

**ANNUAL RECOGNITION AWARDS**

**1. Purpose:**

IAWP Annual Recognition Awards are to be presented to both female and male police officers (licensed and commissioned), and civilian staff who have distinguished themselves in categories determined by the IAWP.

**2. Objective:**

To recognize officers and civilians who have distinguished themselves by their overall service and accomplishments within their respective careers.

**3. Award Categories:**

**3.1 Leadership**

To be awarded to a female officer who distinguishes herself by demonstrating a continuing 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.

**3.2 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.

**3.3 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.

**3.4 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.

**3.5 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.

### **3.6 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 the criminal justice profession and/or advances efforts towards equity, diversity, and inclusion in policing

### **3.7 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.

### **3.8 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 that has a significant impact on her agency and/or area of responsibility.

### **3.9 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.

### **3.10 Equity, Diversity, and Inclusion**

The award will be presented to a female officer who distinguishes herself by promoting the intersectionality between Gender Responsive Policing and the role of Equity, Diversity, and Inclusion (EDI), and by actions demonstrating a genuinely collaborative approach towards equality including the formulation of strategies, recommendations or policies to promote, educate, and personify the values of diversity and inclusion in police leadership and policing in general.

\*Supporting details should specify activities or actions that took place within the immediate past three years from the closing date of the nomination period. (Policy 1, 5.5)

## **4 Program Chair Responsibilities**

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

- 4.2 The Chair has no vote except to cast a deciding vote in the event of a tie.
- 4.3 The Chair shall cause to be published on the website the instructions and deadlines for submitting award nominations.
- 4.4 The Chair shall notify the President and the Conference Director, or her designee, of the results of the selection process.
- 4.5 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.
- 4.6 The Chair shall notify all Award recipients as well as their IAWP Regional Coordinators, The Chair will send a list of the recipients to all IAWP Board Members.
  - 4.6.1 Notification to award recipients shall include advising that conference registration will be provided in accordance with the current IAWP conference policy. No other conference expenses will be paid.
  - 4.6.2 Each award recipient will receive a one-year complimentary membership for IAWP.
  - 4.6.3 The IAWP Membership Manager shall insure the IAWP membership is established for each award recipient.
- 4.7 The Chair shall notify all unsuccessful entrants with a personal letter by email.
- 4.8 The Chair shall direct the conference committee to ensure individual acknowledgement on each award purchased. The Chair shall review and approve estimated costs prior to purchase, and all invoices before forwarding to the Treasurer for payment.
- 4.9 The Chair shall submit a report to the Board of Directors for the Late Board Meeting, which shall include the following:
  - 4.9.1 A fully detailed financial report and accounting of all expenses for postage, awards and other expenses incurred during the selection process.
  - 4.9.2 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.
  - 4.9.3 A statistical report of the number of awards and Region

where each award recipient is employed.

## **5 Nomination/Submission Process**

- 5.1 IAWP awards are open to all serving female law enforcement officers with the exception of the Civilian Achievement Award which is for female civilian employees of law enforcement agencies, and the male award which is for male officers and civilian employees of law enforcement agencies. Nominees retired or removed from service prior to the time/date of the nomination are not eligible.
- 5.2 Nominations must be submitted in the English language using the electronic form available on the IAWP website. Specific instructions are available on the website during each award period.
- 5.3 Nominations may be submitted during the established timeframe for the yearly process.
- 5.4 Nominations may be submitted by the candidate's supervisor, employer, the President of an IAWP affiliate, or an IAWP Board member, but not by the candidates themselves.
- 5.5 Candidates may be entered for only one award at a time. The evidence must be timely and within the last three years from the closing date of the nomination period unless there is a compelling and incontrovertible situation brought to the attention of the chair of the Awards Committee. The Chair has deciding authority to determine if exception is warranted.
- 5.6 Unsuccessful entries may not be resubmitted in subsequent years; however, the candidate can be nominated for a further award in the future with different evidence.
  - 5.6.1 The Awards Chair shall maintain three years of annual records of the entries to ensure adherence to the guidelines and IAWP policy.

## **6 Awards Presentation**

- 6.1 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.

6.2 The IAWP will make a presentation at the annual conference to each of the recipients present. All recipients of the IAWP annual recognition will receive a complimentary one-year IAWP membership. All recipients of the IAWP annual recognition will receive a complimentary conference registration. This registration is non-transferable. No other expenses will be paid by IAWP.

6.3 When a recipient cannot attend in person to receive their award, the Chair will ensure they receive it at a later date.

6.4 No other awards are to be presented at the IAWP Awards Ceremony without prior consent of the IAWP President or her designee.

6.5 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.

6.5.1 The nominating party or the award recipient may decline to have photographs or other information publicized at the time of the nomination by noting that preference on the application form.

6.5.2 The award recipient may decline publicity at any time up to the date of conference by contacting the Chair of the Awards Program; but should be aware that advance publicity and information in WomenPolice magazine is prepared ahead of the conference.

## **7. Naming of Awards**

7.1 Annual Recognition Awards shall be titled as designated in Section 3 of this Policy.

7.2 The Annual Recognition Awards shall have no names attached to them other than the names designated in 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***

***Amended LBM 2018***

***Amended LBM 2022***  
***Amended EBM 2024***