

ADOPT AN OFFICER PROGRAM

1. Purpose:

To offer membership support by providing the means by which police officers without the financial resources are able to experience the benefits of belonging to a global association of women in their profession (IAWP).

2. Objectives:

2.1. To craft a program whereby individual IAWP members and/or Affiliates may adopt or otherwise sponsor law enforcement officers by paying for their membership in IAWP.

To craft a program whereby individual law enforcement officers may request "adoption" or otherwise sponsorship by IAWP members and/or Affiliates by those with the means to do so.

2.2. To promote mentoring and networking among members of the International Association of Women Police;

2.3. To provide an opportunity for women in criminal justice to develop to their potential and become the best police officers and community leaders they can be.

3. Procedures:

3.1. Management of the program:

3.1.1 The individual or Affiliate that is adopting an officer will be referred to as the "sponsor."

3.1.2 The law enforcement officer being sponsored will be referred to as the "adoptee."

3.1.3 The IAWP Membership Chairperson will be the contact person for persons or Affiliates that express an interest in being sponsors AND for individuals who wish to be adopted as IAWP members under this program.

3.1.4 The "Adopt an Officer Program" will be advertised in each issue of WomenPolice magazine.

3.1.5 The Policy and application form shall both be available on the

IAWP website.

3.2. Application process: *Adoptee*

Any person who wishes to become a member of IAWP and requests sponsorship shall:

3.2.1. Be a full time, active law enforcement officer whose salary is paid by public or government funds.

3.2.2. Submit a letter or application for membership to the Membership Chair requesting membership in the IAWP through the Adopt-an-Officer program.

3.2.2.a. The letter/application must be legible. The following information is mandatory:

- Name: The family or surname by which the adoptee wishes to be registered and identified must be clearly indicated
- Rank, position, or preferred title
- Preferred agency and/or personal mailing address
- Preferred agency and/or personal telephone number
- Preferred agency and/or personal email address

3.2.3 Should the adoptee wish to end their participation in the Adopt-an-Officer Program, they will notify the Membership Chairperson.

3.3. Application process: *Sponsor individual/Affiliate*

3.3.1 Individual IAWP members or IAWP Affiliates are encouraged to register their interest in sponsoring an adoptee whether or not they are aware of an adoption request. In this way, IAWP support for the Program is made evident and may encourage adoptees who are seeking sponsorship.

3.3.2 Sponsors are asked to make a minimum commitment of one year in order to establish the adoptee's connection to IAWP. Naturally, this commitment may be extended.

3.3.3 Reserve and retired officers are not eligible for sponsorship however may act or continue to act in the role of sponsor once they are retired.

3.3.4 Should the sponsors no longer wish to continue, they will notify the Membership Chairperson.

3.4 **Application process: *Membership Chairperson***

3.4.1 The Membership Chair will work closely with the Regional Coordinators who are responsible for the Regions in which a sponsor, an adoptee, or both are located. They shall encourage engagement by both potential sponsors and adoptees. The success of the Program relies on this collaboration.

3.4.2 When a request for sponsorship or adoption is received by IAWP, the Membership Chair will verify the information provided in the request.

3.4.3 The Membership Chair will confirm a sponsor-adoptee match

3.4.3.a Communicate with the sponsor, providing the name and contact information of the adoptee if not already known.

3.4.3.b Communicate with the adoptee notifying them of their new membership status and providing the contact information of their sponsor if not already known.

3.4.3.c Ensure that the relevant information concerning the new adoption, along with the sponsorship funds in U.S. dollars, are forwarded to the Treasurer.

3.4.4 In the event the sponsor terminates sponsorship, and the adoptee wishes to continue in the Adopt-an-Officer Program, the Membership Chairperson will identify an alternate sponsor. If an alternate sponsor cannot be found, the adoptee will be notified and invited to continue membership in the regular membership stream.

Adopted September 1997

Amended April 2001

Amended September 22, 2001

Amended April 12, 2002

Amended April 2, 2004 – format only

Amended September 18, 2009 – to content and format

Amended August 22, 2015 – to content