

SEXUAL MISCONDUCT IN THE POLICE

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Abstract

Sexual misconduct is an important problem in the current society with members of the police force also being involved in such behaviours. Therefore, there is need to develop an in-depth understanding of the primary factors that influence occurrence of sexual misconduct among members of the police force. Data was collected from through questionnaires and interviews from the police. Also, the police records, victim reports, and internal investigations were used to derive insights into the patterns and causes of misconduct, as well as the efficacy of current preventive measures. The research involved quantitative and qualitative analysis. The study established a continuum of the forms of sexual misconduct ranging from verbal sexual harassment to sexual assault within the framework of person, workplace, and societal factors. This paper establishes that there is a crying need for policy change of police training and policy regulation to address the vice in the Police Service of South Wales. Recommendations include: Implementation of policy enhancement, training, increasing accountability, and culture change.

Keywords: sexual misconduct, police, sexual abuse, South Wales

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Chapter 1: Introduction

1.1 Background of the Study

Police officers engaging in sexual misconduct have become one of the critical concerns in modern policing especially in South Wales. Several studies have also revealed that conduct of police sexual misconduct erodes the peoples' confidence and trust in the police organizations (Sweeting, 2022; Hohl, Johnson, and Molisso, 2022). Research shows that such misconduct comprises anything from comments of a sexual nature and sexual harassment to rape and sexual abuse (Ressler, 2019). The implications arising from such actions are severe, as they impact not only the victims and the accused individuals but police integrity and the force's public image. It is therefore important to establish the prevalence of police-perpetrated sexual misconduct and the areas most affected in order to effect change within the police force.

Multiple cases of police officers engaged in sexual misconduct surfaces frequently in South Wales which unveil the problems rife within scores of police departments. In its recent study Blumberg et al. (2019) have revealed that such cases are frequent and require fundamental changes in the training and regulation of the police. The behaviours described in these cases show that there is a worrying trend in the abuse of power and authority (Radtke, 2022; Lugosi, 2019). Polices' sexual misconduct results in severe psychological harm to victims, compounded by poor support and justice systems (Rackley et al., 2021). These problems call for a complex solution that involves primary prevention and secondary prevention strategies for survivors.

Sexual misconduct by police officers has serious legal and ethical ramifications that require attention from lawmakers and police departments. According to the study conducted by Mensah (2024), there is a need to enhance the legal frameworks and acceptability control measures that would curb such malpractice. These failings cause possible impunity within the

police force, which in turn affects its members, the community and the criminal justice system as a whole. In addition, the effects in the process of community-police relationship can be devastating since people cannot trust police to meet their basic needs of security and protection without maltreating them or fellow citizens (VanClief, 2023). The prevention of this problem has to involve pragmatic approaches in terms of transparency, accountability as well as involvement of the public.

However, apart from legal and regulatory approaches, there is a significant need to foster culture transformation in the police set up to address sexual misconduct. Research has established that fear and a culture of silence and/or complicity typically follow these incidents (Hulley, S. and Young, 2022). It is crucial to ensure that the police undergo training to cultivate better ethical conduct and compliance with human rights. Through fostering the concept of integrity and respect, law enforcement agencies can start restoring the broken tape that defines its relationship with the society.

1.2 Problem Statement

Sexual misconduct by police officers in South Wales is an issue of immense magnitude that has not received a concrete solution as provided below. There is evidence that in recent years the number of such cases has increased, which raises concern among the population and within the police departments (Violanti et al., 2019). Police brutality, extra-judicial killings, and sexual misconduct however, remain rampant even with laid down anti-misconduct polices and regularly organized trainings against these wrongdoings (Mahdiker, 2022; Walyan, 2022). This is an ongoing problem that not only puts the safety and health of victims at risk, but also erodes the reliability and efficiency of the police department as a whole. Solving this problem is

possible only with a clearly defined understanding of its causes, assessing the efficacy of the measures taken at the present, and searching for the ways to improve the existing methods.

1.3 Significance of the Study

The present research therefore intends to explore the prevalence and consequences of sexual crime by officers in South Wales police force and the findings added to the current literature on police conduct and nonconformity. Therefore, the research is intended to help establish the policy changes needed to effectively tackle the factors and the success rate of the current interventions to help enhance training programs. Finally, this work is expected to improve the standards of efficiency and desirability of the police force so as to regain public confidence for the safety and welfare of the public.

1.4 Research Questions

1. What are the common forms of sexual misconduct perpetrated by police officers in South Wales?
2. What are the underlying factors contributing to sexual misconduct by police officers in South Wales?
3. How effective are current policies and training programs in preventing sexual misconduct within the South Wales police force?

1.5 Research Objectives

1. To identify and categorize the common forms of sexual misconduct perpetrated by police officers in South Wales.
2. To investigate and analyze the underlying factors contributing to sexual misconduct by police officers in South Wales.

3. To assess the effectiveness of current policies and training programs in preventing sexual misconduct within the South Wales police force.

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Chapter 2: Literature Review

2.1 Introduction

Literature review is a comprehensive evaluation of past publications that pertain to the study question and concern, which in this case is sexual misconduct by police officers in South Wales. Research shows that this problem is widespread and has a negative impact on both the victims and the credibility of police departments. The review will deliberately identify and compare quantitative research studies, particular areas pertaining to police misconduct, and the applicable theories. Through discussing these areas, this chapter will outline the future research directions and gaps in the current literature.

2.2 Empirical Review

Research conducted on police sexual misconduct continues to show alarming trends of abuse and reduced public confidence in the police. A study done by Jacobs (2021) revealed that the report of sexual misconduct by police officers is low because of fear and apprehension that they will be retaliated against and or lack of trust in the criminal justice system. Winters et al. (2020) also supported this by arguing that many victims remain silent as they feel that their reports will not be taken seriously. In addition, a recent literature review by Thomas et al. (2021) addresses the barriers to changing such practices within police agencies, including promoting a positive climate that allows abusive behavior to occur before any intervention takes place. The effects of police sexual misconduct are not a one-off incidence; they seep into the broader society, tainting the public's perception of the police force. The implication relating to cases involving police misconduct is that the level of trust and cooperation between the community and police is likely to be low in that area. DeVlyder et al. (2020) also stresses that the mental and psychological outcomes of victims, which may have trauma and mental disorders due to their

experiences of police brutality. This decline in confidence in police can negatively impact policing and community security measures.

Responses by police departments and the state to respond to sexual misconduct among the members of their force have not always been adequate or proportional. Keenan, (2019) study looked at the efficiency of various policies earmarked for the reduction of cases of misconduct. The study reveals that, although, there is a possibility of improvement through certain ways for instance, overhauling and bringing a certain level of responsibility, they do not always take this in the right spirit or accomplish everything systematically. According to Ghezzi et al. (2019), the current approach that solely consists of the prevention of police brutality and immediate aid to the victims is insufficient to eliminate the origins of police misconduct. This shows that number of investigations on the subject have also highlighted the fact that culture within these police departments is a key determinant of abuse.

According to Taylor et al. (2024), there is culture of silence and complicity in police force, where officers do not want to report their peers for misconducts. Lack of consequences for offenders is also pointed out by White (2019) in this regard, thus fixing this culture of unethical behaviours. This shift in culture within force agencies is necessary for dealing with police misconduct because it focuses on the need to encourage ethical conduct in officers and sanctions misconduct. The analysis of the reviewed studies indicates that police sexual misconduct is a complex and diverse phenomenon. Solving this problem calls for a multifaceted approach, which entails policymaking, societal transformation, and institutionalization of adequate stakeholder's support systems for survivors (Krinsky and Komar, 2021). Awareness of these dimensions is vital to strategies of preventing police corruption, and rebuilding the community's confidence in police forces.

2.3 Nature and Prevalence of Police Sexual Misconduct

The sexual misconduct by the police force has become the subject of many researchers, thus making it possible to determine the various types of police misconduct and how prevalent it is. Purvis and Blanco, (2020) showed that police sexual misconduct can include remarking inappropriately and sexual harassment all the way up to rape and use of the individuals for sexual gratification. This misconduct typically occurs taking advantage of the power differential between police officers and citizens, which makes it especially pervasive and challenging to combat. The chances of police engaging in sexual misconduct are high and many victims do not come forward to report these incidents mainly because of fear of being retaliated or lack of faith in the legal system (Lorenz and Jacobsen, 2024). The study carried out by Burlison et al. (2021) showed that the majority of the respondents did not report the incidents mainly because reporting procedures need to be more supportive. This are underlying factors that explain why such misconduct remains rife include internal systematic police departmental anomalies like poor supervision and organizational culture that prevails in silencing complaints.

The implications of these findings are rather far-reaching as they show that police sexual misconduct remains a multifaceted problem that requires multilayered intervention strategies. They must contain measures for enhancing reporting processes, enhancing supervision and responsibility for police officers as well as the creation of ethical established organizational cultures within police departments (Pyle and Cangemi, 2019). According to O'Brien and Tyler (2019), it is important for policymakers and the police to examine the causes and extent of this problem to find better ways of supporting the victims and rebuilding the public confidence. Therefore, knowledge of the extent and type of police sexual misconduct is crucial to combating

this widespread problem. Effective approaches that tackle structural problems and assist the victims are essential in reforming the current law enforcement culture.

2.4 Impact Police Sexual Misconduct on Victims and Communities

The effects caused by police sexual misconduct are not only deeply painful for the victims, but also have social implications affecting communities. Vulnerability is prone to severe psychological and emotional impacts, leading to lingering problems with their mental health and psychological well-being (Otu, Charles, and Yaya, 2020). Research by Park, and Bae (2022) also shows that, victims are likely to develop anxiety, depression, and post-traumatic stress disorder (PTSD), and poor quality of life as a result of such events. The consequences of police sexual misconduct do not end with the victim but include the entire community. According to the findings by Churchill et al. (2023), it was ascertained that cases of abuse of power by the police erode the social capital hence leading to poor collaboration between the community and the police. This lack of trust can impede policing strategies as it will reduce the likelihood of people reporting criminal activities or assisting the police in their investigations. The conflict therefore that arises with the police and the community is that social ills are worsened and the overall safety of citizens is compromised.

Policing strategies used to mitigate the problem of police sexual misconduct offenders targeting victims and communities should incorporate preventive measures, as well as appropriate support. According to O'Connell (2020), victims require adequate and proper support services through counselling, legal services, among others to help them overcome their ordeal. Furthermore, strengthening the police internal controls and promoting police professionalism and integrity could restore the public trust and diminish police community relations. Effects of police sexual misconduct on the victims and the society show that there is

need for multiple strategies to combat the problem (Ricciardelli et al., 2021). Through offering its help to victims and demanding changes and improvements in police departments, one can minimize the impact of such misconducts and give the public a reason to trust police again.

2.5 Policy Responses and Reforms

The responses and the ensuing reforms required in policy systems to curb police sexual misconduct are pertinent for ending such behaviorities and, at the same time, holding officers culpable. The study by Klimczak et al (2022) shows that policy measures should also integrate the primary and secondary approaches for the management of misconduct. Bowman and West, (2021) opined that organizational training encompassing ethical horizons on individual behavior, and human rights are crucial in averting anything wrong within the police force. Additionally, Petak (2019) noted that crucial aspect of policy-making is a set of clear and adequate standards of supervision and control. Grimmelikhuijsen et al. (2021) emphasizes that these processes must be transparent, this increases public trust and can act as a deterrent to potential offenders. This has revealed that independent oversight bodies can significantly help to examine the reports of misconduct as well as guarantee that suitable remedial measures are taken.

Share oversight and creating a supportive environment for the victims must be taken as an added measure in the reform process. Similar to Reed and Caraballo, (2022) was equally of the view that creation organizational reporting channels coupled with appropriate victim support services remain critical in matters involving victim participation. Moreover, the way in which police departments maintain ethicality is something that needs to be promoted further in order to avoid any cases of misconduct in the first place. Consequently, to be effective, policy responses and reforms require implementation and obedience to the laws that support those reforms. Research by Arriola-Vigo et al. (2019) demonstrated that, despite such policies revealing some

efficacies, their implementation lacks consistency and is frequently uncompensated. It is critical to guarantee that policies are implemented correctly and aligned with the required resource provisions to make the difference. Policy responses and reforms are important pillars in addressing police sexual misconduct and any other cases of police misconduct (Hohl and Stanko, 2022). Measures that include supervision, advocacy, and positive modelling are essential in eradicating police malpractice and rebuilding the public's confidence in the police forces.

2.6 Cultural Change within Police Departments

Sexual misconduct in police departments can only be prevented and addressed if there is a change of culture within the departments. McDonnell and Nurmohamed (2021) supported this by findings that create a silence culture and complicity especially in cases of workplace misconduct such that victims cannot report, while offenders cannot be punished. According to Stimmler-Caesmann (2022), establishing a culture of transparency and accountability is important for promoting ethical and discouraging misconduct. Training and awareness sessions which focus on ethical conduct, human rights and the aspect of responsibility are some of the elements of culture transformation. A study by Kyle and White (2019) believes that such programs aid in changing the perception and conduct of the police officers in the law enforcement agencies with respect to workplace relations. Moreover, the styles exhibited by leaders within police departments also contribute towards influencing behavioral patterns within authorities. Becoming a role model by exhibiting ethical behavior and putting pressure on the officers to work equally also creates a positive departmental culture.

External regulation is also seen as one of the effective ways of introducing cultural change, as given by the research findings. Independent oversight bodies could bring an impartial view and put pressure on the police departments to stop certain practices (White et al., 2020).

Research by Ciepley (2019) shows that, the public encourages the display of clear monitoring procedures and guarantees that misconduct will be penalized. This means that the change process targeted at the culture of a police department must be sustained, which would require support by the right resources. Moullin et al (2019) indicated in their study, that despite some efforts promising they fail because they are not well implemented or supported. It is crucial to make sure that cultural change interventions are consistently implemented and supported by adequate resources in order to demonstrate sustained effectiveness. Cultural transformation is also an indispensable source for organizations to deal with and prevent sexual misconduct in Police Departments. Training and leadership and external accountability are some of the solutions that make up this change, and the continuous efforts backed up with necessary resources essential for the implementation of change to have meaningful and enduring effects.

2.7 Theoretical Framework

The theoretical framework for this study draws on two key theories: Organizational Culture Theory and the Social Learning Theory are among the theories that this research can apply. These theories form the basis from which one can comprehend the causes and the channels that can be used to tackle the sexual misconduct in the police force.

2.7.1 Organizational Culture Theory

According to the Organizational Culture Theory, power shapes the behavior of the members of an organization by the prevalent values, beliefs, and normal practices. Stein (2021) has defined organizational culture as an overwhelming force that guides people's orienting processes and in turn guides their behaviour when faced with different situations. This theory finds it in the context of police departments to explain how the organizational culture supports ethical or unethical behavior. The study by Mutungi, Njoroge, and Minja (2019) established that

organizational culture provides a means for police misconduct. Research by Wu and Makin (2019) shows that police departments operate under a culture of silence and cover-up wherein officers refuse to call out their colleagues on misconduct. This culture can be supported by low punishment for the offenders, and organizational structure that does not tolerate rebellions. Organizational culture change needs to involve a process of leadership with commitment, training and ethically proper practices alongside enforcements.

Preventing and reducing misconduct in police departments requires a focus to alter the deeply embedded culture that these organizations possess. According to Van Droogenbroeck et al. (2019), the efforts that are taken to change the culture of the police involve enforcing different training programs that which focus on ethics as well as human rights. Also, the lack of ethical standards should not be acceptable in an organization, and, therefore, the protection of the population takes place by increasing transparency and accountability (Vian, 2020). Leadership has a substantial impact on this issue as leaders who set the right example of ethical behavior and ensure that their officers adhere to such standards can help establish a positive culture within the department. According to Organizational Culture Theory, it is possible to identify the factors that may lead to police misconduct and the ways the negative organizational culture could be changed. Through reforming the police departments' cultural norms and adjusting its institutional values, it would be possible to make proper ethical behaviors a priority and eradicate misconduct.

2.7.2 Social Learning Theory

Social Learning Theory by Bandura (1977) postulates that people learn best by observing others and copying their behavior especially if the model is considered influential in their society. This theory postulates that behavior is learned by individuals and based on their

interactions within the social context. As regards police departments, Social Learning Theory is useful for understanding how and why the offending behavior continues as well as for intervention in this process. According to Syrjä (2019), knowledge acquisition in the police force is driven by the observation of behaviors by fellow officers and supervisors. When unethical behaviour is practiced and is not addressed or punished, the organisation slowly accepting this type of behaviour as the norm. According to Tiger and Hanley (2021), reinforcement processes and contingencies are critical in shaping behaviour since they involve giving or withholding desirable or undesirable consequences. In police departments, where a particular supposed law enforcement has been accused of delinquent, no repercussions for unethical carry out can decide misbehavior; however, usual application of ethical practice can encourage good conduct.

To counter police misconduct, interventions based on Social Learning Theory target the altering of the surrounding social context as well as operation within the organisation. According to Belur et al. (2020), there is evidence supporting the integration of mentoring programmes and positive role modelling as key ways of encouraging ethical practice among police officers. Also, granting training that focuses on the consequences of misconduct and the right ethical standards can assist in changing the social norms within the department, (Olesen, Amin, and Mahadi, 2019). Leadership is very influential when it comes to implementing these policies since positive examples from the leaders will help in ensuring that other officer's conformity to the standards set down by the law. According to Social Learning Theory, behavior is learned and transmitted within the police department and among the officers. Misconduct and lack of ethical behavior can be prevented and corrected by altering the social context present within an organization and by encouraging good role models and proper reinforcement.

2.8 Literature Gap

Despite the presence of extant studies on the prevalence, consequences, and policies addressing police sexual misconduct, there are some limitations. Currently, there is a challenge of designing more elaborate researches which seek to establish the features of the victims and the efficacy of the various intervention approaches. Moreover, there is a scarcity of data on the culture and organization behind the misconduct. Therefore, further research should attempt to identify potential interventions for these factors and determine the most effective methods for establishing a culture of transparency and accountability for police departments. Filling these gaps is critical towards identifying ways through which police misconduct can be stopped, and public confidence in the police restored.

Chapter 3: Research Methodology

3.1 Introduction

In this research, the subject under analysis is the South Wales Police organization and its police officers' sexual misconduct. This research is conducted to fill the existing literature gaps in identification and prevention of these predatory behaviours, to assist in preventing such misconduct. The current literature shows that police sexual misconduct has serious consequences on police-community relations and undermines the credibility of the police in general (Sweeting, 2022; Sweeting and Cole, 2023). However, there lacks systematic and intensive studies that are directed more specifically to South Wales.

The present research seeks to address these gaps through outlines the forms and causation of the misconduct in this region. Furthermore, the study relates to the recent legislative reforms addressing the police misconduct and its impact on the improvement as well as the problem of the implementation of the change (Wagner Hout, and Namara, 2020). Therefore, this research aims at making recommendations on these problems with a view of advancing policy changes as well as enhancing training interventions in a bid to have a better policed society by a professional force. Knowledge of these observations is vital in progressing toward constructing proper proactive measures and rebuilding confidence in the police.

3.2 Research Strategy

The research design of this particular study to analyze the level of predatory police behavior in the South Wales Police force entails survey and questionnaire studies to obtain detailed information. This strategy is chosen as it allows for both extensiveness and depth in the analysis of the issue. Questionnaires and surveys gathered the quantitative data from police officers and the community to obtain statistical understanding of the occurrences and the nature

of the misconduct (Mohajan, 2020). The qualitative research part entails a review of documented and archived case files and other police official documents, which helped to give context and richness to the description of such behaviors.

The target population were therefore sampled through stratified random sampling. This method is chosen to apply in such a way that ensures inclusion of participants who can offer rich information and details due to their experiences and knowledge in the area (Mweshi and Sakyi, 2020). This approach is used to make sure that the sample is inclusive of officers in different ranks and from different departments to get a broad picture of the problem. The number of questionnaires administered depended on the number of officers in the organization with the aim of attaining a representative sample (Saunders, Lewis and Thornhill, 2007). The anonymity of respondents is especially important to avoid bias or false data entered due to pressure from different sources. In the same regards, likely due to the sampling techniques, the study provides detailed data on specific groups of people such as victims, witnesses, or involved parties in police misconduct that may not be highlighted by random sampling methods. This approach is chosen because it is proposed to provide quantitative outcomes complementing the qualitative results, and it fills the necessity not to end up with too aggregated data or data not closely relevant to the service-withdrawal scenario.

3.3 Data Collection

This research utilized both qualitative and quantitative data collection techniques to help in improving the reliability of the data that was gathered from the police officers in the South Wales Police organization. Quantitative data was gathered through the use of structured questionnaires that were administered to a sample of the police officers. These surveys included questions related to the prevalence and types of the sexual misconduct witnessed or experienced

as well demographic data and other factors (Klein and Martin, 2021; Adams et al., 2020). This approach was advantageous in that it became easier to accrue enough samples of data that could be used to futuristically identify the misconduct behaviors of the organization.

Regarding the qualitative component, the study was intended to consider the current reports or documented records on cases of sexual misconduct within the South Wales Police. Quantitative data were allegations of current, and past allegations, investigation results, and sanctions (Taylor-Dunn, Bowen, and Gilchrist, 2021; McAleese and Kilty, 2019). Therefore, this study aimed to uncover more details regarding such predatory behaviours and the conditions in which they occur to better understand the antecedents of improper conduct.

The data for this study were collected in compliance with the ethical standard and facts were collected in a very manner that does not reveal anyone's identity. Quantitative surveys were employed alongside qualitative document reviews in this study to provide a dual method to the issue of sexual misconduct in the South Wales Police.

3.4 Data Analysis

The quantitative data that was collected was then analyzed quantitative tools like Statistical Package for Social Science (SPSS) to tests of significance and the findings were highlighted in bar graphs and pie charts showing the responses of the police officer participants. It provided numerical data that could predict average rates and the kinds of misconduct revealed in such instances. Quantitative data was analyzed descriptively while the other data which were collected from reports and related that had open, current and past allegations were analyzed thematically (Hays and McKibben, 2021). This approach helped in discovering trends and themes characteristic of sexual misconduct in the South Wales Police. The findings from this mixed method approach offer great insights about the problem and inform the specific

interventions that may be needed. To ensure the generalizability of the findings, these were compared with existing literature to check the studies' credibility.

3.5 Methodological Limitations

The following is a list of possible limitations and challenges of this research project: A major constraint is that the response rate may be low and this will influence the generality of the sample. Also, some questions may create difficulties connected with the intention and honesty of the respondents despite they have been given anonymity. Another factor that may hinder data collection with participants is access to various operational realities within the police force. In addition, due to the sensitivity of the topic, respondents might be unwilling to respond or disclose information fully and honestly (Yan, 2021; Namey et al., 2022). These limitations will be recognized and measures will be taken to minimize their effects.

3.6 Chapter Summary

This chapter has described the overall methodology of the study in relation to the research strategy, data collection methods, sampling techniques, ethic consideration, and data analysis technique used in this study are outlined below. The chosen methodology should offer a methodical and accurate picture of predatory police behaviours of the contingent of the South Wales Police. These behaviors, however, need to be addressed with the sensitivity that speaks data science and qualitative analysis. The outcomes of this research will be useful in formulating the most powerful intervention measures to counter such conducts in a police force.

Chapter 4: Results

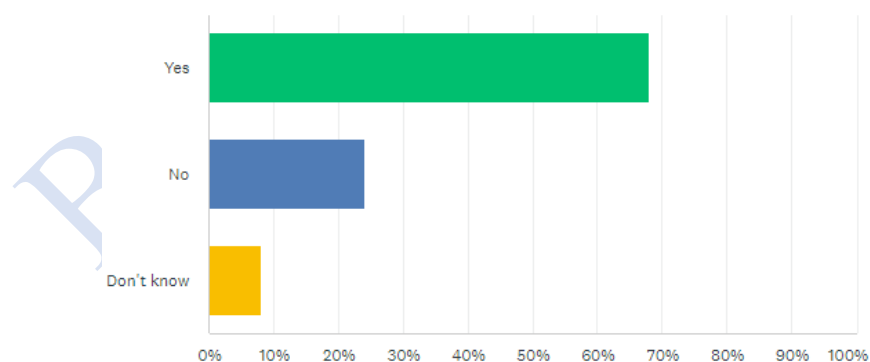
4.1 Introduction

This chapter reports the results of the interviews and questionnaires used to establish the prevalence and form of sexual transgression in the South Wales Police (SWP). The data is used to respond to the research objectives concerning the frequency of sexual misconducts, power abuses, and SWP's actions in handling these problems.

4.2 Data Presentation

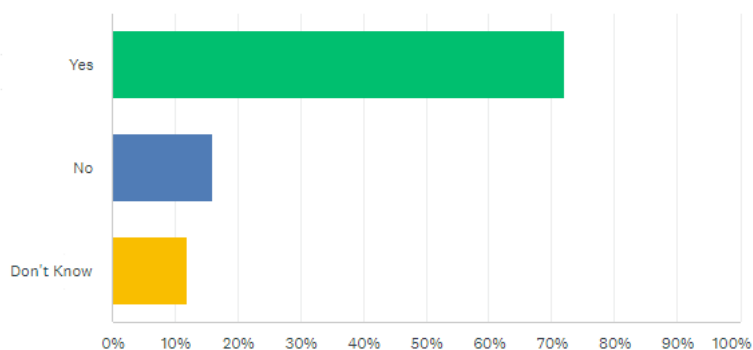
The interview and report data corroborates these findings, affirming the occurrence of sexual misconduct and possibly, under reporting within the SWP. The officers interviewed in this process perceived vulnerabilities that arise as a result of misuse power and internal control mechanism. The cases reported from 2019 to 2021 showed that the problem still exists and it is likely that misconduct is even more extensive than it has been found. Also, in the questionnaires, there are explicit findings about receiving and experiencing sexual misconduct and how the representatives of the SWP recognize them. 25 respondents demonstrated their interest towards the study and possibly participated in the exercise.

Figure 4.1: Existence of Sexual Harassment



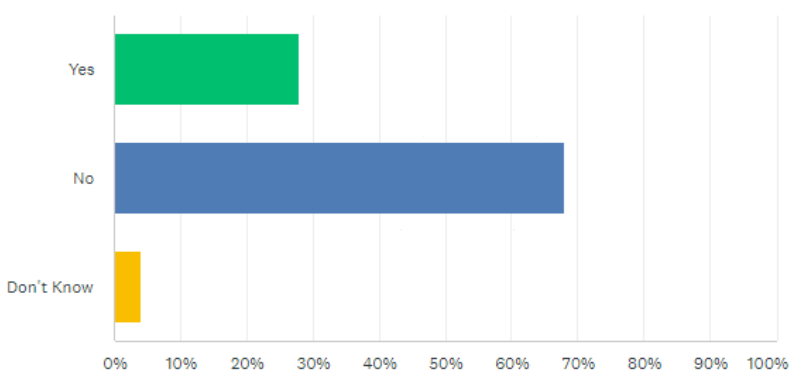
Out of 25 respondents, 68% (17 officers) believe that sexual harassment exists within the South Wales Police, while 24% (6 officers) do not. A minority of 8% (2 officers) were unsure, indicating varying perceptions of the issue within the force.

Figure 4.2: Abuse of Position for Sexual Purposes

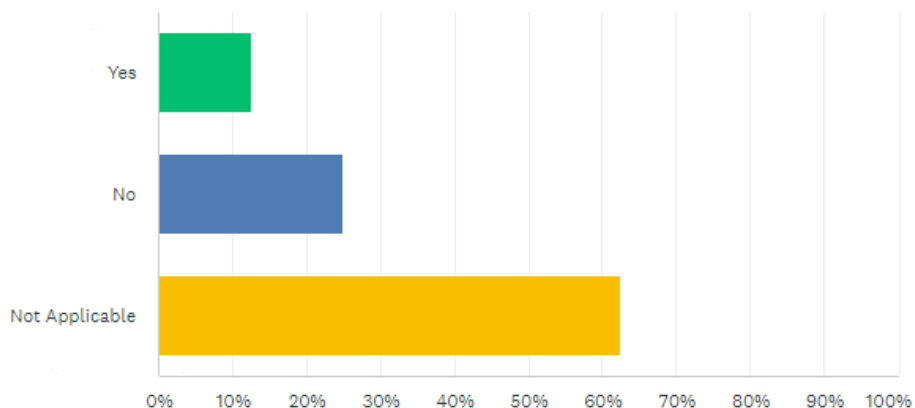


Out of 25 respondents, 72% (18 officers) believe that there are personnel within South Wales Police who abuse their position for sexual purposes. Meanwhile, 16% (4 officers) do not think this is the case, and 12% (3 officers) are uncertain.

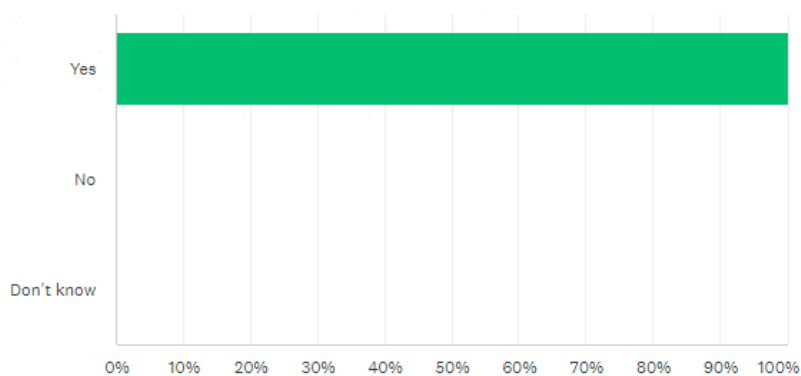
Figure 4.3: Witnessed Sexual Harassment



28% (7 officers) reported having witnessed sexually harassing behavior within the South Wales Police. A majority, 68% (17 officers), stated that no observed such incidents, while 4% (1 officer) was unsure. This highlights the varying perceptions among officers regarding the presence of sexual misconduct.

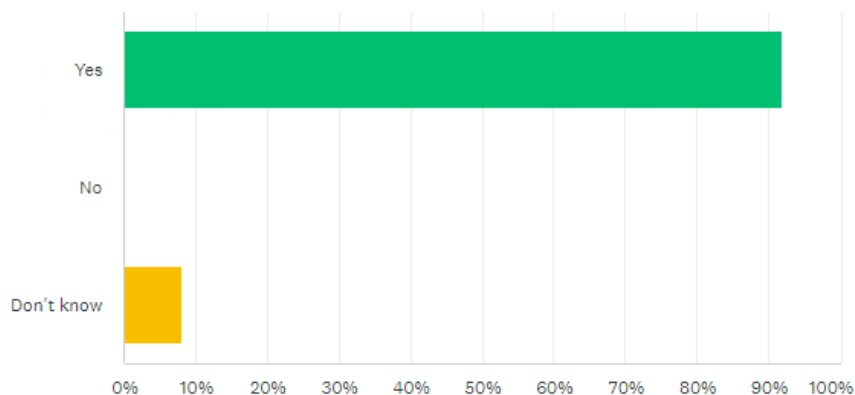
Figure 4.4: Reporting Sexual Harassment

12.5% reported being victims of sexual harassment within South Wales Police, while 25% did not report the harassment. The majority, 62.5%, indicated that the question was not applicable to them, suggesting they had not experienced harassment.

Figure 4.5: Witnessing Sexual Harassment Report

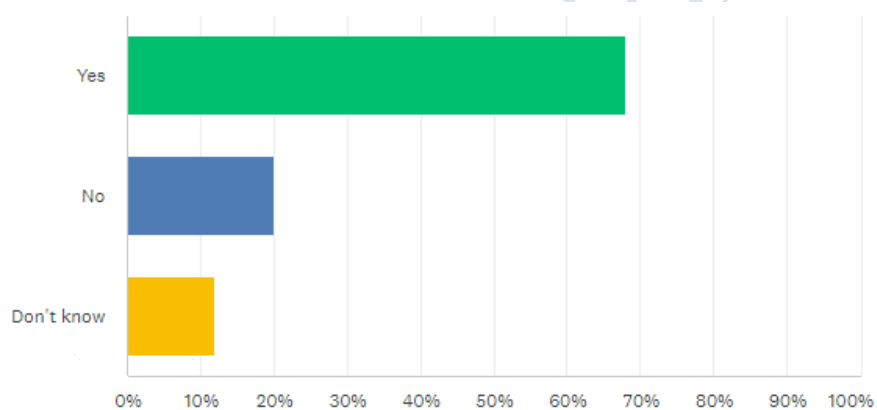
If witnessing sexual harassment within South Wales Police, 100% of respondents would report it, while none would choose not to report or be uncertain about reporting. All 25 participants answered the question, with a unanimous decision to report such incidents.

Figure 4.6: Abuse of Position for Sexual Purpose



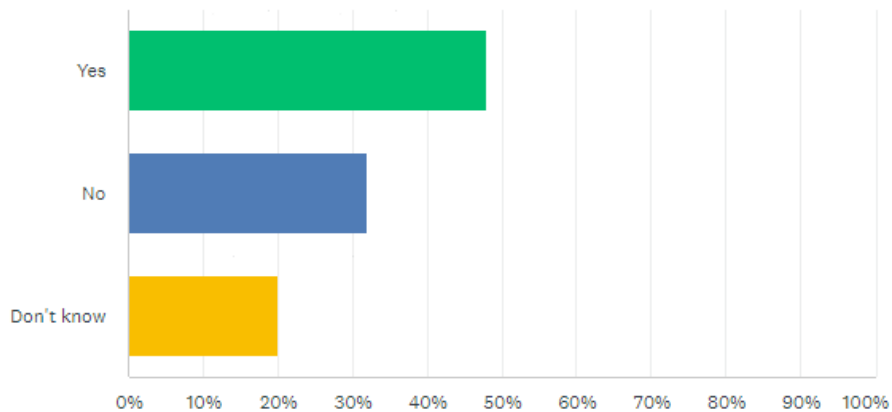
When asked about reporting staff abusing their position for sexual purposes, 92% would report it, 8% were unsure, and none would avoid reporting. This reflects a strong inclination to report such misconduct among the 25 respondents.

Figure 4.7: Investigation of Complaints



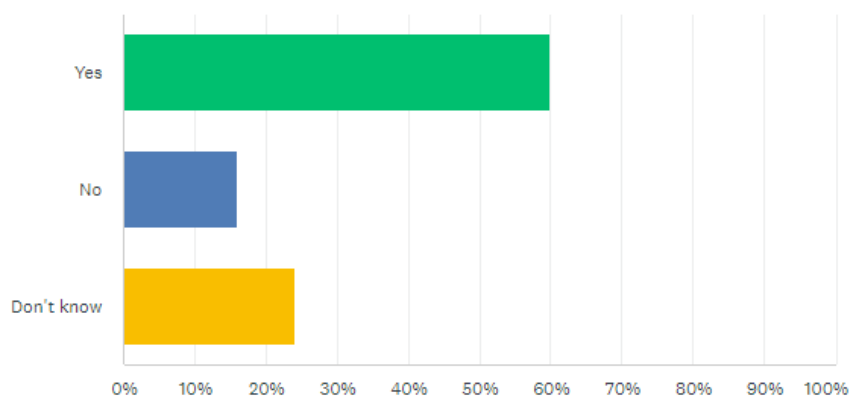
Regarding the thorough investigation of sexual harassment complaints, 68% agree that South Wales Police would investigate thoroughly, 20% disagree, and 12% are unsure. Out of 25 respondents, most believe in a comprehensive investigation process.

Figure 4.8: Anonymity Protection



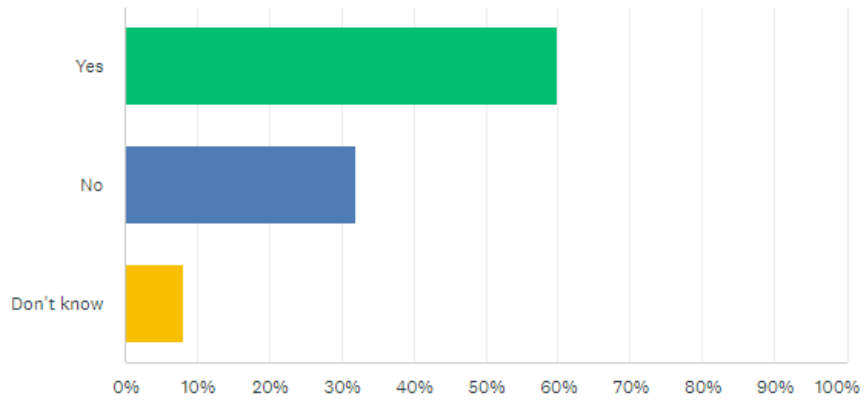
On protecting complainant anonymity during investigations, 48% believe South Wales Police would do so, 32% disagree, and 20% are uncertain. Among 25 respondents, there is a mixed perception of the police's commitment to confidentiality.

Figure 4.9: Safety Protection



For protecting the safety of those reporting allegations, 60% agree South Wales Police would ensure safety, 16% disagree, and 24% are unsure. The responses from 25 participants show a majority confidence in safety measures.

Figure 4.10: Awareness of Sexual Harassment



Regarding whether South Wales Police is raising enough awareness about sexual harassment in the workplace, 60% say yes, 32% say no, and 8% are unsure. Out of 25 respondents, there is a general belief that awareness efforts are adequate.

Chapter 5: Discussion

5.1 Discussion of Findings

5.1.1 Research Objective 1

The first objective of this study was to identify and categorize the common forms of sexual misconduct perpetrated by police officers in South Wales. The findings of the present investigation shown a marked tendency of sexual abuse in the South Wales Police (SWP), an issue not unfamiliar to police forces of the world. These findings pointed to sexual harassment within the force and a staggering believed that some personnel use their authority for sexual gains. These findings are concerning, as they indicate that not only sexual misconduct is rather common, but also a significant percentage of the workforce is aware of it. This resonates with literature studies where research has shown that there are different forms of sexual misconduct in different police forces in the global market (Vian, 2020). It shows that such misconduct is highly recognized by consumers, indicating that the problem is rife and possibly unreported. This is supported by the quantitative data and results gathered from the interviews and analysis of the reports providing a richer insight of the environment in which such behaviours are exhibited.

Such problems include the disagreement that the findings pointed out whereby sexual misconduct is likely to be underreported (Lorenz and Jacobsen, 2024). There is evidence that under reporting is present not only among civilians but police employees, where employee fear of reprisal, concerns for confidentiality and lack of confidence in reporting systems (Grimmelikhuijsen et al., 2021). In the SWP, there could be procedures imposing such policies to prevent reprisal or having expectations that the act of reporting would not bring change. The results from the this study indicate that some of the officers believe that reporting sexual

misconduct may compromise their careers or result in social well-being within the force, as it has been reported in other police departments.

The dynamics of power in the SWP seem to continue to contribute towards encouraging sexual misconduct evidently. Police forces all over the world often work in a centralized manner, which has various organizational layers that allow a superior officer to pressure a subordinate officer for personal gains, thus not allowing the complaining victims to come forward (Pyle and Cangemi, 2019). This is a rather familiar trend not only in the context of the SWP but also in many police organizations, in which power and rank can be abused to manipulate susceptible people (Park and Bae, 2022). The misuse of authority for sexual intentions is one of such dynamics. It emphasizes the fact that a comprehensive reform of the authority and the corresponding supervision in the force is required.

In addition, misconduct is already prevalent in the SWP due to the lack of proper internal controls to address and prevent the entries from occurring in the first place. The failure to establish effective mechanisms about the reporting of instances of sexual misconduct fosters permissiveness for such actions to occur (O'Connell, 2020). At many times, implementation of the existing policies may be weak something that illustrates gaps in training of the officers on acts of sexual misconduct and how they should be handled than lapses in policies (Stein, 2021). Based on the findings of this research, it is apparent that SWP will not be in a position to tackle this problem if other aspects are not enhanced as indicated below.

The findings also stress the broad issue of the lack of a cultural change within the SWP. As important as policies and training have been identified to be, these must be supported by attempts at changing the organisational culture that permits sexual misconduct (Pyle and Cangemi, 2019). This could include preventing discrimination and harassment in the police

service so that all the officers feel appreciated and protected as stated in the study by Ghezzi, Funk, and Houmanfar (2022). Leadership is also involved because those in authority have to set the standards and practices and make sure others conform to the right behavior (Doe, 2020).

5.1.2 Research Objective 2

The second objective of the present study was to investigate and analyze the underlying factors contributing to sexual misconduct by police officers in South Wales. This is indicative of a society that is becoming less and less tolerant for sexual misconduct and this therefore imply a shift towards a more supportive and responsible culture. However, despite such a willingness, there seems to be a worrying gap between conception and realization. Also, as expressed by the results, there is another factor that is felt, and it's the sexual harassment to the polices who never report it. The difference between the willingness to report cases of sexual misconduct and actual reporting behavior indicates that addressing this problem within the institutional frameworks is a challenging task, thus supporting Wu and Makin (2019) study.

Several reasons can explain why this gap exists, among them being the threats of retribution, mistrust in the structures put in place to report, and doubt in the efficacy of internal investigations. These concerns are not surprising, however, as only a few voiced confidences that the SWP would preserve the identity of complainants during investigations as found in the discussion of Ricciardelli et al. (2021). On the other hand, actively disagreeing with this assertion demonstrates a fairly high level of distrust in the capacity of the system to protect patient information. This lack of trust is important because it influences the decision to report misconduct or not this making it hard to break the culture of silence as discussed in works such as Purvis and Blanco (2020).

Several studies have also reported that fear of retaliation continues to play a significant role in discouraging victims from coming forward to report cases of sexual misconduct. For instance, Ricciardelli, Spencer, and Dodge, (2021) posited that there are many victims of sexual violence that do not report the incidents because of fear of repercussions like stigmatization or loss of jobs. This is coupled with the possibility of secondary victimization during the reporting process, where the victim may undergo further traumatization by the very systems that ought to protect them (Reed and Caraballo, 2022). This is a cycle where failure to report adds to the continued occurrence of misconduct, which will lead to further discouragement to report in future.

Moreover, another major barrier is doubt over the efficiency of internal investigations. Bowman and West's study (2021) reveal that decision makers fail to adequately address misconduct since employees are less willing to report such incidents if they feel that the organizational responses are insufficient. This perception could be informed by previous incidents that either lacked proper sanctioning or were seen as politically motivated. Such a tendency can be observed where power relations decisively affect the setting and, especially, hierarchy-based organizations (Klimczak et al., 2022). Therefore, the degree of transparency and impartiality of investigations conducted by the SWP are of the essence to restore people's trust and foster reporting.

The importance of being anonymous while reporting is something that cannot be overemphasized. The feelings about anonymity have been postulated in literature as significant in the choice whether to report misconduct or not especially in organizations where fear of retaliation is high. According to Burlison et al. (2020), the probability of reporting tends to rise when anonymity has been assured since part of the risk assessment has been neutralized. On the

same, the data from this study show that about half the respondents do not trust the SWP to protect their identity, which is a definite concern.

Solving these issues is possible only with a great deal of effort by carrying out a number of measures. First, it is crucial to ensure that there are stronger measures to protect individuals who file complaints and witnesses. This can entail changing policies to be more stringent on privacy and putting in place better measures of preventing retaliation. Lastly, enhancing organisational transparency in investigations, or how they appear to be fair can go a long way in enhancing their perceived legitimacy. According to Grimmelikhuijsen et al. (2021), it is essential to increase institutions' credibility by making the decision-making processes more transparent; this will then lead to high reporting activity.

5.1.3 Research Objective 3

The third objective of the present study was to assess the effectiveness of current policies and training programs in preventing sexual misconduct within the South Wales police force. Based on the results of this study, it is evident that the SWP still has a lot of work to do should it want to step up its campaign about sexual harassment. The outcome revealed that the SWP is indeed doing adequate enough to create awareness on sexual misconduct and a substantial disagreement. As outlined by the study of Otu, Charles, and Yaya, (2020), while a majority holds the perception those awareness solutions are adequate; a significant portion feels there is room for improvement. This space emphasises the need for better and specific sensitisation crusades that aim at satisfying the worries of the entire workforce and not just relying on the widely perceived successes in the majority.

The occurrence of sexual misconduct in the workplace especially in organizations that have a hierarchy is a very important concern, which requires an analysis of the problem with the

aim of providing a solution. Sexual misconduct affects the dignity and rights of people and erodes the ethical and organizational standards and efficiency of the working environment (Churchill et al., 2023). Thus, extensive educational workshops dedicated to the issue of sexual misconduct with a special focus on the issue of power and control dynamics and stressing the role of a reporting system are required.

The training should also cover the different directions that sexual misconduct practices can go to ensure that all employees of the organization regardless of their position understand all the misconduct practices. As suggested by Klimczak et al. (2022), it is most necessary in businesses since organisational statuses may establish power relations that could be misused, intentionally or implicitly, as appropriate conduct. This can be dealt with by directing power trains to ensure that power relations do not allow for impunity and that all employees are capable of reporting cases of power relations without facing repercussions.

In addition, such training programs must be followed by policies and procedures that would indicate what should be done upon the occurrence of such a case of sexual misconduct. This not only assist in making sure that reports are managed properly but also serve to further communicate the organization's dedication on tackling these problems (Bowman and West, 2021). For such training, it is essential to have an effective reporting structure that must be in place and recognized by all people working in the organization. This also entails the success of such initiatives is contingent to support leadership; including but not limited to communication on the part of leaders that show active commitment in eradicating sexual misconduct (Hohl and Stanko, 2022).

Besides the formal training conducting organizational culture that is ethical and recognizes individual freedoms is essential. According to Kyle and White, (2019) This can be

done by incorporating the concepts of respect and integrity as part of the organizational culture through integrating the valued attributes to the working practices. As the part of this culture change, which is a process and needs to be supported, everyone in the company including the employees and supervisors, managers, and top officials, should be encouraged to report any manifestation of sexual misconduct or any sexual harassment they have seen or faced (Stein 2021).

Additionally, regarding the outcomes of this awareness and training, their efficiency can be improved through collecting feedback from employees. Surveys and feedback are efficient to reinforce or take new information about how effective the training is in the organization and the areas in which improvements can be made (Ciepley, 2019). This makes the training relevant throughout the training and responds to the training feedback to address the emerging issues surrounding sexual misconduct in the workplace.

Chapter 6: Conclusion and Recommendations

6.1 Introduction

This chapter will present a synthesis of the research findings concerning sexual misconduct by the police officers in South Wales. The study sought to establish the trend of the cases of sexual misconduct, causes and the existing policies and training programs within the south wales police force. This final chapter discusses the main goal and purpose of the study along with bringing out an overlook of the conclusions made. Then, recommendations are given to strengthen the actions against sexual misconduct, as well as ideas for additional research topics.

6.2 Conclusion on Research Questions

The first research question of this study was to identify and categorize the common forms of sexual misconduct perpetrated by police officers in South Wales. The study achieved its aim of establishing the types of sexual misconduct reported and perpetrated by the police in South Wales. What this showed in sexual misconduct was from verbal and/or physical harassment, touching, and threats; sexual exploitation such as voyeurism or coercing individuals into sexual activity; and use of influence, force or coercion to sexual effect, physical or sexual assault, and rape. The classification used in this study was useful in establishing the various degrees of these forms besides the environments within which some of these behaviors were performed. It also demonstrated that this misconduct was not limited to lower ranking officers, thus implying that it is a systemic problem in the police departments and requires the attention of the authorities and relevant actions.

The second research question of this study was to investigate and analyze the underlying factors contributing to sexual misconduct by police officers in South Wales. The study to

identify the causes showed that individual, organizational, and systemic explain the sexual misconduct in the South Wales police force. Organizational factors included policies, procedures, programs, training, and compensation. Other systems including the police culture, absence of proper supervision, and poor discipline measures were also partly to blame. Other structural aspects such as inadequate external audit and the culture within society concerning police power also influenced the problem. The study revealed that most of them are well rooted, and any efforts at trying to eliminate them requires radical solutions.

The third research question of this study was to assess the effectiveness of current policies and training programs in preventing sexual misconduct within the South Wales police force. Analyzing the current state of policies and training programs that employ preventative measures against sexual misconduct showed that although there are existing practices that address this issue, they are inadequate and applied unsystematically. The policies were seen to have clear and enforceable guidelines which created a policy-practice differential. Although awareness training was provided it cannot be said that the programs were sufficiently structured to respond to the issue of sexual misconduct or even alter the organizational culture of the force. Furthermore, the absence of constant program assessments and revisions to suit the changing attitudes toward misconduct made the programs rather useless. The findings highlighted the need for the development and enforcement of better and clear policies and the need to regularly review the available training programs to be able to prevent the cases of sexual misconduct effectively.

6.3 Recommendations

Based on the findings of this research, several recommendations are proposed to address the issue of sexual misconduct within the South Wales police force:

Strengthening Policies and Procedures: The current policies concerning sexual misconduct have been criticized for being ambiguous, weak in enforcement measures, and lenient on offenders thus there is need to enhance the current policies. The policies should also contain provisions concerning reporting and investigation for the purpose of creating trust among victims and the public.

Enhanced Training Programs: Schools should develop further their training and awareness sessions about sexual misconduct with clear and detailed sections concerning respect, consent, and boundaries. These programs should also include the relationships of power within the force and the roles of witnesses in deterring the misuse. It could be suggested that refresher courses should be mandatory for all officers irrespective of their rank.

Improving Accountability and Oversight: There should be a separate committee to deal with and prosecute officers involved in any form of abuse of the opposite sex in the police force. This body should have the mandate to remove officers and to guarantee that probes are done independently and effectively. Also, there must be ways to support and safeguard whistle blowers who expose the cases of illegality.

Cultural Change Initiatives: Preventative measures aimed at eradicating such behaviors must be taken in order to target the roots of the police culture that leads to sexual misconduct. These could be availing leadership training and gender related sensitivity training and ensuring the company adopts non tolerance for any misdeed.

Community Engagement: It is important to address the community to educate them on the problem of sexual misconduct and measures that are being taken to solve it. This can therefore assist in the process of regaining the public confidence and also correcting the policing force to ensure that they are servants to the public.

6.4 Potential Areas for Further Investigation

Despite the findings presented in this research, more research should be conducted to analyze the long-term efficiency of the proposed intervention strategies within the South Wales police force. Future research might look at the effects of cultural transformation interventions on a decrease in misconduct or the effectiveness of external watchdog agencies. Furthermore, it may be possible to conduct comparative research comparing other police forces in order to gain a better understanding of the problem and come up with guidelines that can be used in other areas as well.

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