

WIFLE NEWSLETTER



WIFLE
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Don't Miss WIFLE's 14th Annual Leadership Training!

It is not too late to take advantage of all that WIFLE's 2013 Annual Leadership Training has to offer. This year's training will be held June 24-27 at the Westin Mission Hills Hotel and Conference Center in Rancho Mirage, CA. For further details on the week's training agenda, the Julie Y. Cross Memorial Golf Tournament, conference events, and registration information, please go to www.wifle.org/conference2013.



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Westin Mission Hills Conference Center
Rancho Mirage, California

Julie Y Cross Annual Golf

Join us for a great tournament that benefits the WIFLE Scholarship Fund! This year's tournament will take place at the Pete Dye Course which is located at the hotel. The event is open to anyone (female or male) who wants to join in the FUN and play on one of Southern California's best golf courses.

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WIFLE Executive Leadership Institute (WELI) Open to GS 13/14/15/ SES on the federal level and senior patrol officer and above for state or local law enforcement.

WIFLE Foundation, Inc. will debut its new Executive Leadership Seminar June 24-25, 2013 at the Westin Mission Hills Hotel, Rancho Mirage, CA. Participants will be assigned to one of two immersive sessions from 1:00 -5:00 pm on Monday. On Monday evening, the participants will be able to network with other women in law enforcement at the general welcome reception. Tuesday morning attendees will participate in the opening ceremonies and listen to remarks from our keynote speakers as well sessions such as Leading during Adversity. The Seminar will conclude on Tuesday afternoon from 1-5 pm with a plenary session with all participants.

The Organization Workshop gets to the heart of the mission of WIFLE, which centers on collaboration. Participants will gain incredible insights into why partnership is critical to organizational success, what gets in the way of it developing, and the role of leaders in making it happen. Participants are given a completely new lens for seeing, understanding and moving past the roadblocks to success. They are dropped into roles as top leaders, middle managers, workers and customers interacting in a fast-paced environment, experiencing situations that regularly occur in these positions. Very quickly, it all becomes real—just like what they face day-to-day.

This workshop to focus on:

- The systems that exist in federal law enforcement
- Dysfunctional patterns that develop in law enforcement and how to avoid them
- Dealing with the root, not the



symptom, of the problem

- The bureaucracy and cultural elements that make it difficult to collaborate in law enforcement
- Bringing together diverse organizations and developing mutual respect and support
- Strategies for building successful partnerships

This Seminar is open to GS 13/14/15/ SES on the federal level and senior patrol officer and above for state or local law enforcement. Tuition for this seminar is included as part of the registration fee (\$495) for the entire event. However, the WELI Seminar can be attended as an individual class for \$95.00. Registration for the WIFLE Leadership Training and full agenda can be found at www.wifle.org.



WIFLE Announces the 2013 Award and Scholarship Winners

WIFLE Foundation President Catherine Sanz announced the WIFLE award and scholarship winners for 2013. Congratulations to all the recipients. See the link below for the complete list of award and scholarship winners.

[>2013 Award and Scholarship Winners are at this link.](#)

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WIFLE's Newest Partner

Thinking About Returning to School to Pursue Your Degree? – Excelsior College. If you've thought about going back to school, but are concerned about the costs and the time it will take, then you should take advantage of WIFLE's unique educational partnership with Excelsior College.

Excelsior College is a regionally accredited, nonprofit distance learning institution that focuses on removing obstacles to the educational goals of adult learners. As a WIFLE member, both you and your spouse or domestic partner can benefit from a reduced tuition rate. To find out more, visit <http://partnership.excelsior.edu/wifle>.

A leader in online and distance learning, Excelsior College offers over forty (40) degree and certificate programs, including programs at the associate, baccalaureate and masters levels, in our Schools of Business and Technology, Liberal Arts, Nursing and Health Science. We offer busy students around the world the advantage of both earning credit at a distance and applying previously-earned college-level credit toward degree and certificate programs.

As a partner through WIFLE, Excelsior College offers you:

- Discounted fees and tuition
- Credit aggregation (we accept more credits than most other institutions)
- Credit by exam and online courses
- Shortened time to degree completion

- Online professional development and training programs

In addition to obtaining information at the aforementioned website, you can reach out to our Partnership Development Specialist, David E. Roberts by email (drobot2@excelsior.edu) or by phone (202)506-6016.

Long Term Care Issues That Every Woman Should Consider

Planning ahead for potential long term care needs can be important for all pre-retirees, but it may be especially critical for women because of their longer life expectancy. While longevity can mean more time to enjoy retirement, traveling, and family, there is a downside to consider. It can also mean an increased risk for health problems that may leave a woman unable to care for herself at a time when she may also be widowed and living alone. It is not surprising that seven in ten residents in nursing homes are women, and that they represent 76% of the residents in assisted living facilities and two-thirds of all home care recipients.

The Federal Long Term Care Insurance Program (FLTCIP) offers women in the federal family the opportunity to plan for their future care needs. The program's daily benefit amount reimburses for personal care and supervision at home, in a nursing home, or in an assisted living facility, thereby helping to safeguard retirement income and personal savings. Coverage under the FLTCIP can also help women maintain their independence and avoid reliance on their adult children for care.

Consider the following:

- Think about your health and your family history. Could you live a long life with conditions that may make it hard for you to care for yourself if needed?
- Are family members who could provide the daily assistance you may need likely to be living with you?
- If so, how might caring for you disrupt their professional and personal lives? And how might you feel about being dependent on them?



For personalized assistance, call 1-800-LTC-FEDS (1-800-582-3337) TTY 1-800-843-3557 to speak with a program consultant. Consultants are available to answer any questions you may have and can walk you step-by-step through the plan design and application process.

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- o If not, will you have the financial resources to pay care costs and maintain a comfortable lifestyle?
- How could participating in the FLTCIP make a difference in your life if you need long term care?

Who will pay your long term care bills?

Like other forms of health care, long term care is expensive and the cost is continually increasing. The national average cost of a licensed home health aide is currently \$20 per hour while the daily cost of a private or semiprivate room in a nursing home is \$235 and \$207, respectively.²

These costs aren't generally covered by health plans, such as FEHB and Medicare, or TRICARE and TRICARE for Life. Medicaid does cover long term care, but only for those with very low income and assets. This means the responsibility may fall on you, requiring the use of your monthly income and/or accumulated savings.

Many members of the federal family find the best alternative to cover these costs is long term care insurance. And with the FLTCIP, it's easy and convenient to apply for this important protection.

Turn to the FLTCIP

The FLTCIP was designed exclusively for the federal family, with member needs and budgets in mind. It's consumer-friendly and offers a choice of four prepackaged plans, which combine the most popular program features and accommodate a range of budgets. Customized plans are also available.

Blue Alert System: Could Help Target Suspects after Injury or Death of a Law Enforcement Officer

A new system would alert the public when a suspect is being pursued following the injury or death of a



law enforcement officer in the line of duty - if a group of lawmakers get their way.

The Blue Alert system, modeled after the Amber Alert and Silver Alert systems for missing children and seniors, is being backed by a group of lawmakers and police officials in Washington, D.C., this week.

"We need to do a better job in keeping our law enforcement safe," Sen. Ben Cardin, D-Md., told

WTOP Radio. Sen. Cardin is the primary sponsor of the bill. While several jurisdictions have already implemented their own systems to publicize the information, no uniform system exists, and Cardin says a more comprehensive system is needed.

"The incident may occur in one community but the person may very well try to flee," Cardin said. "It's

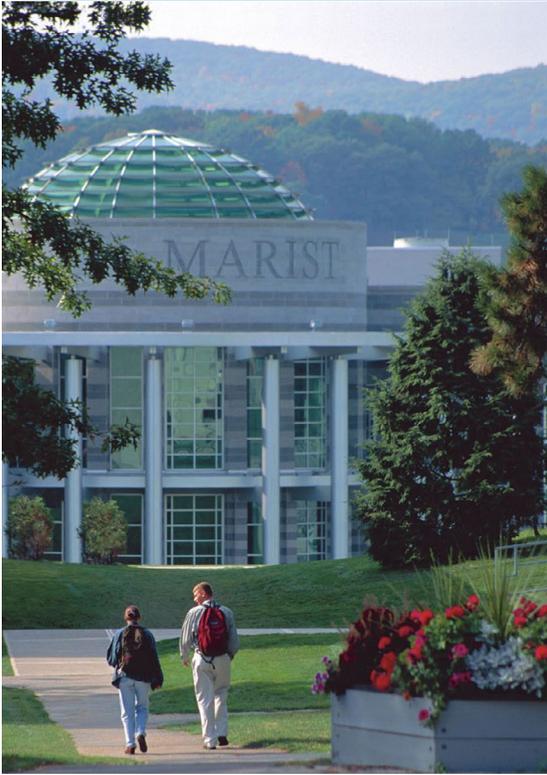
important to have a regional and national effort." If the bill is passed, a national coordinator would work with the Department of Justice to distribute information to various parties when an officer is injured or killed in the line of duty.

Takedowns. Busts. Homeland security. Federal investigations. Get all the top news affecting federal law enforcement. Don't miss a beat. **Subscribe for FREE today at www.fedagent.com**

Looking to Complete that Bachelors or Masters Degree? Why Not Make it Happen at Marist College!

If you've been thinking about a return to school to pursue a bachelors or masters degree, don't let another year pass by. Marist College's 100% online Bachelor of Science in Liberal Studies and Master of Public Administration (MPA) for Law Enforcement and Emergency Services, are just two examples of the programs Marist offers to help prepare you for your next career step - and with Marist's generous scholarships for WIFLE members, you'll save between 25% and 50% off the standard tuition rate. Classes begin in September of 2013 and January of 2014.

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The 100% online Bachelor of Science in Liberal Studies allows students to maximize college and professional credits earned at prior institutions to expedite the amount of time needed to complete your degree. To help narrow the focus of your degree, choose from concentrations such as IT, psychology, communication, professional studies, and more.

The Marist MPA is offered 100% online, or in a unique hybrid format at three select locations in NY. Students represent a diverse mix of professionals from local, state, and federal agencies throughout the nation. The MPA program offers three distinct concentrations. Each three-course concentration allows you to specialize in a particular area of interest – Public Management, Ethical Leadership, or Health Care Administration.

The core of the MPA focuses on three critical areas for advancement within the law enforcement field or transitioning to a career in public sector leadership within the education, health care, government, non-profit, or other relevant sectors:

- 1) understanding the political, legal, ethical and social context of public sector administration;
- 2) achieving proficiency in a full range of management techniques as well as developing an understanding of organizational behavior;
- 3) developing the ability to apply quantitative and qualitative methodologies to solve important problems, conduct policy analysis, and program evaluations.

Marist College, a WIFLE-endorsed academic partner, has offered the MPA since 1980 and, for 20+ years, has partnered with Law Enforcement in New York.

In addition to the MPA, Marist College offers several other masters programs – the MBA, MA in Communication, MA in Integrated Marketing Communication, and MS in Information Systems can all be completed 100% on-line.

If you have any questions about Marist's bachelors or masters program, please contact Brian Scott at 888-877-7900 or via email at graduate@marist.edu.

About Marist College: The Marist campus is located on the Hudson River midway between New York City and Albany. Founded in 1929, the College is accredited by the Middle States Association of Colleges and recognized by the U.S. Department of Education. The Princeton Review named Marist one of the best 368 colleges in the country and for seventeen years, U.S. News & World Report has consistently ranked Marist in its top tier. The College offers over 50 undergraduate degrees and 11 graduate programs, many of which can be completed online.

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KAISER PERMANENTE®

Live Your Life to the Fullest – A Woman’s Guide to Good Health

By Brian Shea, Director
Kaiser Permanente Federal Employee Health Benefits Program

Your health matters — to you and your family. You can’t give your loved ones the care and attention they need if you don’t take care of yourself, too. But taking care of yourself and your family doesn’t have to be hard, or take a lot of time. At Kaiser Permanente, we want to keep you healthy, and if you need to make healthy changes, we’ve got resources proven to help you reach your goals.

Be prepared for the unexpected. Taking care of yourself throughout your life will help you stay healthier at every age. If you’re of childbearing age (15-49) and want children or are not using birth control, keeping your body healthy is especially important. Half of all pregnancies are unplanned, and you’re more likely to have an easier pregnancy and a healthy baby if you’re taking care of yourself. Learn more ways to prepare your body for pregnancy at kp.org/pregnancy.

Eat your greens, especially if you’re thinking about getting pregnant. Reduce your chance of having a baby with certain birth defects by eating foods with folic acid, like dark-green, leafy vegetables, beans, and fortified, whole-grain cereals and take a multivitamin with 0.4 milligrams (400 micrograms) of folic acid.

Making smart, delicious food choices can boost your energy and help manage your weight. And remember, calcium counts. Calcium and vitamin D can help keep your bones strong. Go to kp.org/nutrition.

Take prevention seriously. Get all health screenings and tests and pay attention to your eye health to detect early signs of disease. And immunizations? They’re not just for kids, so make sure you stay up-to-date. Don’t worry; we’ll help you keep on top of your screenings and immunizations. Check kp.org/prevention for recommended screenings and tests.

Get moving. Exercise — it’s good for everything! Being physically active for 30 minutes or more on most days does a lot to boost your health. If you’re overweight, even a small amount of weight loss can make a big difference in your health and how you feel.

Nourish yourself. Sometimes the biggest threats to your health aren’t too much chocolate and too little exercise. It’s the stress and emotional issues that build up when you’re busy and feel pulled in different directions by work, family, and other responsibilities. Not dealing with stress can cause or worsen physical conditions. Try these healthy strategies for coping with life’s ups and downs at kp.org/mind-body.

Information reprinted courtesy of Kaiser Permanente. For more information and resources for women’s health, go to kp.org/womenshealth. For more information about the FEHB program, go to kp.org/feds.



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Law Enforcement Officers are "Special Group" Employees under the fedADVANTAGE

Supplemental Disability Insurance Plan.

Upon receiving notification of a benefit of any kind for a fellow officer, your heart goes out to him or her as you reach into your pocket to make a donation to help the family. Every single month, there is a cancer awareness or other disease or disability campaign where you probably think of a coworker, friend or relative and reach into your pocket and donate again. When was the last time you thought about the effects on you and your own family if you were the one facing a long or short term disability?

Federal Employee Defense Services (FEDS) has partnered with fedADVANTAGE and MetLife to offer Comprehensive Supplemental Disability Insurance that is specifically designed for federal law enforcement officers. By combining elements of both short and long term disability, this program fills the gaps where your federal benefits fall short, helping to replace lost income for an extended period of time – at a cost that is unmatched by any other Supplemental Disability Insurance available to federal employees.

Law enforcement officers and firefighters who are eligible to receive an unreduced retirement benefit at age 50 with 20 years of service, or at any age with 25 years of service and contribute an additional .5% of pay into Federal Employees Retirement System are eligible to enroll under the Special Groups plan. Here are some of the most frequently asked questions by federal law enforcement officers:

What earnings can I include as salary? In addition to your base salary and locality pay, members covered under the Special Groups Retirement program can include: Administratively Uncontrollable Overtime (AUO); availability pay, danger pay, and hazard duty pay.

What are my plan options? fedADVANTAGE offers two plan options for Special Group employees to choose:

1. Standard Option 60: 60 day elimination period, 60% of income to a maximum of \$5,000/month.
2. Premier Option 90: 90 day elimination period, 70% of income to a maximum of \$10,000/month.

How long are benefits paid? Benefits are paid as long as you're disabled or until you reach the age of 65.

How does it work? The plan is designed to fill the gaps in your federal benefits by:



Premier Professional Liability Protection



- Bridging your income from when your leave runs out until you are eligible for disability retirement.
- Supplementing your income from disability retirement and increases your take home pay.
- Assisting disabled employees in getting back on their feet and back to work, through vocational and rehabilitative training.

Am I covered if I get hurt at work? Yes, the program protects you both on and off the job; however, workers compensation is primary for job related injuries. **35; 35 – 44; 45 – 54; And 55 and over.**

What other exclusions or limitations apply? Exclusions include war, insurrection or rebellion, self-inflicted injury,

attempted suicide, commission or attempt to commit a felony. Limitations on benefits apply to mental nervous, alcohol, drug, or substance abuse and are limited to 24 months.

Given the high risk of disability, the substantial impact of a disability of even a limited duration, and the relatively low cost of disability income insurance, we recommend that all federal employees consider the purchase of insurance to supplement their income in case of disability.

For more information or to enroll today, call 866.955.FEDS or email feds@fedsprotection.com. FEDS also offers Professional Liability Insurance, Contractor Insurance, LEOSA/State CCW protection, and FEGLI Option "B" alternatives.

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Avoiding Scams: Sticking to the Basics Can Go a Long Way



Sandra K. Harman is the President and founder of S. Harman & Associates, Inc. and is involved in the development and presentation of employee benefits and employee relations training courses and seminars.

Ms. Harman has conducted hundreds of seminars for federal personnel specialists, managers, and employees.

There is plenty of information available to consumers to help avoid being a fraud or theft victim. But some people complain that there is too much to remember and that being vigilant can be a daunting task. Here's a short list of simple ways to avoid many financial crimes.

- Never provide passwords, credit or debit card information, Social Security numbers and similar personal information in response to an unsolicited text message, e-mail, call or letter.

An identity thief can use this information to apply for credit cards or loans, access your bank accounts online or otherwise commit fraud using your name. Crooks often send e-mails, text messages or phone messages that appear to be from a legitimate, trusted organization asking consumers to "verify" or "update" personal information. The scam is called phishing (pronounced "fishing") because the criminals throw out bait in hopes of luring a consumer into biting.

Criminals also create bogus web sites in hopes that consumers will enter valuable personal information. We've seen everything from fake bank web sites to sites offering payday loans or credit repair services. Some of these sites offer incredibly low prices or other enticing promotions. And, always be suspicious of these types of requests because a legitimate organization would not solicit updates in an unsecured manner for information it already has.

- Think twice before opening attachments or clicking on links in unsolicited e-mails and text messages.

These messages may install "malware" (malicious software) on your computer or cell phone. This software could allow crooks to spy on you and gain access to your online banking sites.

To confirm a message's validity, contact the supposed sender. But don't automatically assume the contact information listed in the e-mail is accurate. Find the telephone number, web site or e-mail address from an independent, reliable source. For guidance on whether a bank or bank web site is legitimate, you can call the FDIC at 1-877-275-3342 or use Bank Find, the online directory of FDIC-insured institutions that provides web sites, at <http://research.fdic.gov/bankfind>.

- Deal only with reputable merchants, service providers and charities.

Friends and family may be able to provide recommendations. You can search for complaints against a business by contacting your state or local consumer affairs office (www.consumeraction.gov/state.shtml) and your local Better Business Bureau (www.bbbonline.com). There also are popular sites on the Internet for consumer ratings and reviews of businesses.

Fraud artists also claim to be from legitimate charitable organizations –especially after a major disaster– and ask for "donations." The Better Business Bureau's Wise Giving Alliance (www.give.org) and other organizations can help you find legitimate charities with good reputations.

- Be on guard against counterfeit checks, cashier's checks or money orders.

These often are associated with scams that say you have won a lottery or other prize, are bogus work-from-home offers, or are attempts to steal something you are selling on the Internet. They can also be associated with offers to purchase items you are selling online or through classified ads. Be especially leery if you get a check for more than the amount due and you're instructed to return the difference by depositing the check and wiring the excess amount to the other party's account or to an associate. If the check turns out to be counterfeit, you will be out the money regardless of whether you sent a check, wire or cash.

- Be wary of unsolicited investment offers that sound too good to pass or that require you to act fast.

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Statements about low-risk investments with 'guaranteed returns' that are unusually high are red flags. Walk away from any offer that involves pressure to pay cash or provide personal information right away.

- Protect your mail and other documents at home.

Thieves know that credit card or bank statements and other documents contain valuable confidential information. Try to use a secure mailbox for your incoming mail. Keep bank and credit card statements, tax returns, credit and debit cards and blank checks secure, even at home. Also, shred sensitive documents before discarding them. Similarly, use an updated security program to protect your computer.

- Look at your bank statements and credit card bills as soon as they arrive.

Immediately report any discrepancy or anything suspicious, such as an unauthorized withdrawal or charge, to your financial institution.

- Periodically review credit reports and dispute inaccurate information; it could indicate identify theft.

You are entitled to a free copy from each of the nation's three major credit bureaus every 12 months. To request a credit report, go to www.AnnualCreditReport.com or call toll-free 1-877-322.8228.

- Safe Mobile Banking

Using a smart phone, "tablet" computer or other mobile device to manage your finances can be convenient and help you monitor your money from practically anywhere. At the same time, it's important to take steps to protect your account information.

- Be proactive in securing the mobile device itself.

Depending on what security options are available on your device, create a "strong" password (consisting of unusual combinations of upper- and lower-case letters, numbers and symbols) or PIN (with random numbers instead of, say, 1234 or the last four digits of your Social Security number) and periodically change it.

Always secure the device with a strong password or PIN in case it falls into the wrong hands. Don't give that password or PIN to anyone or write it down anywhere. Also, never leave your mobile device unattended. And make sure you enable the "time-out" or "auto-lock" feature that secures your mobile device when it is left unused for a certain period of time.

- Be careful about where and how you conduct transactions.

Don't use an unsecured Wi-Fi network, such as those found at coffee shops, because fraud artists might be able to access the information you are transmitting or viewing. Also, don't send account numbers or other sensitive information through regular e-mails or text messages because those are not necessarily secure.

- Take additional precautions in case your device is lost or stolen.

Check with your wireless provider in advance to find out about features that enable you to remotely erase content or turn off access to your device or account if you lose your phone. Quickly contact your financial services providers to let them know about the loss or theft of your device. Notifying your bank quickly will help prevent or resolve problems with unauthorized transactions.

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- Research any application (“app”) before downloading it.

Just because the name of an app resembles the name of your bank – or of another company you’re familiar with – don’t assume that it is the official one of that bank or company. It could be a fraudulent app designed to trick users into believing that the service is legitimate.

The best place to download an app is from the official web site of the bank or company that you are doing business with or from a legitimate app store. Note that the business will often direct you to an app store. Also, if possible, be sure to protect your financial apps, ideally with a password that is different from the password for your device.

- Be on guard against unsolicited e-mails or text messages appearing to link to a financial institution’s web site.

Those could be “phishing” messages containing some sort of urgent request (such as a warning that you need to “verify” bank account or other personal information) or an amazing offer (one that is “too good to be true”) designed to lead you to a fake web site controlled by thieves.

The Right to Remain Silent



information contained in this article is of a general nature and is subject to change; it is not meant to serve as legal advice in any particular situation. For specific legal advice, the authors recommend you consult a licensed attorney who is knowledgeable about the area of law in question.

*By Peter J. Jeffrey, Esq., Member, and Lauren Wilson, Law Clerk
The Jeffrey Law Group, PLLC, The Federal Employee’s Law Firm ®*

On March 24, 2013, Lois Lerner, the Director of Exempt Organizations at the Internal Revenue Service (IRS), invoked her Fifth Amendment right against self-incrimination and declined to testify before the House Oversight and Government Reform Committee. While the media speculates as to the reasons behind Ms. Lerner’s invocation of her Fifth Amendment right and certain pundits vilify her for exercising her Constitutional rights, federal employees should take notice that in fact, in many situations, they may have the right to remain silent when questioned by their Federal employers or called before Congressional committees.

Specifically, a federal employee may invoke her Fifth Amendment against self-incrimination during a federal investigation when there is a substantial risk that she will be subject to criminal prosecution based on her statements. *Kallkines v. United States*, 473 F.2d 1391, 1392 (Ct. Cl. 1973). Moreover, a federal agency may not discharge a civilian employee simply because she invokes her Fifth Amendment privilege against self-incrimination in refusing to respond. See *Gardner v. Broderick*, 392 U.S. 273 (1968); *Uniformed Sanitation Men Ass’n v. Commissioner of Sanitation*, 392 U.S. 280 (1968). Further, a later prosecution cannot constitutionally use statements (or their fruits) coerced from the employee by a threat of removal if he fails to answer the question. See *Garrity v. New Jersey*, 385 U.S. 493 (1967).

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However, a federal agency is not wholly barred from insisting that a federal employee answer its questions.

Specifically, if a federal agency assures the employee of protection against use of her answers or their fruits in any criminal prosecution and informs her that she is subject to discharge for not answering its questions, then a federal agency can insist that the employee respond and remove the employee for not replying. See *Kalkines* at 1394.

In addition, federal employees in bargaining unit positions with recognized exclusive representatives (i.e., labor unions), have the right to have a union representative present during an investigative interview if the employee reasonably believes that the examination may result in disciplinary action. See 5 U.S.C. § 7114(a)(2)(B); see also *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251 (U.S. 1975). Further, the federal agency conducting the investigation must allow the union representative to actively participate in the investigation. *NASA Office of the Inspector General*, 50 FLRA 601 (1995). However, bargaining unit employees should be aware that federal courts have declined to establish an evidentiary privilege for communications between union representatives and bargaining unit members. See e.g., *In re: Grand Jury*, 995 F.Supp. 332, 336 (E.D.N.Y. 1998); and *Walker v. Huie*, 142 F.R.D. 497, 501 (D. Utah 1992); see also *Berkner v. Dep't of Commerce*, 2011 MSPB 27, ¶¶ 2-3 (2011) (declining to extend the Federal Labor Relations Authority's limited privilege of communications between a union representative and a bargaining unit employee).

The complexity of employees' rights during an agency or congressional committee investigation demonstrates the importance of employees clearly understanding their rights incidental to that investigation. If you are called to testify or are the subject of an agency investigation, do not hesitate to contact The Jeffrey Law Group, PLLC, at 202-312-7100 or www.jeffreylawgroup.com.



June Werdlow Rogers

Mission Impossible? Why Some Men Can't be Trusted to Oversee Anti-Sexual Assault Programs

**By June Werdlow Rogers, PhD
Special Agent in Charge (Retired)**

Lately, there have been numerous news accounts about the increasing numbers of sexual assaults in the military. It is being widely reported that women soldiers have been raped by men soldiers; that some of the assaulted women have reported the crimes; and that many of the reported crimes are not properly handled.

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And if women being victimized isn't scandalous enough, two high ranking men responsible for seeing to it that these crimes are prevented, investigated, and adjudicated have themselves been accused of sexual assault.

In early May, 2013, the United States Air Force confirmed that the man heading its Sexual Assault Prevention and Response Office (SAPRO) was arrested for assault. It is alleged that a woman had to fight off the drunken officer as he groped her buttocks and breasts. Then there's the reported suspension of a Texas Army soldier for alleged abusive sexual contact who previously coordinated a sexual assault prevention program. These incidents involving military leadership were reported in the midst of the Department of Defense's providing the terrifying statistic that branches of the armed services received a total of 3,192 reports of sexual assault during fiscal year 2011 - up from 3,158 reports in fiscal year 2010.¹

Is it mere happenstance that rapes are increasing² in the military at the same time that leaders responsible for eliminating these crimes themselves may be perpetrating the same offenses? I do not think so. I believe it is probable that a correlation exists between leadership of the programs and prevalence, with the two obvious considerations being gender or ideology.

An argument for gender-specific leadership as a contributing cause of rape would go something like this: *Women are raped by men. Victimized women do not trust men, so men cannot be effective in investigating sexual assault of women. Given the aforementioned it is impossible for men to prevent or reduce sexual assaults.* The most notable problem with this reasoning is that for it to be valid one would have to assume that every man is a rapist which is simply untrue.³ Moreover, since the argument is victim-based, all women would have to mistrust men enough not to reveal sexual assaults to them.

An alternative and more plausible explanation to be considered is personal belief. *What if some men are not sincere about preventing sexual assault because they do not view the behavior as wrong?* One might question this argument also given that sexual assault is regarded as aberrant behavior and rapists are generally held in American society with contempt. Still, some people do pretend to conform to dominate views while harboring unexpected beliefs, especially when the topic is as sensitive as rape. I found at least two commentaries that support a contention that some men do not view sexual assault as wrong. Villanova University's Counseling Center also asserted that many men who commit sexual assault "do not think that they have caused harm or injury."⁴ Additionally, Hess (2009)⁵ citing Thomas MacAuley Millar's analysis of self-reported data of 1882 college men about sexual behaviors that would constitute rape, identified that 6% of the sample were "rapists who don't think they are rapists." Here's a thought - what if the two military leaders recently charged with sexual assault would not regard themselves as rapists either?

Among the disadvantages of people engaging in work incongruent with their beliefs would be ineffective performance - consciously or unconsciously. Without even realizing it, a leader at the helm of a unit who disagrees with the core mission (i.e. not seeing sexual assault as wrong) may project an apathetic attitude that is dismissive of victims and protective of offenders. Behaviors consistent with such postures would include down-playing allegations of rape and exaggerating false reporting. Such conduct is tantamount to sabotage when perpetrated at the highest levels and would result in the severest consequence of crippling mission effectiveness. And many reading this would agree that a failure to prevent and eliminate sexual assaults everywhere, including in the military, is a mission that *must* be accomplished.

A first step in developing a crime control strategy is determining the extent of the problem. This requires that *every* rape is reported; and for that to happen all involved including victims, witnesses, suspects and offenders must have

1 <http://www.defense.gov/news/sexualassaultannualreportfactsheet.pdf>

2 It is acknowledged that the 2011 statistics may represent an increase in reporting. However, since rape is viewed as the most underreported offense, it is likely that the 2010 statistics may have been underreported as well.

3 Additionally sometimes men are victims of sexual assault.

4 <http://www1.villanova.edu/villanova/studentlife/counselingcenter/infosheets/sexualassault.html>

5 <http://www.washingtoncitypaper.com/blogs/sexist/2009/11/12/rapists-who-dont-think-theyre-rapists/>

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confidence that an organization's system works. Gender isn't what matters when it comes to stopping rape; it is leadership that sincerely creates a climate for victims to come forth and intolerance toward offenders. Entrustment with this important mission to eradicate sexual abuse in the military or any institution, a man or woman must view rape as the horrible crime that it is.

WIFLE's vision is to achieve equality for women in law enforcement – a circumstance that cannot take place during unsafe working conditions that often place us in compromising field assignments due to the nature of our work. A sexual-free-abuse workplace is a foundational issue. Indeed, as WIFLE's 2013 Leadership Training theme reminds us, it is time to get "Back to Basics." Please join WIFLE in Rancho Mirage, CA, June 24-27, 2013.

Fun for All. Annual pre-conference event which benefits the WIFLE Scholarship Fund. All levels and skills are welcome! Details and registration online at: www.wifle.org.

JULIE Y. CROSS

MEMORIAL GOLF TOURNAMENT



Please Join Us
in this
Special Event



Proceeds Benefit the WIFLE Scholarship Fund

WIFLE NEWSLETTER

Meet one of the WIFLE 2013 Scholarship Winners

As you know, the WIFLE Foundation awarded six scholarships to deserving young women looking working towards careers in law enforcement and law enforcement related fields. One of the best nights of my year is making the phone calls to the selectees. I would like to tell you about one of this year's scholarship recipients, Stacy West Booth. Stacy was a young police officer with just 18 months into her career when she responded to a domestic violence call that changed her life and left her fighting for it. As she approached the door of a residence, 20 rounds from an assault rifle came through the door striking her three times. Her injuries required seven surgeries and 15 months of physical therapy. She will never be a police officer again. She has returned to school so she can pursue another law enforcement related career. However, she remains committed to law enforcement as she speaks to law enforcement officers about her experience in hopes of preventing this from happening to others, and, she speaks with victims encouraging them to leave their abusive and dangerous situations.

I had the opportunity to meet Stacy at Police Week in Washington D.C. She is engaging and optimistic about her future. She wishes to thank all the WIFLE members for their dedication to helping other women pursue their dreams of a law enforcement career.

Sometimes we become so busy that we forget how important we are to each other and how simple acts of kindness or words of encouragement can change peoples' lives.

Thank you to all who donate to the scholarship fund and thank you to our Scholarship Selection Committee for working so hard in making these annual selections.



Catherine Sanz
President WIFLE Foundation, Inc.
June 1, 2013



Stacy West Booth and Catherine Sanz **Stacy and Cathy with Vincent D'Onofrio** who played Detective Robert Goren, the lead character in the TV series "Law & Order: Criminal Intent," among other roles.