

**ANNUAL RECOGNITION PROGRAM**

**1. Purpose:** To recognize officers and civilians, who by their overall service and accomplishments within their careers have distinguished themselves.

**2. Objectives:**

**2.1** Annual Recognition Awards are to be presented to both male and female police officers (licensed and commissioned), and civilian staff who have distinguished themselves in the following categories:

**2.1.1 Leadership Award**

To be awarded to a female officer who distinguishes herself by demonstrating a continuing long-term commitment to leadership, using exceptional personal skills, leading teams and team building, developing others, organizational skills and administration that has an outstanding positive impact within her agency or area of responsibility.

**2.1.2 Community Service**

To be awarded to a female officer who distinguishes herself by her exemplary actions to improve public safety, reduce crime and criminal behavior, reduce anti-social behavior or foster better relationships between police and the local community.

**2.1.3 Mentoring and Coaching**

To be awarded to a female officer who distinguishes herself by her support, assistance and development of women in law enforcement by focusing on their career aspirations, their ongoing personal development and/or producing training programs or policies which enhance the role of women in policing.

**2.1.4 Excellence in Performance**

To be awarded to a female officer who distinguishes herself by her exceptional policing skills that have a significant impact in her agency or area of responsibility; such as the arrest of a prolific criminal, detection of multiple offenses, improved road safety or improved policing performance.

**2.1.5 Bravery**

To be awarded to a female officer who distinguishes herself by an exemplary act of bravery or heroics, on or off duty, and at risk of her own personal safety, or in the face of danger, and in the execution of her duty.

#### **2.1.6 Civilian of the Year**

To be awarded to a female civilian staff member of a law enforcement agency who, by her exemplary conduct, has made an outstanding achievement to support, promote, improve and enhance policing, law enforcement, and/or the criminal justice profession.

#### **2.1.7 Male Award in Support of “HeForShe” Campaign**

In support of UN Women’s “HeForShe” campaign, to be awarded to a male officer or male civilian employed by a law enforcement agency or police force who has made a significant contribution and commitment to the advancement of women in policing.

#### **2.1.8 Officer of the Year**

To be awarded to a female officer who distinguishes herself by her exemplary conduct and achievements in more than one area of policing (examples to be given) and over a period of time that has a significant impact on her agency and/or area of responsibility.

#### **2.1.9 Prevention and Detection of Violence Against Women**

To be awarded to a female officer who distinguishes herself by her exceptional policing skills to prevent and/or detect offenses of violence against women, including human trafficking.

### **3. Procedure**

**3.1** The Chair of the Annual Recognition Program shall select IAWP members from three (3) different regions to assist with the selection process. An uneven number is recommended to ensure a majority decision.

**3.2** The Chair has no vote except to cast a deciding vote in the event of a tie.

**3.3** The Chair shall publish on the website the instructions and deadlines for submitting all award nominations electronically between 1<sup>st</sup> January and midnight 31<sup>st</sup> March, USA Eastern Time.

**3.4** Candidates may be entered for only one award at a time. The evidence must be timely and within the last three years unless there is a situation brought to the attention of the chair of the Awards Committee.

- 3.5** The Chair shall notify the President and the Conference Director, or her designee, of the results of the selection process at least 45 days prior to the annual conference.
- 3.6** There shall be only one recipient for each award except where there is a joint recipient for the same evidence. However, the Chair will have the discretion to award a Highly Commended Certificate to runners up where the Awards Committee thinks appropriate.
- 3.7** The Chair shall notify all Award recipients via their IAWP Regional Coordinators, and will send a full list of the recipients to all IAWP Board Members.
- 3.8** The Chair shall notify all unsuccessful entrants with a personal letter.
- 3.9** Unsuccessful entries cannot be resubmitted in subsequent years. However, the candidate can be nominated for a further award in the future with different evidence.
- 3.10** The Chair shall be the speaker/presenter at the Awards Recognition presentation within the annual IAWP training conference, unless otherwise advised in advance by the President.
- 3.11** The Chair shall make arrangements for purchase of the awards, review and approve all invoices before forwarding to the Treasurer for payment.
- 3.12** The IAWP will make a presentation at the annual conference to each of the recipients present.
- 3.13** When a recipient cannot attend in person to receive their award, the Chair will ensure they receive it at a later date.
- 3.14** No other awards are to be presented at the IAWP Awards Ceremony without prior consent of the IAWP President or her designee.
- 3.15** The Chair shall submit a report to the Board of Directors for the Late Board Meeting, which shall include a fully detailed financial report and accounting of all expenses for postage, awards and other expenses incurred during the selection process. Award recipients' conference fees shall be considered a conference expense, and for accounting purposes, the Conference Director shall assess the value of the conference fees at the lowest rate offered, or equivalent to the Board rate.
- 3.16** The IAWP Magazine Editor shall publish an article in the post-conference issue of the official publication, and the IAWP Webmaster on the official IAWP

website highlighting each recipient, to include the award, photo, name, title, department, and a short biography listing her accomplishments.

#### **4. Naming of Awards**

- 4.1** Annual Recognition Awards shall be titled as designated in Section 2 of this Policy.
- 4.2** The Annual Recognition Awards shall have no names attached to them other than the names designated in Section 2 of this Policy.

***Approved 4/1/2004***

***Amended to form and content 8/22/2015 (IAWP Policy 4 moved to Foundation as IAWPF Policy 1 by Foundation Board and by vote of IAWP Board)***

***Amended EBM 2017***

***Amended LBM 2017***