THE OMBUDSMAN FOR ACADEMIC ETHICS AND PROCEDURES OF THE REPUBLIC OF LITHUANIA

DECISION

REGARDING VIOLATION OF THE PRINCIPLE OF ACADEMIC ETHICS IN THE ARTICLE “A STUDY OF STRESS AFFECTING POLICE OFFICERS IN LITHUANIA”

/full text/

31 March 2015 No. SP-9

Vilnius


determined that:

The applicant appeals to the Ombudsman the actions of deceased Prof. Gediminas Zukauskas (National Service of Forensic Psychiatry in Lithuania, Vilnius, Lithuania), Prof. Benjaminas Burba (Mental Clinic of Kaunas University of Medicine, Kaunas, Lithuania), Prof. Osvaldas Ruksenas (Dean of the Faculty of Natural Sciences of Vilnius University, Vilnius, Lithuania), Dr. Viktorija Grigaliuniene (Department of Nursing and Care of Kaunas University of Medicine, Kaunas, Lithuania), Prof. Jeffrey T. Mitchell (Professor of clinical tests of urgent health services at Maryland University, Catonsville, Maryland, USA), when they possible appropriated and copied the applicant’s Master Theses “Stress Among Police Officers” (hereinafter – Master Theses), the article “Stress of Police Officers” (co-author Prof. O. Ruksenas), and the article “Stress of Police Officers in Lithuania” prepared by the applicant (co-author Prof. O. Ruksenas) (in English) without her knowledge. The applicant asks to investigate whether the article “A Study of Stress Affecting Police Officers in
Lithuania”, which authors are G. Zukauskas, B. Burba, O. Ruksenas, V. Grigaliuniene, J. T. Mitchell, published in the journal “International Journal of Emergency Mental Health” (2009, Vol. 11. No. 4, pp. 205–214) is not the plagiarism of the applicant’s Master Theses “Stress Among Police Officers”, the article “Stress of Police Officers”, and the article “Stress of Police Officers in Lithuania” (in English), as well as to learn, how the authors of the article in question contributed to the article’s writing, and whether the information presented by these co-authors has not been published in other works.

The applicant states in her complaint that she defended her Master Theses “Stress among Police Officers” (her supervisor was Prof. O. Ruksenas, dean of the Faculty of Natural Sciences) in 2005 at Vilnius University. When she was preparing her Master Theses, she “processed” the questionnaires filled by the Lithuanian police officers in 2003 (in total 314 questionnaires) received from deceased Prof. G. Zukauskas (the then manager of National Service of Forensic Psychiatry in Lithuania). The applicant stated in the chapter 3 of her Master Theses “Methodology” that the questionnaires were prepared by Prof. G. Zukauskas. The applicant entered the data to Excel and used the $\chi^2$ homogeneity test to calculate the results. The received results were described and illustrated in the diagrams and tables.

The applicant also indicated that in 2005 (before the defence of her Master Theses) she used the data of her Master Theses to prepare the article “Stress of Police Officers” published in the journal “Laboratorinė medicina” (Laboratory Medicine), 2005, No. 1 (25), p. 19–23. The supervisor of the applicant’s Master Theses Prof. O. Ruksenas was indicated as the co-author.

During the conversation with the Office of Ombudsman for Academic Ethics and Procedures of the Republic of Lithuania (hereinafter – Office of Ombudsman) on 15 January 2015 Prof. O. Ruksenas confirmed that the article “Stress of Police Officers” was prepared on the ground of the applicant’s Master Theses. It should be noted that Prof. O. Ruksenas has not indicated during the meeting what part of that article he had prepared as the author. However, as he was the supervisor of the applicant’s Master Theses, he considered that all the actions related to the article’s preparation “should be understood in corpore.”

The applicant stated in her complaint that after the article “Stress of Police Officers” had been published, she prepared the article “Stress of Police Officers in Lithuania” in English in 2005–2006 upon the suggestion of the deceased Prof. G. Zukauskas. It had to be published in the journal “An International Journal of Police Strategies and Management”. She gave the article to Prof. O. Ruksenas for evaluation. The applicant states the following in the complaint: “this article was minimally corrected without my knowledge and for the reasons I cannot understand published in the journal
“International Journal of Emergency Mental Health”, while completely different persons were indicated as its authors.”

The applicant submitted three draft variants of the article to the Office of Ombudsman, which she was coordinating with the deceased Prof. G. Zukauskas and Prof. O. Ruksenas. The applicant explained that when she submitted the final variant of the article “Stress of Police Officers in Lithuania” (in English) to the deceased Prof. G. Zukauskas in 2006, she did not receive any answer about the article’s publication in the journal “An International Journal of Police Strategies and Management”, although Prof. O. Ruksenas told her at that time that the article had been forwarded to that journal. The applicant indicated that in August 2014 she accidentally found the article “A Study of Stress Affecting Police Officers in Lithuania” in the journal “International Journal of Emergency Mental Health” (2009, Vol. 11. No. 4, pp. 205–214 © Chevron Publishing ISSN 1522-4821). The following persons were stated as the article’s authors: Gediminas Zukauskas (National Service of Forensic Psychiatry in Lithuania, Vilnius, Lithuania), Benjaminas Burba (Mental Clinic of Kaunas University of Medicine, Kaunas, Lithuania), Osvaldas Ruksenas (Dean of the Faculty of Natural Sciences of Vilnius University, Vilnius, Lithuania), Viktorija Grigaliuniene (Department of Nursing and Care of Kaunas University of Medicine, Kaunas, Lithuania), and Jeffrey T. Mitchell (Professor of clinical tests of urgent health services at Maryland University, Catonsville, Maryland, USA). The applicant states: “when I got familiar with the content of the aforementioned article, it became evident that this article was created through copying/plagiarism (calculations, diagrams, descriptions, received results, interpretation of results, conclusions, comparison of data received in 2003 and in 1999, etc.) of my Master Theses “Stress among Police Officers” when I was the student of neurobiology.

During the conversation with the Office of Ombudsman on 15 January 2015 Prof. O. Ruksenas stated that the applicant prepared the article “Stress of Police Officers” published in the journal “Laboratory Medicine” in English under the title “Stress of Police Officers in Lithuania”, and submitted it to him and deceased Prof. G. Zukauskas. It should be noted that the final (3rd) variant of the applicant’s article in English has not been officially confirmed. Prof. O. Ruksenas submitted the primary (1st) variant of the article to the Office of Ombudsman. It was used to find the coinciding texts during the examination of the applicant’s complaint.

During the conversations with the Office of Ombudsman on 15 and 22 January 2015, Prof. B. Burba and Dr. V. Grigaliuniene stated that the deceased Prof. G. Zukauskas had addressed them directly for consultation and help regarding publication of the article “A Study of Stress Affecting Police Officers in Lithuania” (in English) in the foreign scientific publication. Prof. B. Burba and Dr. V. Grigaliuniene stated that they did not know the applicant, knew nothing about her Master Theses or article “Stress of Police Officers”. They were communicating directly with the deceased Prof. G. Zukauskas regarding the aforementioned article in English. According to Prof. B. Burba, he and Prof. J. T. Mitchell (University of Maryland, USA) helped to publish the article “A Study of Stress Affecting Police Officers in Lithuania” in the journal “International Journal of Emergency Mental Health” in 2009.

Prof. O. Ruksenas, Prof. B. Burba and Assoc. Prof. V. Grigaliuniene told to the Office of Ombudsman that they had not seen the final article “A Study of Stress Affecting Police Officers in Lithuania” (in English) or do not remember having seen it, and they told that they had not signed any documents or contracts with the publisher, which would regulate copyrights. When the Ombudsman asked to specify the input of the co-authors into the aforementioned article, Prof. O. Ruksenas replied
that his input “was manifested by consultations about statistical processing of data”; Prof. B. Burba stated that his input to the aforementioned article was “mainly of consultative character”, besides he had used the personal contacts with foreign colleagues and helped to include them (more precisely, Prof. J. T. Mitchell) “into the article’s preparation for publication in the foreign article”; Assoc. Prof. V. Grigaliuniene stated that in 2003 or 2004 she had been cooperating with Prof. G. Zukauskas, made a questionnaire for him on the stress experienced by the officers, analyzed the literature necessary for formation of questionnaires and she had delivered all the prepared material (questionnaire and list of literature) to Prof. G. Zukauskas; however she could not provide any documents supporting such delivery to the Office of Ombudsman.

The Office of Ombudsman addressed the publisher of the journal “International Journal of Emergency Mental Health” – company “Chevron Publishing Corporation”, asking which person from the specified authors had been appointed to sign the contract of copyright with the publisher and who was the contact author; however it did not receive any answer.

Upon the comparative analysis of the applicant’s article “Stress of Police Officers” published in the journal “Laboratory Medicine” (2005, No. 1 (25), p. 19–23), article prepared by the applicant “Stress of Police Officers in Lithuania” (in English) and the article “A Study of Stress Affecting Police Officers in Lithuania” (authors: G. Zukauskas, B. Burba, O. Ruksenas, V. Grigaliuniene, J. T. Mitchell) published in the journal “International Journal of Emergency Mental Health” (2009, Vol. 11. No. 4, pp. 205–214) in the Office of Ombudsman, the following coincidences were detected:

1. all the diagrams presented in Figs. 1-14 of the article “A Study of Stress Affecting Police Officers in Lithuania” coincide with 9 diagrams out of 11 presented in the article “Stress of Police Officers” (Figs. 2-11) and with all the diagrams in the English article “Stress of Police Officers in Lithuania” (Figs. 1-14) (i.e. statistical data in the diagrams, stylistics of the diagrams, colours, enumeration of the diagrams correspond; the visualization of legends has insignificant differences);

2. the titles and description of statistical data in the diagrams presented in Figs. 1-14 of the article “A Study of Stress Affecting Police Officers in Lithuania” coincide with 9 diagrams out of 11 presented in the article “Stress of Police Officers” (Figs. 2-11) and with all the diagrams in the English article “Stress of Police Officers in Lithuania” (Figs. 1-14); there are insignificant differences in some words in the diagrams and descriptions of their data – the synonyms of the English language are used, for example “Stressful incident in police office work” and “Stressors associated with police work” (Fig. 4); “Police officers reaction to stress” and “Reaction of police officers to stress”, “Rembrances” and “Recollections”, “Trying don’t think” and “Avoiding thoughts”, “Difficult to concentrate attention” and “Concentration difficulties”, etc. (Fig. 6); “Going in for sports” and “Sports”, “Being at home and having a rest with family” and “Home/Family”, “The other way” and “Other” (Fig. 8); “The police officers after stress have recourse” and “Recourse options after stress” (Fig. 9); “The most evident differences in police officers opinion form years 1999 and 2003” and “Differences in police officers opinion (1999-2003)” (Fig. 13);

3. the percentage expressions in the article “A Study of Stress Affecting Police Officers in Lithuania”, which illustrate the distribution of the answers of respondents, coincide with the percentage expressions in the article “Stress of Police Officers” and the English article “Stress of Police Officers in Lithuania”;

4. the structure of the article “A Study of Stress Affecting Police Officers in Lithuania” coincides with the structure of the article “Stress of Police Officers” and the English article “Stress of Police Officers in Lithuania”, i.e. the text is presented in the same logical sequence, the name and
order of the chapters correspond, except for such insignificant differences as dividing the chapter “Results” into smaller units named according to the analyzed topic (“Age distribution and length of service”, “Stressors associated with police work”, “External stressors associated with police work”, “Reactions to stress”, “Mechanisms for coping with stress”, “Physical symptoms”, “Use of alcohol”);

5. The text of the article “A Study of Stress Affecting Police Officers in Lithuania” coincides essentially with the English article “Stress of Police Officers in Lithuania”, except for some insignificant editorial changes/amendments, when some words were replaced by synonyms (e.g. “stress” was replaced with “stressors”, “policemen, policewomen” – “male and female police officers”, “insecure” – “unsafe”, “depressing factor” – “stressful factor”, “accordingly” – “respectively”, “honorary code” – “code of conduct”, etc.).

The detailed comparative analysis of the applicant’s article “Stress of Police Officers” (co-author Prof. O. Ruksenas), article of the applicant prepared in English “Stress of Police Officers in Lithuania” (1st variant) and the article “A Study of Stress Affecting Police Officers in Lithuania” is presented in the table, attached to the present decision. The coinciding texts (marked in blue) and identical diagrams are provided in the table. The synonym words are marked in yellow.

It should be noted that the parts of the text in the article “A Study of Stress Affecting Police Officers in Lithuania” (sentences, diagrams, percentage expressions) coincide with the parts of the applicant’s article “Stress of Police Officers” and the article of the applicant prepared in English “Stress of Police Officers in Lithuania”, and they are presented without any quotation marks or references to the source. The reference to the article “Stress of Police Officers” (“Laboratory Medicine” (2005, Nr. 1 (25), p. 19–23)) of K. Majauskaite and O. Ruksenas is not included in the reference list of the aforementioned article.

The Ombudsman did not have technical opportunity to evaluate the text’s rephrasing and to determine whether the information of the articles “Stress of Police Officers” and the English article “Stress of Police Officers in Lithuania” has not been published in other scientific publications.

With regard to the aforementioned and the fact that Prof. O. Ruksenas knew about the applicant’s article “Stress of Police Officers”, article prepared by the applicant in English “Stress of Police Officers in Lithuania”, and he knew that the latter article had been prepared for publication in the foreign journal, but he did not undertake any actions to ensure the applicant’s authorship in the aforementioned article and endeavour at truth in research activity, it should be noted that such a behaviour of Prof. O. Ruksenas contradicts to the subparagraph 5.1.5 of the Code of Academic Ethics of Vilnius University that states that the provision of the research activity based on the honest research and endeavour at truth is violated by “Plagiarism, i.e. presentation of the text of other person <...> as own.”

It should be noted that the article “A Study of Stress Affecting Police Officers in Lithuania” is quoted in 6 references1. Moreover, this article is included into the structure of subjects of biophysical doctoral studies of Sensory Systems in the field of Biophysics at Vilnius University (Department of Biochemistry and Biophysics of the Faculty of Natural Sciences (Dean Prof. O. Ruksenas)): consulting lecturer – Prof. O. Ruksenas has included this article among the most significant works in that area published in the last 5 years2.

1 https://scholar.google.lt/scholar?hl=lt&q=A+Study+of+Stress+Affecting+Police+Officers+in+Lithuania&btnG=
2 Online access: http://www.vu.lt/site_files/DRS/DOKTORANTUROS_STUDIJU_PROGRAMOS_IR_SANDAI/BIO MEDICINOS_M OKSLAI_B_000/Biofizika_02_B/BIOFIZIKA%202012SENSORINIU%20SISTEMU%20BIOFIZIKA.pdf
Upon having examined and evaluated the presented information, supporting documents and legal regulation, and following the paragraphs 1 and 8 of the clause 12 of the article 18 of the Law on Higher Education and Research, the Ombudsman,

**decided:**

1. To inform Vilnius University, Lithuanian University of Health Sciences and the Ministry of Education and Science of the Republic of Lithuania about the Ombudsman’s decision.

2. To make public the cases about the violation of academic ethics and procedures, i.e. to inform Prof. O. Rukenas, Prof. B. Burba, Assoc. Prof. V. Grigaliuniene, Prof. Jeffrey T. Mitchell, and publisher of the scientific journal “International Journal of Emergency Mental Health” – company “Chevron Publishing Corporation” about the Ombudsman’s decision.

Ombudsman for Academic Ethics and Procedures

Vigilijus Sadauskas
<table>
<thead>
<tr>
<th>Straipsnis „Policijos pareigūnų stresas“</th>
<th>Pareiškėjos parengtas publikavimui straipsnis anglų kalba „Policijos pareigūnų stresas“ (1 variantas)</th>
<th>Straipsnis „A Study of Stress Affecting Police Officers in Lithuania“</th>
</tr>
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<tbody>
<tr>
<td>Yra daug ir įvairių pareigūnų streso priežasčių. Siekiant kuo geriau jas išnagrinėti, buvo sukurtą metodiką – anketa (…), kuri padėtų sužinoti, kas sukelia pareigūnams stresą ir į ką labiausiai reikėtų atkreipti dėmesį. 2003 m. anketos išdalytos Lietuvos teisės akademijos Policijos fakulteto neakivaizdinio skyriaus studentams, pareigūnams, dirbantiems policijos departumentuose – pasienyje, muitinėse, visų Lietuvos apskričių komisariatuose. Apklausoje dalyvavo 210 pareigūnų ir 104 pareigūnų.</td>
<td>This paper aims to identify key problems which police officers of Lithuania are encountering. The questionnaires were distributed among (…) officers, working in police departments — customs officers, commissariats of all Counties of Lithuania. The results are compared among police male officers and female officers and with similar studies carried out in the Lithuania in 1999 year (Žukauskas, Taljūnaitė, Jasmontaitė, Sušinskas, 2000).</td>
<td>This research study aims to identify the key stresses encountered by police officers in Lithuania in 2003. A questionnaire was distributed to officers working in police departments throughout Lithuania. The 2003 results were a compared with a similar study carried out among male and female police officers in Lithuania 1999.</td>
</tr>
<tr>
<td>Daugelis autorių pažymi, kad policininko profesija – viena iš labiausiai susijusių su stresu. (19 psl.)</td>
<td>Police work is often regarded as an extremely stressful occupation (…).</td>
<td>Police work is an extremely stressful occupation (…)</td>
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<tr>
<td>Straipsnio dalis „Tyrimo metodai“:</td>
<td>Dalis „Methods“:</td>
<td>Dalis „Methods“:</td>
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<td>2003 m. anketos išdalytos Lietuvos teisės akademijos Policijos fakulteto neakivaizdinio skyriaus studentams, pareigūnams, dirbantiems policijos departumentuose – pasienyje, muitinėse, visų Lietuvos apskričių komisariatuose. Iš viso apklausoje dalyvavo 314 pareigūnų, iš jų 210 vyrų ir 104 moterys. (…) buvo taikomas ( \chi^2 ) homogeniškumo testas. (20 psl.)</td>
<td>The questionnaires were distributed among part-time studies students of Police Faculty of Law University of Lithuania, officers, working in police departments – customs officers, commissariats of all Counties of Lithuania. Police officers (210 males, 104 females) filled in the questionnaires in 2003 year to identify stress problems.</td>
<td>A specific questionnaire (…), was distributed amongst officers working in police departments. Among those included in the sample were customs officers, commissioned officers (leaders), and regular officers. Also included were students, who were pursuing their education under the Police Faculty of Law at the University of Lithuania. The questionnaire was distributed in 2003 (…).</td>
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<td></td>
<td>We use ( \chi^2 ) Homogeneity test.</td>
<td>We used ( \chi^2 ) test (…).</td>
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* tokio testo statistikoje nėra (pareiškėjos pastaba)
Profesinės stresinės situacijos
Net 58% vyrų ir 48% moterų teigia, kad didelis stresas patiriamas susiduriant su smurto aukomis. 43% pareigūnų ir 35% pareigūnų teigia, kad negali nubausti kaltų asmenų. Beveik visuomet trūksta įkalčių ir įrodymų, nors kaltininkas — akivaizdus. Didelį stresą sukelia ir lavonų apžiūra — net 51% vyrams ir 42% moterims.

**Stresoriams susijusios teritorijos**
A total of 314 police officers (210 males, 104 females) were drawn from different age groups.

**Stresorių sąrašas**

**Stress in police work**
Actually a total of 58% policemen and 48% policewomen replied that the very stressful situation is violence of victims. A total of 43% policemen and 35% policewomen replied that the inability to punish guilty persons because of lack of evidence was a depressing factor. Necropsy was stressful situation for 51% policemen and 42% policewomen.

**Stresors associated with police work**
A total of 58% male and 48% female police officers replied that the most important stressor in their work was the level of violence. A total of 43% of male and 35% of female police officers responded that the inability to convict guilty persons because of lack of evidence was a stressful factor. Autopsies were perceived as stressful situations for 51% of male and 42% of female police officers.
Dealing with the mentally unstable (or mentally ill) was perceived as stressful by 69% of male cops and 63% of female cops. Dealing with homeless by — 75% and 69% accordingly; a total of 73% of policemen and 63% of policewomen indicated that dealing with drug addicts was stressful. (…) male cops' danger and insecurity were sensible of using force, raids and insecure calls.

**Figure 3.** Stress inherent in police work

**Figure 4.** Stressful incidents in police officers work.

* Neteisingas grafiko pavadinimas (sutampa su 3 grafiko). 4 grafikė pavaizduoja įvykius darbe, sukeliantys stresą (stressful incidents) (pareiškėjos pastaba)
<table>
<thead>
<tr>
<th>Straipsnis „Policijos pareigūnų stresas“</th>
<th>Pareiškėjo parenas publikavimui straipsnis anglų kalba „Policijos pareigūnų stresas“ (1 variantas)</th>
<th>Straipsnis „A Study of Stress Affecting Police Officers in Lithuania“</th>
</tr>
</thead>
</table>
| Yra ir daugybė išorinių veiksnių, kurie taip pat sukelia stresą.  
75% apklausos dalyvių vyrų ir 63% dalyvių moterų teigia, kad visuomenės požiūris į policininkų darbą—neigiamas (…) (4 pav.). (21 psl.) | There are many external stressors in police work. The main finding was that 30% policemen and 36% policewomen perceived that the mass media portrayed the police as ineffective, i.e. that mass media formed a negative opinion of society towards police.  
Of the respondents, 75% men and 64% women pointed out that public opinion was stressful factor (Figure 5).  
A total of 77% male cops and 66% female cops admitted that negative opinion could be improved by changing the public’s view of the police officer honorary code; a total of 41% respondents thought that this purpose could be achieved if police officers changed their behavior with citizens.  
For males the rotating shift work were more stressful than for females (Figure 5).  
A total of 43% policemen and 39% policewomen pointed out the ineffectiveness of the criminal justice system. Respondents indicated that workload was too large and work demands were too many; this factor is more stressful for policewomen (55%, 67%) (Figure 5).  
A total of 26% male cops and 17% female cops admitted that the point of police work and the point of responsibility are unclear. Actually police officers (74% males, 73% females) were unsatisfied by salary, but admitted that they were lacking knowledge and experience (corresponding 28%, 32%). Respondents complained (69% men, 58% women) about „bureaucratic“ procedures—much paperwork. The police officers (44% males and 36% females) pointed out a lack of equipment and its low quality. | External stressors associated with police work  
There are many external stressors in police work. The main finding was that 30% of male and 36% of female officers perceived that the mass media portrayed the police as ineffective and perpetrated a negative opinion of the police.  
Of the respondents, 75% of male and 64% of female officers reported that public opinion was a stressful factor (Figure 5).  
A total of 77% of male and 66% of female officers felt that the negative opinions could be improved by changing the public’s view of the police officers’ code of conduct; a total of 41% of respondents thought that this could be achieved if police officers modified their behavior with citizens.  
Rotating shift work was significantly more stressful for males than for females. A total of 43% of male and 39% of female police officers felt that the ineffectiveness of the criminal justice system was a stressful factor. Respondents also indicated that workload was too great and work demands were too numerous; this factor was significantly more stressful for female compared to male police officers (67% vs 55% respectively).  
A total of 26% of male and 17% of female police officers reported that the goals of police work and their individual level of responsibility were unclear. Most police officers (74% of males, 73% of females) were dissatisfied with their salary, but admitted that they were also lacking knowledge and experience (28% of males, 32% of females). Respondents complained (69% of males, 58% of females) about “bureaucratic” procedures, i.e. too much paperwork, and 44% of male and 36% of female police officers pointed out a lack of equipment and its low quality. |

Tai pamaininis darbas (59% pareigūnų ir 41% pareigūnių), kuris susišęs su miego ir nemigos periodais, vyrams šiuo atveju pastarasis veiksnytas taip pat reikšmingas nei moterims (4 pav.). Respondentai mano, kad gana neefektyvi ir teisėtvarkos sistema (43% vyrų ir 38% moterys). Kaip matome (4 pav.), pareigūnams stresą kelia per didelis reikalavimai ir per mažai laiko darbui atlikti, o pareigūnai su tuo susidoroją lėngviau. (21 psl.)  
26% respondentų, 17% respondenčių mano, kad net darbo tiksliai ir atsakomybės laipsnis neiškš. Daugumą pareigūnų netenkina gaunamas atlygis už darbą—74% vyrų ir 73% moterų, kartu pripažįsta, kad trūksta žinių ir įgūdžių (28% respondentų ir 32% respondenčių). Prie organizacinių stresorių galima išskirti ir biurokratizmą. „Popierizmas“ vargina 69% pareigūnų ir pripažįsta, kad trūksta žinių ir įgūdžių (28%, 32%). Respondents complained (69% men, 58% women) about „bureaucratic“ procedures—much paper work. The police officers (44% males and 36% females) pointed out a lack of equipment and its low quality.  

A total of 77% of male police officers (74% of males, 73% of females) were dissatisfied with their salary, but admitted that they were also lacking knowledge and experience (28% of males, 32% of females). Respondents complained (69% of males, 58% of females) about “bureaucratic” procedures, i.e. too much paperwork, and 44% of male and 36% of female police officers pointed out a lack of equipment and its low quality.
Reagavimas į stresą ir jo įveikimo būdai


Reakcijos į stresą (%):

Pareiškėjos parengtas publikavimui straipsnis anglų kalba „Policijos pareigūnų stresas“ (1 variantas)

Reakcijos į stresą:

As we see in Figure 6, a total of 41% both policemen and policewomen were trying to escape from thoughts and remembrances about event, which evoked stress. Both policemen and policewomen tried to suppress emotions adeqiate: 21%, 23. Stress evoked disbalance of appetite (24% men, 31% women).

Reactions to stress:

A total of 41% of both male and female police officers reported avoiding thinking about stressful events. Both male- and female police officers attempted to suppress emotions (21% and respectively), and reported stress-evoked disturbances of appetite (24% and 31% respectively) (Figure 6).

0
20
40
60
80
100
0 m. v. m. v. m. v.
0,6
0,4
0,2
0
P<0,05
0
0,2
0,4
0,6
0,8
1
Negative public opinion
Rotating shift work
Too high requirements
y axis: probability that external stressor will evoke stress

Figure 5.

Vyrų ir moterų reagavimas į stresą (%):
Pareiškėjos parengtas publikavimui straipsnis anglu kalba „Policijos pareigūnų stresas“ (1 variantas)


Mechanisms for coping with stress
Male and female police officers coped with stress similarly, but male officers were twice as likely to play sports than female officers (49% vs 25% respectively) (Figure 8). In general, police officers preferred to relax at home (...) (…) autotraining and meditation (2% of males and 3% of females) (Figure 8).
### Straipsnis „Policijos pareigūnų stresas“

Vyrų ir moterų streso įveikimo būdai (%):

Daugiau nei 50% abiejų lyčių policininkų stengiasi būti tvirti ir su problemomis susitvarkyti patys (8 pav.). 49% moterų kreipiasi pagalbos į šeimos narius, vyrų mažiau―36%. Nedaug respondentų―apie 17%―mano, kad pagalbą suteiks arba bent jau supras kolegos.

### Straipsnis „A Study of Stress Affecting Police Officers in Lithuania“

**Figure 8. Ways to cope with stress used by police officers (%)**


Police officers (63% men and 52% women) coped with stress being alone (Figure 9). Policemen (36%) and policewomen (49%) after stress had recourse to family members, about 16% police officers — to colleagues (Figure 9).

### Physical symptoms

No police officer admitted, that he (or she) is (or was) mentally ill, but they admitted, that 37% men and 36% women have (or had) diseases — cardiovascular diseases, allergy, endocrine, pulmonary diseases, digestive trouble and etc. Policewomen morbidity rate was higher than policemen (Figure 10).
**Straipsnis „Policijos pareigūnų stresas“**

Skirtumas tarp vyru ir moterų ligų atžvilgiu (x ašis: m.–moterys, v.–vyrai; y ašis–sergamumo dažnumas) (9 pav., 22 psl.)

**Pareigūnas ir alkoholis**

Lygindami alkoholio vartojimo dažnumą irgi matome skirtumus: 65% moterų ir 47% vyru teigia, kad alkoholį vartoja tik kartą per mėnesį (šiuo atveju moterys vartoja mažiau), kartą per savaitę pareigūnai vartoja dažniau nei pareigūnės (10 pav.), 11% vyru ir 4% moterų—kelis kartus per savaitę. (22 psl.)

**Skydliaukės ligos**

Alergijos

Kraujošpūdžio pakitimai

**Pareiškėjos parengtas publikavimui straipsnis anglų kalba „Policijos pareigūnų stresas“ (1 variantas)**

**Straipsnis „A Study of Stress Affecting Police Officers in Lithuania“**

A total of 48% males and 70% females admitted they were drinking alcohol once a month, 41% males and 23% females drank alcohol once a week, 11% policemen and 6% policewomen drank alcohol several times a week (Figure 11).

**Use of alcohol**

A total of 48% male and 70% of female police officers admitted drinking alcohol once a month, 41% of male and 23% of female police officers drank alcohol once a week, and 11% of male and 6% of female police officers drank alcohol several times a week.
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<tr>
<td>Alkoholio vartojimas labai reikšmingas kaip apie policininkų savižudybes. Pačių pareigūnų nuomone, kolegų savižudybes lemia ne darbo problemos, ne ligos (tiek psichinės, tiek somatinės), bet alkoholizmas ir šeimos problemas (11 pav.): (...). (22 psl.)</td>
<td>Police officers designed to identify their opinion about the main causes of police officers suicides in the questionnaire. Family problems were considered to be a cause of suicide by 63% males and 49% females. A total of 65% policemen and 50% policewomen thought that suicide was directly related to health problems such as alcoholism, depression, etc. (Figure 12).</td>
<td>Suicide Police officers were asked to identify the main causes of police officer suicides. Family problems were considered to be a major factor by 63% of male and 49% of female police officers. A total of 65% of male and 50% of female police officers thought that suicide was directly related to health problems such as alcoholism (Figure 12).</td>
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<td>Pareigūnų nuomone, kas lemia policininkų savižudybes (x ašis: m.– moterys, y–vyrai; y ašis–policininkų savižudybių tikimybė) (11 pav., 22 psl.)</td>
<td>Figure 12. The main factors causing suicide in police officers according to officers reports. y axis: probability of police officers suicides</td>
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<td>Figure 12.</td>
<td>Figure 12. Causes of suicide as identified by police officers.</td>
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**Diagramas**

- **X ašis:** m.– moterys, v.–vyrai; y ašis–policininkų savižudybių tikimybė.
- **Alkoholizmas**
- **Šeimos problemas**

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<tr>
<th>Straipsnio dalis „Išvados“:</th>
<th>Dalis „Discussion“:</th>
<th>Dalis „Discussion“:</th>
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<tr>
<td>Profesinės stresinės situacijos pareigūnams vyrams dažniau sukelia stresą. (22 psl.)</td>
<td>Professional stress situations for police male officers might evoke stress more frequently (average<del>45%) than for police female officers (average</del>37%). There were meaningfully differences between male and female cops in these situations: violence against colleagues, hoax calls, specific means to an end use in crowd, rape victims, insecure calls, raids, using force, negative public opinion to police officers work, rotating shift work — police male officers were more stressed than police woman officers in these situations. Only one situation — too little time to conform too high requirements — for policewomen was more stressful than for policemen.</td>
<td>In general, work-related situations were associated with more stress for male (45%) than for female police officers (37%) and in specific situations: violence against colleagues, hoax calls, crowd control, rape victims, unsafe calls, raids, using force, negative public opinion, rotating shift work. Only one situation — insufficient time to conform with “too high requirements,” was more stressful for female than for male police officers.</td>
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<td>Straipsnis „Policijos pareigūnų stresas“</td>
<td>Pareiškėjos parengtas publikavimui straipsnis anglų kalba „Policijos pareigūnų stresas“ (1 variantas)</td>
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<td>The many policemen and policewomen pointed that after stress they having obsessive remembrances and taking evasive thoughts and feelings about stressful event (...). In response to question — your reaction to stress — police female officers filled in significantly more response options than police male officers, in questionnaires. Besides, one policewoman marked, that after stress she was thinking about suicide. Police male officers undisposed to talk about problems (...). We compared investigations of police officers in 2003 year with results of police stress surveys carried out in the Lithuania in 1999 year (Žukauskas, Taljūnaitė, Jasmontaitė, Sušinskas, 2000) (...). In both cases the profissional stressful situations (violence against colleagues, hoax calls, rape victims, etc.) were noticed as most stressful. In both cases administrative problems were reported to be the most prevalent source of stress, i.e. problems related to poor working conditions, „bureaucratic“ procedures, lack of good quality equipment, etc. Problems resulting from an ineffective criminal justice system were indicated as more important in 1999 than in 2003 (Figure 13); followed by problems associated with negative public opinion — more higher in 1999 than in 2003 and mass media interpretation of police work — positively marked only a total of 31% police officers in 1999, but in 2003 — a total of 68% cops. Police officers marked more frequently that their colleagues lie down on the job and they needed professional expertise in 1999 than in 2003.</td>
<td>Many respondents reported that after a stressful incident they experienced intrusive recollections and avoided thoughts and feelings about stressful event. In terms of reaction of police officers to stress, female officers endorsed significantly more response options than male police officers; one female officer reported that after stress she had thoughts of suicide. Male officers were less predisposed to talk about problems (...). Differences between 1999 and 2003 We compared the results of this study with a previous study carried out with police officers in Lithuania in 1999. In both studies, work situations (violence against colleagues, hoax calls, dealing with rape victims, etc.) were noted as the most stressful. On the other hand, administrative problems were reported to be the most prevalent source of stress, e.g., “bureaucratic” procedures, poor working conditions, lack of good quality equipment, etc. Problems resulting from an ineffective criminal justice system were more important in 1999 than in 2003 (Figure 13), followed by problems associated with negative public opinion again higher in 1999 than in 2003. Negative media coverage of police work was endorsed by 31% of police officers in 1999 and 68% in 2003. More police officers felt that their colleagues did not pay enough attention to the job and were lacking in professionalism in 1999 than in 2003.</td>
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<td><strong>Figure 13.</strong> The most evident differences in police officers opinion from years 1999 and 2003 (%): 1. Ineffective criminal justice system; 2. Negative public opinion to police officers work; 3. Positive mass media interpretation of police officers work; 4. Police officers lie down on the police work; 5. Police officers need professional expertise; 6. Police officers are clever.</td>
<td>1. Ineffective criminal justice system; 2. Negative public opinion; 3. Negative mass media coverage;* 4. Poor attention to work; 5. Lacking professionalism; 6. Needing more education.</td>
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<td>Police officers consumption of alcohol was similarly in 1999 and in 2003 (Figure 14).</td>
<td>Consumption of alcohol by police officers was similar in 1999 and in 2003 (Figure 14).</td>
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<td><strong>Figure 14.</strong> The most evident differences in alcohol consumption by police officers from years 1999 and 2003 (%).</td>
<td>A police officer is not an ordinary member of society. (...) police officers live and work in more stressful conditions. During the years 1993–2004 were 71 the police suicides, so the police officers suicide rate was 6-7 per year (Police Department under the Ministry of the Interior, 2005).</td>
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* Neteisingai interpretuoti duomenys (pareiškėjos pastaba)

A police officer is not an ordinary member of society and police officers are exposed chronically to extreme and unique stressors. In Lithuania, there were 71 police suicides during the years 1993–2004 giving a suicide rate 43/100,000 police officers per year (…) (Police Department Republic of Lithuania, 2005).
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<td>Important feature of police suicides during recent years in Lithuania is that suicides are committed by younger police officers. Police officers opinion about the main causes of officer suicides in 1999 year was similar to police officers opinion in 2003. They marked that the main problems were family and police work problems. These facts are warning signals (...) more effective stress reduction programs (...). Obviously, there isn’t enough allow attention for police officers stress in our country, but we hope that after more considered elaboration and using the experience of other countries in this field the situation will be better.</td>
<td>Important feature of police suicides during recent years in Lithuania is that younger police officers are committing suicide. (...) police officers’ opinions about the main causes of member suicides in 1999 were similar to those in 2003 and related primarily to problems associated with family and police work.</td>
<td>Dalis „Conclusion“: These findings represent warning signals (...) more effective stress reduction programs (...). Clearly, there is not enough attention paid to the stress associated with the work of police officers in Lithuania, but we hope that after more extensive research and collaboration with other countries that this situation will improve over time.</td>
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