



**Australian Government**  
**Australian Commission for  
Law Enforcement Integrity**

# **THE FEMALE FABLE**

## **CORRUPTION AND THE CHANGING OPPORTUNITIES FOR WOMEN IN LAW ENFORCEMENT**

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## FUNCTION OF ACLEI



**ACLEI investigates serious and systemic corruption in higher corruption-risk Commonwealth agencies with law enforcement functions**



**ACLEI defines corruption as:**  
Abuse of office  
Conduct that perverts the course of justice



**ACLEI's jurisdiction currently includes:**

Australian Federal Police  
Australian Criminal Intelligence Commission  
AUSTRAC

Department of Immigration and Border Protection  
Department of Agriculture (prescribed biosecurity functions)





# FINDINGS AND IMPLICATIONS



## What are the implications?

Changes in opportunity

Risk aversion and the impact on detection

Unintended consequences

CULTURE

- 1 | Social capital and financial gain
- 2 | Nepotism
- 3 | Drug use
- 4 | Subcultures
- 5 | Relationships and declarable associations



**DETECT**  
**DISRUPT**  
**DETER**

Tailored approaches to address corruption risk



# RECOMMENDATIONS



## Inclusivity, not just diversity

Everyone has an equal opportunity to contribute in a meaningful and valued way



## Agile and responsive integrity frameworks

Avoid designing for average and be aware of emerging and agency-specific risk



## Acknowledge potential for bias

Build controls around management feedback to ensure consistency and avoid assumptions



## Targeted communication and messaging

Highlight risk and probability of detection, and support with facts and evidence



## Tailored training

Female only leadership and operational training



## Female integrity mentors

Model desired behaviour and support female colleagues with integrity challenges



ACLEI Project Report, *“Corruption and the changing opportunities for women in law enforcement”* is available on our website.

[www.aclei.gov.au/reports/project-reports](http://www.aclei.gov.au/reports/project-reports)





ACLEI would like to acknowledge the generous contributions made by representatives of the following agencies:

*Australian Criminal Intelligence Commission*

*Australian Federal Police*

*Australian Transaction Reports and Analysis Centre*

*Queensland Crime and Corruption Commission (QLD)*

*Department of Agriculture and Water Resources*

*Department of Defence*

*Department of Health*

*Department of Immigration and Border Protection*

*Independent Broad-based Anti-corruption Commission (VIC)*

*Independent Commission Against Corruption (NSW)*

*Independent Commissioner Against Corruption/Office for Public Integrity (SA)*

*New South Wales Police Force*

*Queensland Police Service*

*South Australia Police*

*Victoria Police*



# QUESTIONS?