law enforcement families.

Table 3: Dependent and Independent Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	S.D.
Tolerance of IPV	1077	12	3	15	4.81	2.082
Acts of IPV	740	4	0	4	.40	.746
Alcohol Abuse	741	3	0	3	.90	.995
Cynicism	1059	16	4	20	10.87	2.203
Authoritarianism	1066	16	4	20	9.33	2.907
Burnout	1044	22	8	30	16.71	3.586
Ed Difference	910	1	0	1	.30	.457

Bivariate Correlation

Prior to running the regression analyses for our dependent variables of "Acts of IPV" and "Tolerance of IPV", two bivariate Pearson correlations were run between the dependent variables and the independent variables of

Authoritarianism, Burnout, and Cynicism to measure if any correlation exist between variables. As well, see if any correlations exist within and between sets of variables.

Table 4 shows the results for the bivariate analysis between Acts of IPV and the three independent variables of authoritarianism, burnout, and cynicism. It shows that all three independent variables are statistically significant with Acts of IPV. Authoritarianism ($r=.368$), burnout ($r=.258$), and cynicism ($r=.189$) all are significant at the .01 confidence level. The direction of all the relationships is positive, meaning that the variables increase together, as one increases so does the other by their respective amounts. As well, all three independent variables are statistically significant between one another at the .01 confidence level as well. This means that all variables have a linear correlation with the dependent variable and between themselves, with a a small and medium association.

Similarly, table 5 shows the results for the bivariate analysis between Tolerance of IPV and the three independent variables of authoritarianism, burnout, and cynicism. It shows only authoritarianism and burnout were significant with Tolerance of IPV. Authoritarianism ($r=.229$) and burnout ($r=.144$) were significant at the .01 confidence level. While cynicism was found to be not significant with Tolerance of IPV. The direction of all the relationships is positive, meaning that the variables increase together, as one increases so does the other by their respective amounts. This means that all variables have a linear correlation with the dependent variable and between themselves, with a small and medium association.

Table 4: Bivariate Correlation Acts of IPV

		Acts of IPV	Burnout	Authoritarianism	Cynicism
Acts of IPV	Pearson Correlation	1	.258**	.368**	.189**
	Sig. (2-tailed)		<.001	<.001	<.001
	N	740	712	724	717
Burnout	Pearson Correlation	.258**	1	.399**	.408**
	Sig. (2-tailed)	<.001		<.001	<.001
	N	712	1044	1020	1033
Authoritarianism	Pearson Correlation	.368**	.399**	1	.307**
	Sig. (2-tailed)	<.001	<.001		<.001
	N	724	1020	1066	1038
Cynicism	Pearson Correlation	.189**	.408**	.307**	1
	Sig. (2-tailed)	<.001	<.001	<.001	
	N	717	1033	1038	1059

** Correlation is significant at the 0.01 level (2-tailed).

Table 5: Bivariate Correlation Tolerance of IPV

		Tolerance of IPV	Burnout	Authoritarianism	Cynicism
Tolerance of IPV	Pearson Correlation	1	.144**	.229**	.059
	Sig. (2-tailed)		<.001	<.001	.056
	N	1077	1022	1060	1041
Burnout	Pearson Correlation	.144**	1	.399**	.408**
	Sig. (2-tailed)	<.001		<.001	<.001
	N	1022	1044	1020	1033
Authoritarianism	Pearson Correlation	.229**	.399**	1	.307**
	Sig. (2-tailed)	<.001	<.001		<.001
	N	1060	1020	1066	1038
Cynicism	Pearson Correlation	.059	.408**	.307**	1
	Sig. (2-tailed)	.056	<.001	<.001	
	N	1041	1033	1038	1059

** Correlation is significant at the 0.01 level (2-tailed).

Multiple Regressions Acts of Intimate Partner Violence

As aforementioned two main multiple regressions will be run for this study. The first one will have “Acts of IPV” as the dependent variable. The independent variables will be the indexes created for authoritarianism, burnout, and cynicism. And the control variables will include the alcohol abuse index, years on the force, current rank, and the difference in education between the spouses and officers. Furthermore, an additional two regressions will be run for our dependent variable of “Acts of IPV”. So, in total three regressions will be run for each of the dependent variables. One full model that includes all the variables, our main one with the control and independent variables, and a last one with solely the independent variables.

The results of the first regression analysis are noted down below in table 6. The R-square shows the proportion of variance in the dependent variable that can be predicted by the independent variables. In this case .162 or 16.2% of the variance of acts of IPV can be predicted by the variables in this model. Furthermore, the adjusted R-square attempts to yield a more honest response by testing different variables against the model for a more accurate percentage. In this case an adjusted R-square of .148 or 14.8% tells us 14.8% of the variance of acts of IPV can be predicted by the control and independent variables. The F-value is calculated by dividing the variance between the group to the variance within the group. In this model we have an F-value of 12.025 which is significant at the $<.001$ level.

Table 6 also describes the size and direction of the relationship between the independent variables and the dependent variable. A positive unstandardized (B) coefficient indicates that as the value of the independent variable increases the mean of the dependent variable also increases. Similarly, a negative unstandardized (B) coefficient indicates that as the value of the independent variable increases, the dependent variable tends to decrease. Variables at a 0.05 significance level include Rank and Alcohol Abuse Index. Burnout Index and Authoritarianism Index had a significance level of .001. Meaning that these variables have a significant relationship with dependent variable. For example, as Rank of the officer increased by .057 units Acts of IPV scores increased by one unit. Meaning that the higher the rank of the officer the more prevalent IPV is. As officers' alcohol abuse increased by .068 units Acts of IPV scores increased by one unit. Meaning that as officers alcohol abuse deepened and worsened the more IPV perpetrated. The same can be said about burnout and authoritarianism, as burnout increased .036 units scores of Acts of IPV increased by one unit. And as authoritarianism increased .063 units Acts of IPV increased one unit. Meaning that the higher the rates of burnout and authoritative, the more prevalent IPV was. In this model all four independent variables had a positive increase on the dependent variable of "Acts of IPV".

Table 6: Summary of Multiple Regression for Acts of IPV (IV's and CV's)

Variable	B	β	t	Sig.
Years On Force	-.003	-.032	-.582	.561
Rank	.057	.110*	2.019	.044
Ed Difference	-.022	-.013	-.289	.772
Alcohol Abuse	.068	.090*	1.967	.050
Burnout	.036	.170***	3.307	.001
Authoritarianism	.063	.257***	5.120	<.001
Cynicism	.003	.008	.174	.862
R ²		.162		
Adj. R ²		.148		
F		12.025***		

*p<.05. **p<.01. ***p<.001

Table 7 and 8 down below were the supplementary regressions ran for Acts of IPV. Table 7 includes only the three independent variables of authoritarianism, burnout, and cynicism. For table 7 burnout and authoritarianism were found statistically significant while cynicism was not. The R-square and adjusted R-squared have little change between table 7 and table 6. Both significant variables have a positive relation with Acts of IPV meaning as independent variables increase so does the dependent variable. Burnout increased .026 units Acts of IPV increased one unit. Similarly, authoritarianism increased .077 units as Acts of IPV increased one unit.

The regression for table 8 includes all variables, including independent, control, and demographic variables. Burnout and authoritarianism were found significant in this model as well, while cynicism was not significant. Both significant variables have a positive relationship, as burnout increased .035 units Acts of IPV increased one unit, while authoritarianism increased .066 units Acts of IPV increased one unit. Running these different regression models was done to see if any major differences arose between variables. It is seen that throughout all three models (Table 6, Table 7, and Table 8) both authoritarianism and burnout were found significant while cynicism was not. As well, between table 6 and table 8 we see that both rank and alcohol abuse stop being significant with the dependent variable. As table 6 shows rank and alcohol abuse were significant at the .05 level, which is still significant but not a strong correlation like a .01 or .001 level. This could mean that when the remaining variables were added in table 8 one or more variables could have impacted rank and alcohol abuse and pushed them out of the significance level and thus making them not significant. This can be caused by outliers in the dataset and when the new variables are introduced it was enough for the two previously significant variables to lose their significance.

Table 7: Summary of Multiple Regression for Acts of IPV (IV's Only)

Variable	B	β	t	Sig.
Burnout	.026	.124**	3.084	.002
Authoritarianism	.077	.306***	7.867	<.001
Cynicism	.013	.039	1.001	.317
R ²		.152		
Adj. R ²		.149		
F		41.462***		

*p<.05. **p<.01. ***p<.001

Table 8: Summary of Multiple Regression for Acts of IPV (All Variables)

Variable	B	β	t	Sig.
Years On Force	.007	.084	.763	.446
Rank	.054	.104	1.761	.079
Ed Difference	-.029	-.017	-.360	.719
Alcohol Abuse	.063	.083	1.804	.072
Age	-.010	-.114	-1.099	.272
Gender	.203	.075	1.646	.100
Race	.000	.000	-.007	.994
Officer Ed	-.007	-.006	-.125	.900
Burnout	.035	.162**	3.095	.002
Authoritarianism	.066	.269***	5.229	<.001
Cynicism	.000	.000	-.006	.995
R ²		.176		
Adj. R ²		.154		
F		8.152***		

*p<.05. **p<.01. ***p<.001

Multiple Regressions
Tolerance of Intimate Partner Violence

The results of the second regression analysis are noted down below, Table 9 gives a model summary for the regression analysis. The R-square tells the proportion of variance in the dependent variable that can be predicted by the independent variables. In this case .068 or 6.8% of the variance of tolerance of

IPV can be predicted by the independent variables. Furthermore, the adjusted R-square attempts to yield a more honest response by testing different independent variables against the model for a more accurate percentage. In this case an adjusted R-square of .056 or 5.6% tells us 5.6% of the variance of tolerance of IPV can be predicted by the independent variables. This model has an F-statistic of 5.875 and is significant at the $<.001$ level.

Similarly, table 9 describes the size and direction of the relationship between the independent variables and the dependent variable. A positive unstandardized (B) coefficient indicates that as the value of the independent variable increases, the mean of the dependent variable also increases. Similarly, a negative unstandardized (B) coefficient indicates that as the value of the independent variable increases, the dependent variable tends to decrease. Burnout Index was found significant at the .05 level. The Authoritarianism Index was found significant at the .001 level. Meaning that these variables have a significant relationship with dependent variable. For example, as burnout increased by .055 units Tolerance of IPV scores increased by one unit. Meaning that as officers experienced more burnout the more IPV perpetrated. Similarly, as authoritarianism increased .155 units Tolerance of IPV scores increased by one unit. Meaning that as officers authoritative personality increased the more IPV the officers perpetrated. In this model both independent variables had a positive increase on the dependent variable of "Tolerance of IPV".

Table 9: Summary of Multiple Regression for Tolerance of IPV (IV's and CV's)

Variable	B	β	t	Sig.
Years On Force	.011	.050	.994	.321
Rank	-.008	-.005	-.106	.916
Ed Difference	.027	.006	.141	.888
Alcohol Abuse	-.079	-.038	-.890	.374
Burnout	.055	.094*	2.016	.044
Authoritarianism	.155	.223***	4.911	<.001
Cynicism	-.035	-.036	-.818	.414
R ²		.068		
Adj. R ²		.056		
F		5.875***		

*p<.05. **p<.01. ***p<.001

Table 10 and 11 down below were the supplementary regressions ran for Tolerance of IPV. Table 10 includes only the three independent variables of authoritarianism, burnout, and cynicism. For table 10 burnout and authoritarianism were found statistically significant while cynicism was not. The R-square and adjusted R-squared have little change between table 7 and table 6. Both significant variables have a positive relation with Tolerance of IPV meaning as independent variables increase so does the dependent variable. Burnout

increased .055 units Tolerance of IPV increased one unit. Similarly, authoritarianism increased .155 units as Tolerance of IPV increased one unit.

The regression for table 11 includes all variables, including independent, control, and demographic variables. Burnout and authoritarianism were found significant in this model as well, while cynicism was not significant. Both significant variables have a positive relationship, as burnout increased .061 units Tolerance of IPV increased one unit, while authoritarianism increased .150 units Tolerance of IPV increased one unit. Running these different regression models was done to see if any major differences arose between variables. It is seen that throughout all three models (Table 9, Table 10, and Table 11) both authoritarianism and burnout were found significant while cynicism was not.

Table 10: Summary of Multiple Regression for Tolerance of IPV (IV's Only)

<u>Variable</u>	<u>B</u>	<u>β</u>	<u>t</u>	<u>Sig.</u>
Burnout	.043	.073*	2.061	.040
Authoritarianism	.153	.213***	6.290	<.001
Cynicism	-.036	-.038	-1.109	.268
R ²		.057		
Adj. R ²		.054		
F		20.303***		

*p<.05. **p<.01. ***p<.001

Table 11: Summary of Multiple Regression for Tolerance of IPV (All Variables)

Variable	B	β	t	Sig.
Years On Force	.015	.069	.689	.491
Rank	.035	.023	.428	.669
Ed Difference	-.079	-.017	-.388	.698
Alcohol Abuse	-.092	-.044	-1.017	.309
Age	-.008	-.035	-.374	.708
Gender	.107	.015	.354	.723
Race	.100	.025	.580	.562
Officer Ed	-.198	-.069	-1.443	.150
Burnout	.061	.103*	2.181	.030
Authoritarianism	.150	.216***	4.638	<.001
Cynicism	-.042	-.044	-.965	.335
R ²		.076		
Adj. R ²		.057		
F		4.069***		

*p<.05. **p<.01. ***p<.001

Analysis and Hypotheses

Let us talk about interpretation regarding the hypotheses created for this study, for the first regression pertaining to Acts of IPV we can reject our null hypothesis: Police sub-culture will have no relationship with IPV. This is due to the results found in table 6, which found authoritarianism to be statistically significant with the dependent variable at the .001 significance level. The two alternative hypotheses listed below can be accepted as both authoritarianism and burnout were found statically significant in our model. Even when controlling for other variables, both authoritarianism and burnout were found significant.

Police officers who are more embedded with the Authoritarian aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

Police officers who are more embedded with the Burnout aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

The only alternative hypothesis we cannot accept is the one pertaining to Cynicism. Cynicism did not have a significance on IPV. It had a significance level .862 which is drastically higher than the set value of 0.05.

Police officers who are more embedded with the Cynicism aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

Similarly for the second regression pertaining to Tolerance of IPV we can also reject our null hypothesis: Police sub-culture will have no relationship with IPV. We can do this as table 9 shows the results that both burnout and authoritarianism both meet the critical p-value of .05. And, were found to be statically significant with our dependent variable of Tolerance of IPV. The two alternative hypotheses listed below can be accepted as both authoritarianism and burnout were found statically significant in our model. Similarly, as above when controlling for other variables, both authoritarianism and burnout were significant with tolerance of IPV.

Police officers who are more embedded with the Authoritarian aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

Police officers who are more embedded with the Burnout aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

The only alternative hypothesis we cannot accept is the one pertaining to Cynicism. Cynicism did not have a significance on IPV. It had a significance level .414 which is drastically higher than the set value of 0.05.

Police officers who are more embedded with the Cynicism aspect of police sub-culture will show higher rates of IPV. They will display physical or mental traits of domestic violence.

CHAPTER FIVE

DISCUSSION AND CONCLUSION

Discussion

The purpose of this study was to examine the effect police sub-culture and its three constructs; authoritarianism, burnout, and cynicism had on police led IPV. Findings from the bivariate correlation, and the multiple regressions and the supplementary multiple regressions suggest that police sub-culture was significant in increasing police led IPV. More specifically authoritarianism and burnout, were the two constructs of police sub-culture that were statically significant with our dependent variables in all multiple regressions, while cynicism showed no statical significance in the regressions (Table 6- Table 11). Furthermore, rank of the officer and alcohol abuse were the only predictor variables that had a statistical significance in the first regression (Table 6) pertaining to physical acts of IPV led by the police officers.

Prior to running the multiple regressions, bivariate correlations were run for both dependent variables and the three independent variables. In the bivariate correlation for Acts of IPV (Table 4) all three independent variables were significant at the .01 level. However, cynicism was not found significant in any of the multiple regression models. It could mean that the connection between the dependent variables and cynicism was not linear and hence why it was not found significant in any multiple regression models.

In the first regression model (Table 6) authoritarianism had a positive statistical significance with actual acts of IPV. This on its own is significant and is supported by the studies mentioned in the literature review section regarding authoritarianism. Such as Golge et al., (2016) and Manzoni & Eisner (2016) who respectively found that officers job profile led to higher rates of use of force and increased victimization, as well as a tolerance towards the use of force.

Authoritarianism is a personality type that leads to hostility to those inferior, rigid beliefs, and upholding traditional values. In police officers this authoritative personality is feed by power and control. As officers move up the ranks, the more power and control they receive and this can be seen in Table 6 where rank of the officer was also statistically significant with the dependent variable. As rank increased .057 units IPV increased one unit. Rank being one of our predictor variables can explain how both authoritarianism and rank both had a statistical significance. The higher the officers rank, the more authoritative personality or power they hold which lead to an increase in acts of IPV committed by the police officers.

Burnout was also found to be statistically significant with the dependent variable in our first regression model (Table 6). This should not be surprising, as the previous literature supports burnout being a predictor of IPV. Burnout is a psychological syndrome which is a result of two key characteristics: overwhelming exhaustion and detachment from job, and sense of ineffectiveness and lack of accomplishment (Maslach & Leiter, 2016). Neidig et al., (1992) found high rates of IPV in officers who had been on the force for an average of 8 years

and were assigned beats with high crime. Similarly, Erwin et al., (2005) found high rates of marital violence in officers who worked long hours or had harsh assignments. In our sample, burnout is seen, the descriptive statistics showed officers mean age was 38, and the average time on the force was 11.5 years (Table 1, Table 2).

The last variable that was statistically significant in our first model (Table 6) was alcohol abuse. Studies like Ballenger et al., (2011) and Oehme et al., (2012) support this result from our analysis, Ballenger found that 18.1% of their male sample experienced adverse consequences from alcohol use. Oehme found 28.6% of their sample reported physical violence with a partner, and 23% reported hazardous/dependent drinking. Drinking alters one's perception of consequence and when dealing with stressful events can result in IPV towards one spouse, the results from the analysis suggest so.

Table 7 and table 8 were the supplementary regressions ran for "Acts of IPV" and in both tables authoritarianism and burnout were the only constant variables that resulted to be statistically significant. This shows that no matter the control or demographic variables put into the model they had no effect on either authoritarianism or burnout. Both these variables being found significant in all three models also shows the direct relationship both authoritarianism and burnout have on IPV. As both increased IPV increased as well, this is supported by the previous research and the findings in this study. Subsequently, as cynicism was not found significant in any of the models (Table 6, Table 7 & Table 8) its was not affected by ay of the control or demographic variables in this study.

For the second regression analysis (Table 9) only two variables were statically significant with the dependent variable of the officers' thoughts and perceptions of the use of IPV on one's spouse. Although authoritarianism was significant in both models, it had a higher unit increase in the second model. Which could mean that officers have a higher tolerance or thought of IPV being acceptable towards their spouses. This is supported by the aforementioned study Golge et al., (2016) which examined officers and judiciary members in Turkey, and found that police officers were more tolerant of physical and verbal abuse of women in marriage. The results of this study support this and allow us to see those officers both commit and tolerate IPV towards their spouses.

Burnout in the second model (Table 9) was statistically significant with tolerance of IPV. The prior research previously mentioned up above, support the results of this study. As well, Queiros et al., (2013) who examined the psychological aspects of burnout, and found that officers who feel highly depersonalized and have low personal accomplishment strongly explained anger and aggressivity. So, then burnout can be physical and psychological and supports the findings from this study.

Table 10 and table 11 were the supplementary regressions ran for "Tolerance of IPV" and in both tables authoritarianism and burnout were the only constant variables that resulted to be statistically significant. This shows that no matter the control or demographic variables put into the model they had no effect on either authoritarianism or burnout. Both these variables being found significant in all three models also shows the direct relationship both authoritarianism and

burnout have on IPV. As both increased IPV increased as well, this is supported by the previous research and the findings in this study. Subsequently, as cynicism was not found significant in any of the models (Table 9, Table 10 & Table 11) it was not affected by any of the control or demographic variables in this study.

All the variables that were found significant were supported by previous studies, and each variable played a part on the results in this present study. It was found that police subculture does have an effect on IPV, in particular authoritarianism, burnout, rank and alcohol abuse. Given that some of these variables were run as predictor variables and could raise the argument that one variable led to another variable multi collinearity test were ran (Appendix A, Appendix B) to show that no one variable explained another, solidifying our results between both regression analysis.

The remaining variables; cynicism, years on the force, difference in education and the demographic variables had no statistical significance in either of the supplemental models ran for this study. However, this does not mean they are not important aspects of police sub-culture and IPV. Just for this study they were not found statically significant, although previous research has found a correlation between these variables and IPV. This leads to the limitations in the present study and what future research could focus on regarding police sub-culture and IPV within law enforcement families.

Previous research and the results of the multiple regressions found both authoritarianism and burnout statically significant, while cynicism had no

significance with our present models. As for cynicism, I believe that it was not found to be significant due to how it was defined not only in this study but in previous research as well. It was previously mentioned in the literature review, that cynicism is a characteristic of burnout, which is a psychological response to prolonged stress (Maslach & Leiter, 2016). For this study however, cynicism was treated as its own characteristic focusing on the police mentality officers adopt. This “us-versus-them” mentality in previous studies was found to be significant in increased cases of IPV amongst police and spouses. However, in those studies stress was a common indicator associated with police cynicism. In this study, stress was associated with burnout as it dealt with prolonged and overwhelming exhaustion caused by police work. That could be the case as to why cynicism was not found significant in either model, but burnout was found significant in both models.

Policy Implications

Given the results of this study, and the previous research on police sub-culture and the effect it plays on IPV certain policy implications come to mind which could help officers from reaching such high amounts of Burnout and Authoritarianism to lessen the amount of officer led IPV. Burnout is the result of prolonged stress overtime, for that reason one policy implication that can be implemented is the rotation of officers through the different shifts and beats of the police department. It was found in our sample that officers had been on the force for an average of 11.5 years. Similar results were found in Erwin et al., (2005)

and Neidig et al., (1992) who found officers working an average of 8 years and were assigned to high crime beats experienced more burnout. For that reason, cycling officers through a schedule that keeps officers from being in one beat or shift for a prolonged period of time could help reduce burnout.

As for Authoritarianism it stems from power and control and the authority officers gain from the job. And the disconnect from work to home can cause the high rates of IPV. For that reason, policy aimed at reducing authoritarianism is key. One policy implemented could be psychological evaluations either at the time an officer moves up ranks, or when a complaint on that officer is filed. As previously noted, authoritarianism stems from power and control and develops as officers climb the ranks. So, by evaluating an officer at each step it could catch these impartial feelings early on and try and stop them. Officers that fail this evaluation will have to attend mandatory psychological counseling and treatment aimed at reducing authoritarian feelings and the need for power and control. During this time officers can still work but will be under strict supervision with strict rules implemented to track officers' complaints towards them on the issue of use of force or any authoritative feelings. Lastly, accountability for their actions and the department as well, this could be done by having federal oversight which could make the department adopt new policies or training to rid or diminish authoritarianism.

Limitations

Like all research, certain limitations were present in this study, with the use of secondary data, the first limitation is this study could not account for a lack of accuracy from the original study. Which include incomplete or inaccurate data due to biases or the handling of data, or the use of self-administered surveys. This study resulted in some important findings; however, they do not fully match what previous studies have found. Earlier studies have found that authoritarianism, burnout and cynicism in one way or another were related to increased rates of IPV. Like aforementioned above, with the interpretation of cynicism. It could be that different studies measured cynicism using different questions. This leads to the following limitation of the operationalization of variables. Different studies, including this one could have measured variables differently some could have used surveys which could include errors from officers being untruthful or a memory error if the IPV happened some time ago. A third limitation of the use of secondary data is the convenience sampling, as it does not let us generalize our findings to the whole law enforcement population. The sample is solely officers from Baltimore's BCFOP and BPD and was not made up of a cross-section of officers from different regions. This means that the results of the study cannot be generalized nationwide it is rather limited to other police departments similar to Baltimore's.

Future Research

Thus, future research on the topic of domestic violence within law enforcement families, could focus on different areas or regions to gather a much bigger officer population and sample, to be able to generalize future findings to all officers and not just specific regions or officers. Similarly, with this sample it was over saturated with Caucasian males. Future research could examine a more diverse group of officers of different ethnicities, to get a better of DV in law enforcement. Similarly, examining diversity in sexual preference. For example, focusing on same sex couples, or a female officer dense sample as the current sample was oversaturated with predominately males. These ideas could be tested by future research examining the topic of DV and law enforcement, by possibly conducting the same study in the same sample of officers and seeing how longevity has affected police officers perpetrating DV. Future research, could also use the same study design and incorporate it in various police departments throughout the U.S. to get a better representation of law enforcement officers as a whole. As well, focus on cynicism specifically as it was the only aspect of police sub-culture not found significant in this study.

Conclusion

The present study focused on the effect of police sub-culture and its effect of IPV within law enforcement families. The present study offered a new way to look at previous research by not only examining the actual acts of IPV the sample of officers had committed. But, as well examining the officer's tolerance

and attitudes favoring the use of IPV on spouses. The results from the present study, did find significance between authoritarianism and burnout and IPV. These results are as well supported by previous literature surrounding the topic. Police led IPV is an issue which is amplified by police sub-culture and certain predictor variables increase those chances even more. Rank and alcohol abuse were found significant in model 1 (Table 3.3) and were some of the risk factors discussed early on that were predictors of IPV in the general population as well as officers. As rank increased the more power and control officers had feeding the authoritarianism, while alcohol abuse was a negative coping mechanism used to deal with stress and both are supported by previous literature to increase IPV. This is a call for action on a topic with limited research, change is needed to gather a better understanding on this sensitive topic.

APPENDIX A:
COLLINEARITY DIAGNOSTIC: HISTOGRAM AND SCATTERPLOT
FOR MULTICOLLINEARITY IN ACTS OF INTIMATE PARTNER VIOLENCE

Coefficients^a

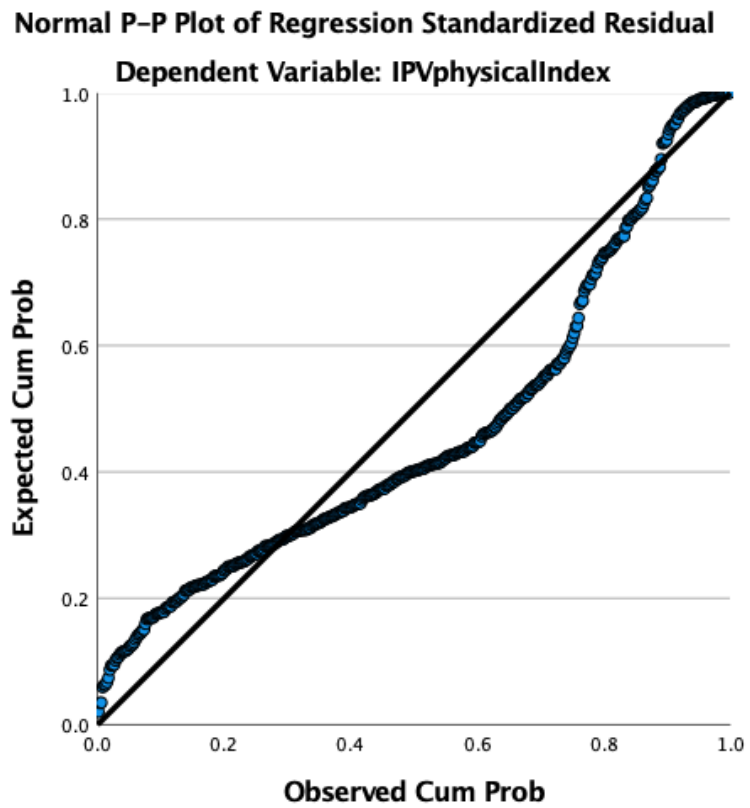
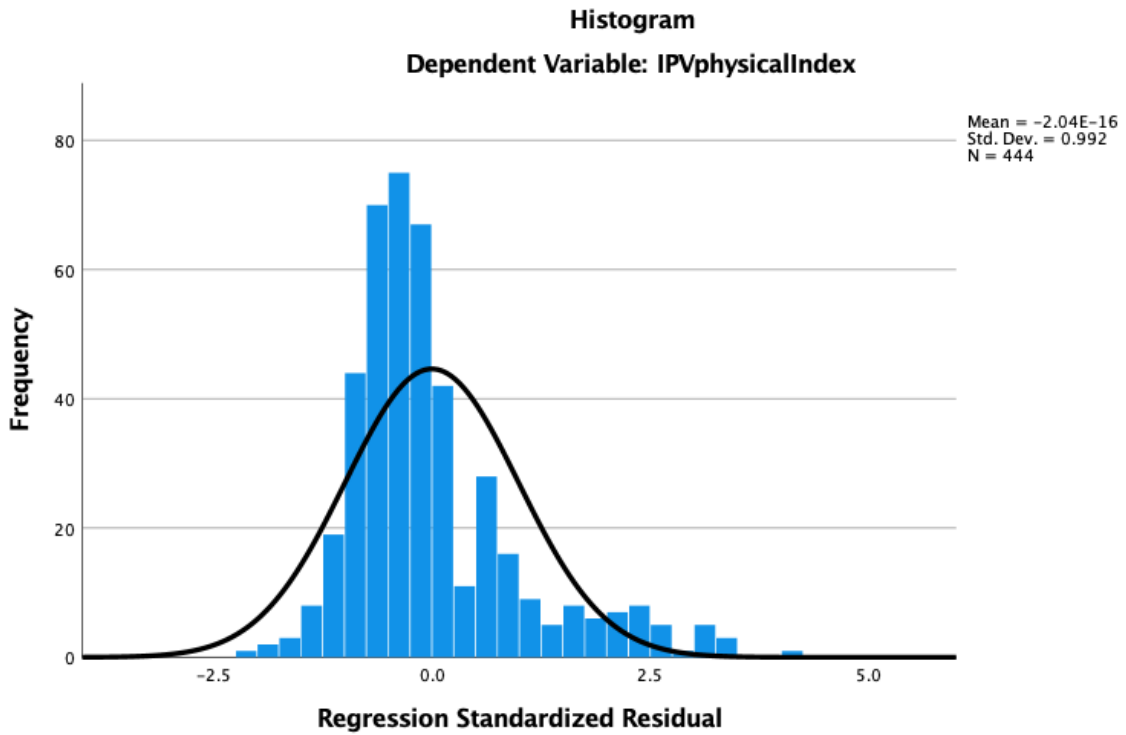
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-1.039	.219		-4.747	<.001	-1.468	-.609					
	YearsOnForce	-.003	.004	-.032	-.582	.561	-.011	.006	.061	-.028	-.026	.647	1.545
	Rank	.057	.028	.110	2.019	.044	.002	.113	.080	.096	.089	.651	1.536
	EdDifference	-.022	.075	-.013	-.289	.772	-.170	.126	-.024	-.014	-.013	.972	1.029
	AlcoholIndex	.068	.035	.090	1.967	.050	.000	.136	.175	.094	.086	.925	1.081
	BurnoutIndex	.036	.011	.170	3.307	.001	.015	.058	.277	.156	.145	.729	1.372
	AuthoritarianismIndex	.063	.012	.257	5.120	<.001	.039	.087	.352	.238	.224	.762	1.312
	CynicismIndex	.003	.017	.008	.174	.862	-.030	.035	.170	.008	.008	.809	1.237

^a Dependent Variable: IPVphysicalIndex

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions								
				(Constant)	YearsOnForce	Rank	EdDifference	AlcoholIndex	BurnoutIndex	Authoritarianism Index	CynicismIndex	
1	1	6.299	1.000	.00	.00	.00	.01	.01	.00	.00	.00	.00
	2	.761	2.877	.00	.02	.00	.84	.02	.00	.00	.00	.00
	3	.458	3.710	.00	.02	.01	.01	.91	.00	.00	.00	.00
	4	.288	4.676	.00	.39	.03	.12	.02	.01	.03	.03	.01
	5	.101	7.906	.00	.55	.77	.00	.02	.01	.01	.01	.00
	6	.054	10.801	.05	.00	.02	.02	.01	.03	.91	.01	.06
	7	.024	16.057	.01	.00	.02	.00	.00	.51	.01	.01	.72
	8	.015	20.223	.93	.02	.15	.00	.01	.44	.03	.03	.21

^a Dependent Variable: IPVphysicalIndex



APPENDIX B:
COLLINEARITY DIAGNOSTIC: HISTOGRAM AND SCATTERPLOT
FOR MULTICOLLINEARITY IN TOLERANCE OF INTIMATE PARTNER
VIOLENCE

Coefficients^a

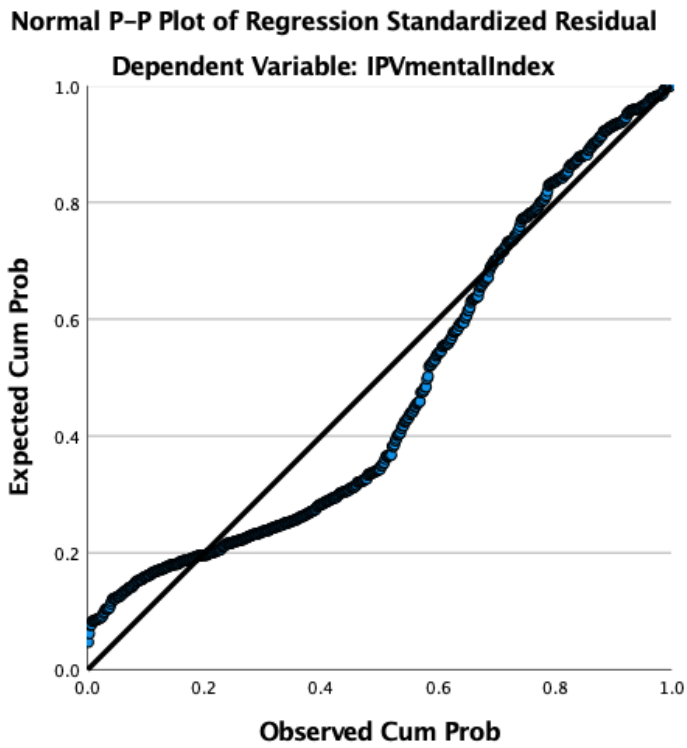
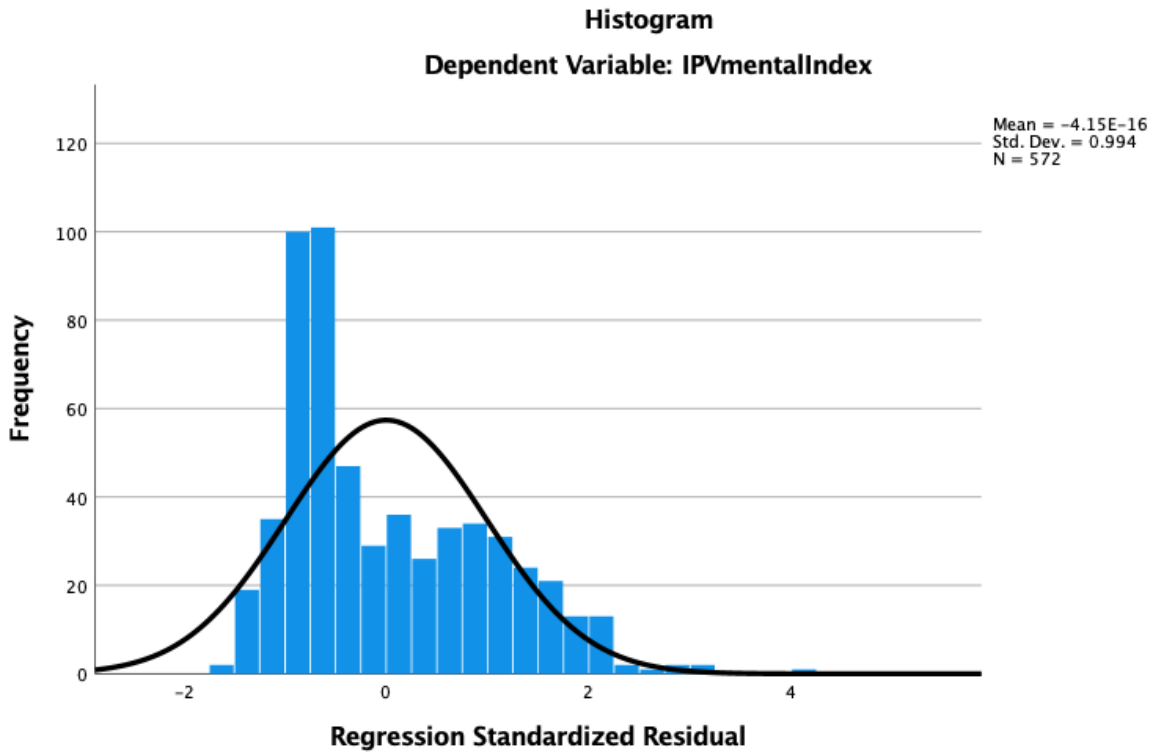
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	2.707	.571		4.738	<.001	1.585	3.829						
	YearsOnForce	.011	.011	.050	.994	.321	-.011	.033	.044	.042	.040	.649	1.540	
	Rank	-.008	.074	-.005	-.106	.916	-.153	.137	-.001	-.004	-.004	.656	1.525	
	EdDifference	.027	.190	.006	.141	.888	-.347	.400	-.010	.006	.006	.974	1.027	
	AlcoholIndex	-.079	.089	-.038	-.890	.374	-.253	.095	.034	-.037	-.036	.917	1.090	
	BurnoutIndex	.055	.027	.094	2.016	.044	.001	.109	.161	.085	.082	.754	1.326	
	AuthoritarianismIndex	.155	.031	.223	4.911	<.001	.093	.217	.242	.202	.200	.801	1.248	
	CynicismIndex	-.035	.043	-.036	-.818	.414	-.120	.049	.058	-.034	-.033	.836	1.196	

^a. Dependent Variable: IPVmentalIndex

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions								
				(Constant)	YearsOnForce	Rank	EdDifference	AlcoholIndex	BurnoutIndex	Authoritarianism Index	CynicismIndex	
1	1	6.272	1.000	.00	.00	.00	.01	.01	.00	.00	.00	.00
	2	.741	2.909	.00	.02	.00	.83	.01	.00	.00	.00	.00
	3	.482	3.606	.00	.03	.01	.00	.88	.00	.00	.00	.00
	4	.307	4.520	.00	.39	.02	.14	.05	.01	.03	.01	.01
	5	.104	7.778	.00	.54	.77	.00	.03	.01	.03	.03	.00
	6	.053	10.857	.03	.00	.04	.02	.02	.04	.92	.08	.08
	7	.024	16.094	.00	.00	.02	.00	.00	.66	.02	.61	.61
	8	.016	19.923	.96	.02	.12	.00	.01	.28	.00	.29	.29

^a. Dependent Variable: IPVmentalIndex



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