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DISAPPROVED GROUP BEHAVIORS WITHIN THE POLICE FORCE

The Police Force, as a social institution, is not immune to various types of socially unacceptable behavior. Such behavior includes social pathology, defined as negative social behaviors that violate a system of norms and values and have a destructive impact on society on a larger scale. This study analyzed selected dysfunctional behavior and group socio-pathological phenomena existing in the police environment, which breaks down group ties and harms society at large. The study discusses such issues as extreme behavior in a professional situation, lack of readiness to oppose illegal influence, and mobbing.

Keywords: Police, dysfunctional behavior, socio-pathological phenomena, extreme behavior in professional situations, lack of readiness to oppose illegal influence, mobbing.

1. INTRODUCTION TO THE SUBJECT MATTER

The scientific circles have been discussing the issues related to socially disapproved behavior for many years. What is characteristic of this discussion, is the fact that quite a large group of terms and concepts functions in science, which shows negative social 'potential' that is understood differently by various representatives of this research trend. Theoreticians wonder what social problems, social pathology, social deviation, social disorganization, social labeling, social anomia, social trauma, social issue, social uncertainty, social marginalization, social dilemmas, social traps etc. actually are (Moczuk, Bajda, 2016). This, however, does not define the scope of the subject discussed, because in addition to the issues mentioned, such terms are used in science as: demoralization, which exists on the grounds of law, dysfunctional behavior, social maladjustment, social inadaptation, social derailment, educational difficulties that are characteristic for the science of pedagogy, as well as risky behavior, antisocial behavior, behavioral disorders, emotional disorders, deviant behavior, moral neglect, problematic behavior, social and moral dilemmas, unconventional behavior, asocial behavior, dysfunctions, all of which are discussed in psychology and psychiatry. Nevertheless, the aforementioned catalog of concepts and terms cannot be considered finite. Deriving inspiration from the achievements of Jerzy Kwaśniewski, it can be stated that pathology, deviation, social problems, dysfunctional phenomena, social disorganization essentially are synonyms used to identify

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forms of social 'evil' or social 'ailments' (Kwaśniewski, 1991), whereas the subject matter itself, due to its analytical and research diversity, should be discussed with due scientific diligence, in such a way as not to abuse it when it is not advisable.

When 'exploring' the issue, one may get the impression that many of the concepts characterizing disapproved social behavior are used interchangeably, where the phenomena referred to as 'social pathology' are treated as topos (Illusie, 2004)², as the key to the understanding of certain social phenomena disturbing a given society. These terms get mixed, while the lack of a theoretical basis for their analysis, leads to the fact that something that is considered a pathological phenomenon can be defined by another concept (Moczuk, Bajda, 2016).

Due to the fact that this study presents selected dysfunctional and pathological phenomena occurring in the police, only the following two issues ought to be briefly characterized: 'dysfunctional phenomena' and 'social pathology'.

In regard to the concept of 'dysfunctional phenomena', it should be noted that it was introduced by Robert K. Merton, who, based on functional theory, discussed the issues of social anomie as well as other social issues with a 'negative' coloration (Merton, 2002)³. He had written at the time that

not all such deviation from the dominant norms of the group in necessarily dysfunctional for the basic values and adaptation of the group. (...) Strict and unquestioned adherence to all prevailing norms would be functional only in a group that never was: a group that is completely static and unchanging in a social and cultural environment, which is static and unchanging (Merton, 1968).

Dysfunction, thus, is a set of phenomena negatively affecting social-system changes, its modification or adaptation. Dysfunction causes tension in the system, which leads to deformation and loss of internal functional balance. Each system is, to some extent, characterized by dysfunction, while its dynamics and development derive from the abrasion of its dysfunction and function. Dysfunction is the society members' lack of ability or insufficient ability to adapt, which in consequence leads to the society's stagnation and ossification. Although the social system is functioning, it gradually loses its developmental power. Social system dysfunctions are similar to disease, which unrecognized and untreated in time, eventually lead to permanent degeneration (Bober, Hausner, Izdebski, Lachiewicz, Mazur, Nelicki, Nowotarski, Puzyna, Surówka, Zachariasz, Zawicki, 2013). Dysfunction is a system malfunction, caused by negative social phenomena, leading to the system's negative functioning. The social system, therefore, is forced to take action to restore the previous state, as to maintain balance, or accept the given state, through adaptation, which then becomes a norm in the society. Dysfunction thus is a phenomenon that adversely affects a given social system, while its long-term impact can lead to a pathological condition (Pasieczny, Glinka, 2016). Dysfunctional behavior is such behavior that violates the universally accepted norms, values, principles and rules, whereby it must be intentional, i.e. conscious, purposeful, not random and not-culpable, as well as repetitive, i.e. occurring more than once (Szostek,

² A topos is a recurring motif, theme or stereotypical imagery regarding a particular social phenomenon. This concept derives from both literary studies as well as mathematics and philosophy.

³ The term was introduced by Robert K. Merton.

2015). Dysfunctional behavior is a behavior of intentional nature, which not only violates the commonly accepted norms, values, principles and rules, but the consequences of which have an interpersonal dimension and encompass Machiavellian behavior, including bullying, mobbing, psychopathic leadership, sexual harassment, desocialization, as well as formal behavior consisting in the building of agreements or relationships that are aimed at particular interest, as opposed to the social well-being and the organizational dimension, and encompassing such anti-organizational behavior as activity that detrimental to the social system as well as asocial forms of involvement, including corruption or addiction (Szostek, 2015).

The concept of 'social pathology' was introduced into Polish scientific literature by Adam Podgórecki, who stated that "it is a type of behavior or functioning of a social system, which remains in incompatible contradiction with the ideological values accepted in a given community", thus recognizing the fact that ideological values are just a generalization of various subjective assessments, hence social pathology is dependent on the time-variable subjective views functioning in a given community (Podgórecki, 1976). Irena Pospiszyl is of an opinion that social pathology is defined as a negative social phenomenon that factors in the following: a) violation of norms and values; b) the destructiveness of a given behavior, measured by the scale of social condemnation; c) its occurrence in a larger community or on a mass scale; d) the need to use collective power to counter such problems (Pospiszyl, 2008). Making use of the research achievements of Izabela Wiciak and Magdalena Baranowska, it can be indicated that when classifying the forms of social pathology, several criteria should be taken into account by which these forms can be categorized, including: a) the criterion of their reference to humans; b) the criterion of norm exceedance; c) the degree of social harmfulness and incompatibility with the generally accepted primary social values (Wiciak, Baranowska, 2009).

To sum up this short, out of necessity, argument, it should be noted that the terms 'dysfunctional phenomena' and 'social pathology', although not explicit in their meaning, have rather negative reference, despite the fact that the term 'dysfunction' is more neutral, while the term 'pathology' is a strongly negative. The two terms additionally refer to axiological issues. In the further part of the study, therefore, an analytical basis will be adopted that assumes existence of social pathology phenomena in conjunction with dysfunctional phenomena. This also applies to 'group' phenomena, the essence of which entails a breakup of group ties and supra-individual harmfulness, as well as the fact that they differ in their 'nature' from dysfunctional and pathological phenomena of an individual character.

The subject of this study is a preliminary analysis of selected dysfunctional phenomena and social pathology present within the police environment, characterized as "group phenomena", conducted using the Scoping Review method. It includes an examination of behaviors such as extreme conduct by police officers in professional situations and a lack of readiness to oppose illegal influences, reflecting issues within the police institution. Additionally, it addresses bullying (mobbing) not only occurring within the police force but also present in institutions external to the police. These topics are presented to enable those studying social pathology within police forces to conduct a more precise analysis, thereby enhancing knowledge in this area within contemporary science.

2. DYSFUNCTIONAL AND PATHOLOGICAL 'GROUP' BEHAVIOR IN THE POLICE. ANALYSIS OF THE ISSUE

In reference to 'group' phenomena, extreme behavior in professional situations, lack of readiness to oppose illegal influences and mobbing have been analyzed.

The first involves the issue of extreme behavior in a work situation. It can be assumed that police officers risk being directly exposed to the loss of health or life during their worktime, although they put themselves at risk not out of the need to seek extreme and pleasant sensations, but due to the work they do. Situations occur when police officers have to chase a non-stopping vehicle on a motorcycle, at maximum speed, when they have to defuse a bomb that can explode at any time, or when they are face to face with ruthless criminals. Extreme behavior in the work of police officers is characterized by certain specificity that distinguishes it from the behavior of other people. There is direct risk of a loss of life or health, and this behavior is of continuous character. This risk is not incidental; it persists over a long time. Any failure when taking action cannot be rectified, while mistakes usually end tragically. One important element of extreme behavior is the high level of stress, while the emotions experienced at the same time and the lack of personal security determine the essence of extreme behavior (Pruchniak, 2007).

The police profession is a profession characterized by high levels of stress. Based on studies conducted in Poland, which included a group of 2.5 thousand representatives of 47 different professions, it results that the highest level of stress has been recorded in the police profession. The traumatic stressors which police officers come into contact with are divided into two groups: a) violence-related and strong-anxiety-causing events, which a police officer may be a participant of, including events related to the use of firearms, confrontation with an aggressive crowd, which can lead to injury or death, being held hostage or being a victim of violence; b) depressing events during which a police officer encounters situations that cause severe depression, including witnessing death, seeing mutilated bodies or corpses, witnessing disasters and criminal acts, where children or other persons police officer identify with are the victims or where another police officer is the victim. Such stress intensifies when difficult interaction between the Police and the public occurs (unrealistic expectations and claims on the part of the citizens, relative to the Police), when official actions bear a high degree of risk, for which no patterns of action have been developed (unpredictable actions, pursuit of criminals), when the work organization is not appropriate (shift schedule, night work) (Jarczak, Noga, Małodobry, 2018).

As Lucyna Stanek notes,

the specificity of the police service entails the need of constant readiness and availability to perform specific tasks. These tasks include, inter alia: intervening in various situations, chasing criminals, dispersing crowds, the use of direct coercion measures, conversations with mentally ill persons or with persons experiencing violence at the hands of close family members (Stanek, 2013).

She further states that

work in the Police involves performance of professional duties and tasks in difficult, dangerous and often extreme situations. A police officer encounters aggression, violence and human misfortune during his/her service. Often, he/she must inform families about the death of the loved ones. In addition, he/she encounters situations where his/her health and life is directly or indirectly

jeopardized. This is because his/her work is full of shocking and unpleasant events, and thus he/she experiences severe stress (Stanek, 2013).

Ulrich Beck, while developing the concept of 'risk society', assumed that in postmodern societies, risk is inscribed in social behavior (Beck, 2004). Risky behavior nowadays constitutes part of people's behavior. Nowadays, people, from very young age, become convinced that there is no 'fun' without risk. Bungee jumping replaced skydiving, snowboarding replaced skiing, motorcycle riding at extremely high speeds replaced racing, driving under the influence of alcohol has replaced fun, while psychologists are unable to answer the questions of why people behave like this (Trimpop, 1994). As such, when referring to police officers, two basic dimensions of extreme behavior can be mentioned: a) undertaking extreme risks associated with the possibility of direct loss of life, engagement in matters that may be frightening to others, personal experience in functioning under conditions of immediate threat to life, as well as the existence of situations where an error can lead to death; b) the sense of security in extreme risk situations, which is associated with individual, personal sense of security in a risky situation, belief in the possibility of controlling risk, lack of experience with negative emotions (Pruchniak, 2007).

Police officers, nevertheless, are aware of the various threats, although they still have to face them. This is due to the fact that the objectives they pursue within the given institution do not have a time frame, because crimes are not committed at regular intervals and cannot be predicted. What is more, a certain attitude to death or health damage exists, which should not interfere with the decision-making regarding the use of weapons and direct coercion or other activity. In many cases, officers must control their own emotions in order to perform their duties well. Extreme behavior, therefore, entails deliberate actions, extended over time, which may result in loss of health or life, although the factors that play an important role in this respect are those that influence acceptance of risk, including personality traits, coping strategies, life orientation, and the need to 'prove oneself' (Pruchniak, 2007). The 'costs' of such extreme behavior, however, can be high, possibly resulting in stress and occupational burnout.

Joanna Jarczak, Henryk Noga and Zbigniew Małodobry distinguish three types of stress in a professional situation: acute, chronic and traumatic stress. Acute stress entails an acute reaction of the body to a threat of physical, mental or economic nature, which violently disturbs one's mental balance, appears suddenly and lasts for a relatively short time, but requires intensive mobilization of the body. Chronic stress results from prolonged exposure to stressors, when constant mental tension occurs, which is accompanied by the body's limited capacity and reduced ability to regenerate. Traumatic stress is the body's response to a life-threatening situation, when shock, disbelief, strong emotional reactions occur, resulting in strong excitation as well as inattention, memory and sleep disturbances, difficulties with controlling emotions, which in turn cause problems in the implementation of everyday professional and non-professional duties (Jarczak, Noga, Małodobry, 2018). Lucyna Stanek adds that due to the contact with violence, aggression, death, and many shocking events during everyday service, police officers are exposed to neurosis and depression as well as are prone to various forms of addiction and autoaggression. It is one of the most dangerous and stressful professions in the world. Stressors appear, which consist of three stages: an alarm reaction, a stage of defense (immunity) and a stage of resignation (exhaustion). Stress, which is the body's defense mechanism, with long-term impact on the individual, may imply appearance of neurotic processes, aggression, as well

as other negative behaviors, leading to a decrease in one's resistance to stress, within both the psychological and the physiological spheres. This may cause a lack of a sense of balance and security, which results in disruptions of proper relations with colleagues and superiors, conflict situations arising from the line of authority, the setting of too high expectations, lack of self-fulfillment, mobbing and harassment, the sense of unfulfillment and injustice (Stanek, 2013). The impact of the stressors in the police work gets transferred onto family life, whereas the police officers experiencing stress have bad relations with family members. What is more, the impact of the stressors in the police work, combined with individual human conditions, can lead to uncontrolled outbursts of anger, a tendency to abuse alcohol or the use of physical violence (Jarczak, Noga, Małodobry, 2018).

The thesis that some police officers exploit their social position via inadequate use of force against others cannot be rejected either. Bogusław Jaremczak indicates that in 2017 a report titled "The study on the occurrence of aggression among police officers against persons outside the Police, whom the police officers have contact with in connection with the performance of official duties" was published, which shows that about 50% of the police officers surveyed encountered, during their service, unjustified aggression of colleagues towards ordinary citizens, while about 64% of the officers supported interventions with the use of 'all available methods'. Moreover, about 45% of the surveyed officers witnessed incidents of police officers' excessive aggression against others, while about 8% were guilty of such behavior themselves. Some respondents also admitted that they occasionally behave more aggressively than necessary, while nearly a third of the respondents accept the use of direct coercion measures, even when there are no grounds for the use thereof (Jaremczak, 2018). The disproportionate use of force by police officers has been mentioned on the occasion of the American 'War on Drugs Policing', when the officers' actions towards the persons selling illegal psychoactive substances caused increased police brutality, inadequate to the needs (Cooper, 2015).

Another phenomenon has been mentioned by Elizabeth E. Joh while describing undercover police operations that are carried out outright on the fringes of the law, including placement of undercover officers within the structures of drug cartels, or introducing them to organized crime, opening of illegal companies that deal with 'money laundering', production and street distribution of illegal psychoactive substances or drug dealing in selected places, including prisons, as well as administrative corruption, organization of illegal races or animal fights, and many other illegal activities, even though they are justified from the perspective of the social interest associated with legitimization of undercover officers in the eyes of criminal groups (Joh, 2009). It should be added that the social knowledge about such activities carried out by Polish law enforcement authorities is not very extensive, which is beneficial for the maintenance of the secrecy of such special operations.

Another issue analyzed is the lack of readiness to oppose illegal influence. As Zbigniew Morawski states, the Police is a social institution and a formal organization working for the benefit of the society (Morawski, 1999). This formal organization is characterized by the following elements: a) the social bond, which is professional and functional in nature, conditioned by the common interests officially defined in the statutes and regulations; b) the goals-values that are imposed by the organization as those to be achieved by it or as those for the implementation of which the organization has been established by external instances; c) the organization's coherence, of an administrative and service nature; d) leadership, which is established or imposed in an administrative mode and bound by the hierarchical structure of power and responsibility; e) a type of coordination (management),

i.e. organizational charts establishing the system of dependencies, in terms of power, responsibility, activities as well as the manner of communication; f) the positions and roles constituting the rigid, hierarchical system of superiority, parity and subordination, defined by the organizational charts, where these positions and roles are assigned behavioral patterns that are expected and required by the organization when implementing the objectives; g) division of tasks, developed in detail and imposed; h) the methods of communication, which officially use 'top down' and 'bottom up' information channels, as part of the specific chain of command, and comply with official procedures; i) the norms that have been legalized in the form of codes, statutes, regulations and thus have been impersonally enforced; j) the sanctions and penalties of a formal and legal nature, which are codified as an integral component of the applicable norms (Haber, 2000).

The formal organizational structure on the one hand obliges police officers' availability to the institution and compels them to legalism on the other. Availability is associated with the compliance with official discipline, the implementation of superiors' instructions and orders, as well as with the loyalty to the constitutional organs of the state. The principle of legalism, in turn, requires compliance with the law. This means that a police officer has the duty and the right to refuse to carry out an instruction or order, if it is related to the commitment of crime (Morawski, 1999). There are situations, however, when illegal orders are consented to, which is related to the mechanisms of symbolic violence. Symbolic violence is a form of violence that affects social entities, with their participation, and consists in obtaining, via various ways, of such influence on others, as to impose certain patterns of behavior, thinking and reality perception (Bourdieu, 2005). It is also impossible to resist the influence of a total institution, because a total institution that is a social organization, creates, for the people associated with it, a kind of a separate world, governed by its own laws and separated from the rest of the society by more or less tight barriers. The barriers that a total institution uses to separate itself from the world do not have to be physical (e.g. walls or barbed wires) but can be of a psychological and moral nature. Most total institutions, apart from applying a set of bans and regulations that strictly define every aspect of life, separate the people associated with them through the use of uniforms, a common culture or strong financial relations. According to Erving Goffman, total institutions are characterized by such features as: a) the fact that all daily activities are performed at the same place, under the same superiors; b) the fact that at any moment of performing duties, a person (an officer) is not alone and everything happens with inseparable company of the other people within a given institution, whereby each person is treated equally and the same is required of him/her; c) the fact that daily activities are always strictly designated in such a way as to inevitably lead to a pre-assumed activity that is imposed by a system of explicit, formal rules and carried out under professional supervision of management; d) such mandatory activity ultimately form a single rational plan, aimed to achieve the institution's official goals (Goffman, 2011).

One important element of the readiness to oppose the illegal influence in these institutions is the fact that despite the existence of various forms of supervision, control, discipline and oppression, which individuals are subject to in their relations with the total institution, a factor of individuality, autonomy, and self-determination appears, which may condition emergence of a belief that the institution has no 'overpowering' influence on the individual and may determine the ability to resist this influence. The emergent disagreement with specific behavior is then treated as a sort of Merton's 'rebellion', the essence of which entails the desire to change reality (Pasikowski, 2007). A police officer may, therefore, refuse to carry out an instruction or an order that can be connected with

crime, nevertheless, he/she must take into account the consequences of his/her act. Article 58, paragraphs 2 and 3 of the Police Act of 6 April 1990 (The Police Act of 6 April 1990) provides that a police officer is obliged to refuse to execute his/her superior's instruction or order as well as refuse to execute an order imposed by a prosecutor, a state administration authority or a local government, if execution of the instruction or order would involve commitment of crime, where as the refusal to execute an instruction or an order should be reported the Chief of Police, bypassing the official chain of command (Gacek, 2018). This means that there is no optionality here, but only obligatoriness, and therefore there is no choice, but to refuse, because he/she would be exposed to criminal, penal-fiscal and other penalties. Based on the Police Act, an order (Kural, 2017; van Voorden, 2014)⁴ is a command to perform a specific action or omission, issued to a police officer by a superior or an authorized senior police officer, in accordance with the wording of Article 141a of the Police Act.

Monika Dzimińska-Mosio notes that the issue of an officer's liability for refusal to execute an instruction or an order is associated with violation of official discipline. Nonetheless, the professional police ethics, included in the attachment to Ordinance No. 805 of the Police Commander-in-Chief, issued on December 31, 2003, should apply here (Ordinance No. 805, 2003). When a police officer on duty behaves in accordance with the rules, i.e. he/she performs his/her duties with the best will and knowledge, with due honesty and integrity, showing responsibility, courage and self-sacrifice in all his/her activities, respects human dignity as well as observes and protects human rights, takes special care when making a decision regarding the use of firearms or the use of direct coercion measures, taking the nature of these measures into account, as well as earnestly executes superiors' orders, does not accept and does not tolerate nor disregards the behavior of police officers who violate the law or the principles of professional ethics (Dzimińska-Mosio, 2012), no sanctions should be applied. Marcin Fiedukowicz states that "development of a deontological framework for the representatives of this profession expresses the efforts undertaken to emphasize the most important ethical principles in the daily service of a police officer" (Fiedukowicz, 2014). Thus, it may happen that police officers will show a lack of readiness to oppose illegal influence, which in turn may constitute a basis for criminal charges.

In the police environment mobbing functions on the verge of group and institutional pathology. The term 'mobbing' derives from the English verb 'to mob', which means to surround, attack, assault, tease. The word has been taken from the Latin word *mobile vulgus* (the fickle crowd). This phenomenon was discovered in the 1960s, in small children functioning in peer groups, and while studying this problem in children, a specific form of expression was encountered, which took various forms of manifestation, from physical violence to malice and serious threats (Davenport, Schwartz, Elliot, 1999, p. 34). According to Marie F. Hirigoyen, mobbing entails any type of abuse that is manifested in the form of behavior, words, personal attacks, gestures, or formal letters, which may compromise the physical or mental integrity of a person, threatening his/her employment or affecting the general atmosphere at work (Hirigoyen, 2012).

Mobbing is treated as a form of workplace violence, involving repeated, prolonged, i.e. lasting at least 6 months, negative and hostile impact of one employee or a group of

⁴ The concept of an order has been addressed by Michał Kural, who pointed out to the differences in its understanding with regard to the legal doctrine and in relation to the army, the Police and other state organs.

employees on another employee or a group of employees. This impact consists in unethical communication, harassment, intimidation, insulting, humiliation, social and professional isolation of the person or the persons subjected to it. Such behaviors can pertain to the professional, private, personal and sexual sphere of the person subjected to them. Mobbing can take a direct or an indirect form, beginning with subtle indirect forms, which can evolve into serious direct attacks. As a result of such interaction, the person/s subjected to it are in a situation of helplessness, which results from their weaker position in relation to the aggressor or the aggressors. These interactions may result in psychosomatic disorganization as well as in losses within the professional or the personal sphere (Miedzik, 2014).

In addition to the concept of mobbing, other terms can be encountered, such as: workplace aggression, emotional abuse at work, workplace/work harassment, aggression psychological aggression, scapegoating, petty tyranny, social undermining, unacceptable behavior, employee abuse, mistreatment, hostile behavior, moral harassment (Miedzik, 2014). Data analysis shows that, in Poland, the scale of mobbing is at the level of 17–19%. Most commonly, mobbing is experienced by public-sector employees (63.0%), compared to the private sector (36.7%), whereas in the public sector, it most often concerns office employees (54.6%), healthcare employees (13.4%), the Police (11.8%), the Army (10.1%), as well as employees in the education and higher education sector (10.1%) (Miedzik, 2014).

It should be added that mobbing is considered to be one of the most important contemporary social problems in the workplace, because it is associated with both the quality of the work performed and the mental health of employees. It is one of the main workplace stressors, the negative consequences of which lead to anxiety, depressive disorders, behavioral problems, psychosomatic conditions, which also affect the mobbed person's family as well as his/her functioning, while its long-lasting duration leads to the occupational burnout syndrome (Radosevic, Britvic, Tod, 2018).

Mobbing can occur anywhere, where employee groups work and spend time in close proximity over a long time, including police formations. In a hierarchical formation, such as the Police, where the concept of an official instruction and order exists, while performance of tasks consists of timeliness, accuracy and diligence, which are regulated by law, specified in the employee's scope of activities and modified by the supervisors, it is 'not difficult' to observe mobbing. Mobbing, thus, does not entail the disciplining of a subordinate by a supervisor, in relation to his/her work. If an order does not violate a given police officer's dignity, is concordant with his/her qualifications and the scope of his/her duties, while the nature of the employment relationship indicates that the employee should perform a given task, then there is no mobbing. Mobbing entails a situation when the mobber uses insults, threats, violence as well as compromises such goods as health, freedom, dignity, honor, and basic labor rights (Frackowiak, 2013).

Nevertheless, the Police is a particular institution, since it is its responsibility to ensure that all people are treated tactfully and with respect, protecting human rights. In no way can any violence or discrimination phenomena occur in the police environment, while tolerance as well as sensitivity to the harm caused to others should constitute part of its functioning, because such attitudes increase the trust in the institution and allow its better contact with all citizens (Denney, 2019). As such, when an institution whose activity derives from international conventions, the national law, as well as from the principles of professional police ethics, uses itself various forms of mobbing within its ranks, with due reference to human rights at the same time, a cognitive dissonance emerges all the more so because Article 2 paragraph 2 of the 1950 European Convention of Human Rights ensures

the protection of any person against unlawful violence (The 1950 European Convention of Human Rights). It seems then that such behavior should not only be condemned institutionally, but should also be treated as a behavior 'dishonoring the police uniform', while the person acting in such manner should not only be punished, but also removed from the police ranks on grounds of shameful and undignified acts.

Mobbing, therefore, entails behavior that goes beyond the scope specified by regulations and may be related to the following situations: a) excessive control of employees, which limits their freedom of decision making and 'suppresses' their initiatives; b) exertion of psychological pressure; c) depreciation of work performance and merits; d) isolation, e) being left out in terms of awards, promotions, bonuses; f) unjustified criticism; g) neglect, threats and intimidation; h) humiliation, mortification; and) physical violence (Frąckowiak, 2013).

'Strong' examples of mobbing in the Police are difficult to be found in the literature on the subject, even though the Police, as a highly masculinized institution, seems to be somewhat predestined to it. The research conducted by Grzegorz Sanecki in 2013 on a population of 130 police officers in the Lublin Province showed that the phenomenon of mobbing does not exceed the magnitudes characteristic of other occupational groups and is of individual, rather than institutional, significance. It is also noteworthy that these studies entailed a diagnostic survey rather than an actual in-depth research that leads to unambiguous conclusions. The actual magnitude and manifestations of mobbing in the work environment of police officers is an issue still open, but it should be noted that fact that the victims of harassment, discrimination and other forms of persecution are not inclined to admit it, whereas the reason for hiding this fact lies in the fear of escalation, the willingness to continue working, as well as the embarrassment usually associated with such situations (Sanecki, 2016). The in-depth research conducted among 209 police officers from the Split-Dalmatia county in Croatia, published by Željko Radosevic, Dolores Britvic and Boris Tod from Croatia, incorporated the NAQ (Negative Acts Questionnaire for measuring mobbing at work) (Warszewska-Makuch, 2007) method to investigate the scale of violence in the police environment and showed that the daily, monthly or weekly incidence of harassment concerned one woman (2.1%) and seven men (4.3%). In general, the self-assessment method used to evaluate mobbing, indicates existence of this phenomenon at the level of 4.6%, where this scale is much lower than in the case of behavioral tests, which usually yield much higher results. Nevertheless, the results of the research should be addressed with caution, since they encompassed a relatively small sample, plus it was the first time this method was used to examine this phenomenon (Radosevic, Britvic, Tod, 2018). Another study on mobbing, conducted by Dick Gavin via a postal survey carried out on a population of about 720 British police officers from Kent, indicated that some negative work-related behavior is basically common among police officers, although only some of them experience it on a lot more intense level. Research shows that mobbing is discrete and indirect rather than direct. Importantly, the lack of control over negative behavior in the workplace is not only of individual nature, which causes individuals to 'feel bad' in the work environment, but also of an organizational nature, e.g. when well-trained and experienced employees leave a given institution. The management's attitude towards mobbing is also important. In places where such phenomena are heavily monitored, mobbing occurs at a low level. As such, mobbing is a consequence of poor management, since it creates such a social environment, in which various forms of bullying against officers are allowed. It is also important that despite the fact that many officers experience negative behavior exerted towards them, only a few of

them experience typical mobbing. Other phenomena are indirect and discrete, thus difficult to detect directly (Gavin, 2008).

As Icelandic experience shows, amongst the forms of mobbing in the police environment, sexual harassment is particularly visible, although it is not fully documented and is based on in-house research. It indicates that women most often experience mobbing and sexual harassment, while the perpetrators most commonly are men. Against this background, gender becomes an element of the culture of exclusion, and thus a broader cultural context of the issue exists, regardless of whether the perpetrators are conscious or not of such behavior (Steinþorsdóttir, Petursdóttir, 2018).

Lisa Denney from the Swiss Police, refers to the culture-related contexts of gender inequality in the Police directly, pointing out that social experiences are reflected in the police environment, which is why it is so important to change the prejudices and stereotypes that have existed for centuries and to highlight new standards that would be adapted to post-modern society. The first is to increase the representation of women in the police institutions and to improve integration within the organizational systems of these organizations. The second entails appropriate and explicit reaction not only to any forms of gender-based discrimination, but also to the security of operating within the organization's system. The third is to make greater use of individuals' specialized knowledge, regardless of gender, and thus to improve their image, but not owing to single-factor reasons, i.e. gender, but to the multifactorial ones, i.e. education, knowledge, expertise and operability. The fourth is to create an internal control system whose task would be to eliminate any forms of unequal treatment (Denney, 2019). For that matter, it should be borne in mind that, as Walentyna Trzcińska points out, women have been allowed to enter the police as guarantors of human rights, who are to ensure dignified treatment of women and children, victims, witnesses as well as the perpetrators. The presence of women in the police is also meant to ensure that certain categories of crime, often ignored by officers, such as domestic violence, sexual offenses and human trafficking, will be pursued and investigated more effectively (Trzcińska, 2005). Mobbing is therefore a phenomenon of a social nature, although it is manifested via specific interpersonal relations in a given social institution. The Police, where not only cases of violence are possible, but also where the malfunctioning management system allows such phenomena to occur among officers.

3. CONCLUSION

To sum up the above-presented considerations regarding the selected dysfunctional and socio-pathological phenomena of a 'group' nature existing in the police environment, it should be noted that such phenomena, despite being individual in nature, 'occur' within the social environment. In other words, on the one hand, these behaviors are considered dysfunctional or pathological, but on the other, certain adequate pathogenic conditions, i.e. socio-cultural ones, which authorize such behaviors, as well as processes that contribute to the occurrence of such behaviors exist (Moczuk, Bajda, 2016). In this case, it is important that while dysfunctional or pathological phenomena of an individual nature 'harm' individuals, the fact that such persons do not live in a social 'vacuum', causes the effects of their behavior to have social reference, since they occur within and affect the immediate surroundings, social groups and the whole of the society.

The reasons for these phenomena lie in the weakening of social ties, the disruption of interpersonal relations, the lack of behavior control, the increase in the tension between the

social needs and aspirations and the inability to realize them at a certain level and a specific time, as well as the intensification of various and conflicting interests of ethnic, cultural or religious groups (Dobieszewski, 2004). As such, behaviors that have destructive impact on a given society or on its part are inconsistent with the values recognized by a given cultural circle (although recognition thereof as dysfunctional or pathological is indeed associated with value systems), nevertheless they are narrowed to a given cultural circle, because not all cultures disapprove such behavior (Nowak, 2008).

Undoubtedly, such 'group' phenomena entail both extreme behavior in a professional situation or lack of readiness to oppose illegal influence, as well as mobbing, which has been analyzed.

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