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The Relationship Between Anxiety, Anger, and Family Problems in Law Enforcement

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Walden University
2024

Abstract

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BA, California State University, Fresno, 2019

Dissertation Submitted in Partial Fulfillment

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Abstract

Law enforcement officers experience a variety of stressors. These stressors and experiences of officers' careers can impact the officers' families. Officers' wellness on the job and off duty can be affected. The purpose of this quantitative, nonexperimental study was to determine if anxiety and anger predict family problems among law enforcement officers, the framework for this study was based on the spillover theory. Archival data were used for this study and provided by a non-profit organization. The criterion variable was family problems, and the predictor variables were anxiety and anger. A multiple regression and two linear regressions were conducted to determine the predictive relationship between anxiety, anger, and family problems amongst law enforcement. The results indicated anxiety and anger were significant predictors for family problems in law enforcement officers in the United States. The implications for positive social change include increasing the understanding of the predictive relationship between anxiety, anger, and family problems which can inform mental health professionals that work with law enforcement families.

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Dedication

This dissertation is first dedicated to the men and women who stand behind the badge, who sit behind the wheel, who answer the phone, and who welcome our first responders home. To all first responders and their families, you are tough. You are valued. You are appreciated. I am thankful that you choose to show this world what it means to put others first.

"Blessed are the peacemakers, for they shall be called sons of God"

I also dedicate this dissertation to my family. Thank you for the endless encouragement and motivation to continue to see the light throughout the tunnel. To my parents and grandparents, I would not be this far in my education without you, thank you for believing in me. Nate, thank you for not only listening to my grumbling, but for also helping me keep my eyes fixed on what matters most in this life. Knowing I could count on laughs and food at the end of each day has made this easier. Most importantly, the Lord's purpose in my life is why I am dedicated to being the change and helping others see why the change is worth it. I am utterly thankful for what is next.

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Chapter 1: Introduction to the Study

Introduction

The focus of the current study is on the relationship between anxiety, anger, and family problems among law enforcement officers. Police officers can experience a variety of stressors due to their work environment (Landers et al., 2020). The stress experienced by officers can result in emotions and additional stressors in the home environment (Tuttle et al., 2018). The current study attempted to specifically determine and clarify the relationship between the experienced anxiety, anger, and family problems.

Law enforcement officers experience many stressors at work. The stressors are not commonly experienced by those within the general population (Richards et al., 2021). The variety, multitude, and uniqueness of the stressors law enforcement officers experience can lead to officers developing stress-related symptoms. Law enforcement officers can experience anxiety and anger (Santa Maria et al., 2018). Family members may recognize the officers' negative stress symptoms prior to the officers feeling a change in behavior and emotion (Richards et al., 2021). There can be a greater likelihood of an increase in negative experiences at work and home when these negative experiences are not addressed (Landers et al., 2020). As law enforcement agencies develop mental health opportunities, this study can provide informative, relevant guidance.

In this chapter, I will discuss the background of the topic with a brief summary of the previous research regarding anxiety, anger, and family problems in law enforcement personnel. I will then discuss the purpose of the study, the research questions, and the

framework of the study, which is spillover theory (Staines, 1980). The chapter will

conclude with a discussion of the limitations and significance of the current study.

Background

Law enforcement officers experience a variety of stressors in their work

environment (Santa Maria et al., 2018). Due to the stressful and demanding job duties of

officers, job-related strain and health issues are not uncommon (Santa Maria et al., 2018).

Officers can experience high levels of depression, anxiety, and stress (Husain, 2020).

Police officers are exposed to critical incidents and expected to engage in stressful life-

threatening situations. Additionally, officers are repeatedly exposed to violent,

suspicious, and hostile elements of society (Kazmi & Singh, 2015). Work and life

balance can have an impact on both job satisfaction and life satisfaction. Husain (2020)

noted stressful experiences officers engage in throughout their careers are a significant

aspect of the mental health issues officers experience. Significant anger and anxiety

symptoms are associated with the demands of the law enforcement job (Santa Maria et

al., 2018).

Researchers address the stress experienced by officers due to their job

requirements (Baker, 2020; Bishopp et al., 2019; Singh 2022); however, officers' anxiety

is not often differentiated or studied separately. The prevalence and severity of anxiety

that officers experience have an impact on officers' lives outside of the job environment.

Tuttle et al. (2018) argued the emotions within the law enforcement work environment

can transfer into the home environment. The stress-provoking and present danger of the

law enforcement work environment can have a negative impact on the personnel, spouse,

significant other, and children. There is a pattern of suppressing emotions and a lack of communication with law enforcement officers and their significant others (Brimhall et al., 2018). The research on law enforcement job stress and negative marital impact have not been studied in conjunction with anxiety and anger. This study will help fill the gap in the literature by contributing to understanding if officers' anxiety and anger predict family problems. Previous literature has suggested that the occupational stress first responders bring home significantly impacts how they interact in the home (Friese, 2020). Therefore, there is value in recognizing the influence anxiety and anger can have on officers' families. This study can highlight the understanding of law enforcement officers' jobs in their homes and families' lives. This study can contribute to the existing knowledge of law enforcement stress and the association between anxiety, anger, and family problems in law enforcement families. Therapeutic intervention techniques and law enforcement agency training can be informed by the results of this study.

Problem Statement

Psychological stress has a noticeable impact on interpersonal relationships (Friese, 2020). There is a substantial amount of stress experienced by those in law enforcement due to life-threatening situations and high experience of exposure to trauma (Landers et al., 2020). There is extensive research and findings on the specific effects work stress has on the physical and mental health of law enforcement officers (Lees et al., 2022; Santa Maria et al., 2018; Wagner et al., 2020). A direct link between emotional exhaustion and burnout in work duties as well as emotional exhaustion and depression and anxiety was found by Santa Maria et al. (2018). The effects of the stress experienced

by officers can appear in a variety of ways. For example, police officers commonly experience sleep difficulties, chronic pain, cardiovascular health problems, and obesity (Baker et al., 2020). Furthermore, extended periods of increased heart rate, increased blood pressure, and hyperarousal symptoms maximize the sleep problems officers experience (Chopko et al., 2021). As illustrated, the mental health and physical health of police officers are influenced by the duties of police work. Although there is evidence of the mental and physical effects, the relationship between work stress, anger, and marital relationships is unexplored. Tuttle et al. (2018) discussed the spillover theory and emotion transmission from work-related thoughts, emotions, and behaviors to the home environment. The impact of traumatic events can impact the spouse of the law enforcement officer. The nature of law enforcement work stress can transfer to home life for law enforcement officers (Tuttle et al., 2018). Landers et al. (2020) concluded spouses can experience secondary traumatic stress symptoms due to the transfer of the law enforcement officers' reactions. Trauma exposure among law enforcement is not infrequently discussed; however, there can be more attention allotted to the association it has with the relationship with their spouse. There is clear evidence and support in the literature that law enforcement officers experience stress, anxiety, and anger. However, there is a gap in the literature that discusses whether psychological variables such as anxiety and anger can predict family problems in law enforcement families. Prevention and intervention techniques in a clinical setting can benefit from researchers considering officers' wellness.

Purpose of Study

The purpose of this correlational quantitative study is to determine if there is a relationship between anxiety, anger, and family problems among law enforcement officers in the United States. Specifically, this study tried to determine if anxiety and anger can predict family problems among law enforcement officers in the United States. For Research Question 1, the criterion variable is family problems and the predictor variables are anxiety and anger. For Research Question 2, the criterion variable is family problems and the predictor variable is anxiety. For Research Question 3, the criterion variable is family problems and the predictor variable is anger. The research will seek to determine and clarify if there is a predictive relationship between the variables. The goal of the study is to produce applicable findings for law enforcement officers and police psychologists. The findings should be informative for therapeutic purposes and to further an understanding of the experiences of law enforcement couples. Information gathered from the conclusion of this study could help determine how to focus resources for law enforcement officer families.

Research Questions and Hypotheses

The following research questions (RQ) and hypotheses are intended to examine if there is a relationship between anxiety in law enforcement, anger, and family problems. The research questions that guided this study are:

RQ1: Do anxiety and anger combined significantly predict family problems in law enforcement?

$H_0$1: Anxiety and anger combined is not a significant predictor of family

problems in law enforcement.

$H_1$1: Anxiety and anger combined is a significant predictor of family problems in

law enforcement.

RQ2: Is anxiety in law enforcement officers a significant predictor of family

problems?

$H_0$2: Anxiety in law enforcement officers is not a significant predictor of family

problems.

$H_1$2: Anxiety in law enforcement officers is a significant predictor of family

problems.

RQ3: Is anger in law enforcement officers a significant predictor of family

problems?

$H_0$3: Anger in law enforcement officers is not a significant predictor of family

problems.

$H_1$3: Anger in law enforcement officers is a significant predictor of family

problems.

Theoretical Framework

The framework for this study is based on the spillover theory (Staines, 1980). The

spillover theory indicates what occurs at work is consistent with what occurs at home.

This theory can help to show if there is a predictive relationship between anger and

anxiety and family problems. The roles of a worker, the activities associated with those

roles, and the subjective role reactions have been shown to have a positive correlation

between the work environment and the nonwork environment (Staines, 1980). Due to the extensive stress experienced in the work environment, law enforcement individuals may bring the stress experienced into their home life. Affect and behaviors can spillover from the work domain to the nonwork domain (Staines, 1980). The experiences of the law enforcement career can impact both the law enforcement officers and spouses or significant others. The behaviors and tendencies that are effective for the work environment may not be advantageous for the home environment. The anxiety and anger experienced in officers' careers may also be present in the officers' homes. Staines's (1980) spillover theory was used to better understand if anxiety and anger predict family problems amongst law enforcement officer families.

Nature of the Study

This study used a correlational quantitative research design. The focus of the study was to determine if there is a relationship between anxiety in law enforcement officers, anger, and family problems with their spouse as measured by the anxiety/panic attacks, anger/impulsivity, and family problems scales on the Personal Observation Wellness Evaluation Report (POWER) Portfolio. The data used for this study were archival. The data were originally collected by a non-profit organization in California. The participants voluntarily attended a training on police suicide. The statistical analyses for this study will use the SPSS software provided by Walden University. A correlational quantitative research design was the most appropriate design to determine whether a relationship between the three variables is significant.

Definitions

This section defines language and acronyms used throughout this dissertation to ensure understanding for readers.

Anger: A term that refers to a negative affective response or emotional reaction (Bishopp et al., 2019).

Anxiety: A term that refers to the feeling of fear, worry, or unease (Lopatkova et al., 2018).

Coping strategies: A term that refers to the behavioral and cognitive efforts a person makes to deal with stressful encounters (Kazmi and Singh, 2015).

Family problems: A term that refers to conflict between family members that is intense or frequent enough to cause negative emotions or negatively impact family functioning and life satisfaction (Karaffa et al., 2015; Kazmi and Singh, 2015).

Law enforcement officers: A term that refers to municipal, local, state, and federal law enforcement officers.

Posttraumatic Stress Disorder (PTSD): A mental health disorder that is a result of witnessing a traumatic or stressful event, such as combat, natural disasters, or car accidents causing distress in a person (Lopatkova et al., 2018).

Personal Observation Wellness Evaluation Report (POWER) Portfolio: An assessment tool containing a total of 109 self-report items. The assessment tool was designed to assess risk and protective factors of law enforcement professionals including, mania, ADHD, impulsivity, concentration, fatigue, depression, anxiety, panic attacks,

dissociation, PTSD, family problems, work related problems, anger, substance abuse, and suicidal ideation.

Stress: A term that generally describes a person's emotional and physical response to both external and internal stimuli (Tuttle et al., 2018).

Assumptions

The following assumptions for this study are as follows. It is assumed that all participants of this study were employed by state law enforcement agencies. It is also assumed that the measures that will be used for the variables are accurate. This study assumes that all participants were honest with their responses.

Scope and Delimitations

The delimitations refer to the boundaries set for a study that clarify the scope of the research aims. The participants of this study voluntarily participated in police officer suicide training. Therefore, the data may not represent the entire law enforcement population and law enforcement culture. The data may represent a subsection of law enforcement officers due to the participants being from the United States. The officers who voluntarily participated answered Likert-Scale questions. Thus, the participants' responses are limited due to the inability to provide more details in their responses. The Likert-Scale questions allowed the participants to answer with the extent to which they agreed or disagreed to a statement provided. A qualitative study would have provided more details. Due to the data being archival, I did not select the measures for data collection. The data in this study may not be generalizable to all law enforcement officers.

Limitations

A potential limitation of this study could be the lack of representation of all law enforcement in the United States, as the data utilized is from officers willing to participate. As discussed by Marshall et al. (2021), the police officers with the most severe PTSD symptoms were more likely to underreport their symptoms and symptom severity to employer-led mental health screening. Due to the underreporting, it may be possible for the participants to have diminished the severity of their emotional state, stress, and anxiety. The stigma of mental health and the fear of responses affecting their jobs could result in under-reporting, which may contribute to the liability of the results. This response bias could influence the study's outcomes. However, the officers could have been honest with their answers since the data collected was anonymous. The data that were used in this study represent law enforcement officers in the United States. This is a geographical limitation for generalizing beyond the United States. An additional limitation of this study is it only indicates an association between variables and not causation (Creswell & Creswell, 2018). Additionally, external variables may interfere with the potential outcomes of this study (Creswell & Creswell, 2018). For example, there may be factors that influence both emotional responses and family problems, such as mental health issues in family members or other stressors in the household. Additionally, the location and the time of day could interfere with how the participants

answered the questions. A reasonable measure to address the response bias limitation can be to use a different instrument to obtain more thorough responses from participants.

<div align="center">**Significance**</div>

Law enforcement officers face exposure to critical incidents and traumatic situations. There is a high prevalence of PTSD, depression, anxiety, and other symptoms in first-responder populations (Wagner et al., 2020). These symptoms can have a significant effect on officers and their life. Clinically significant symptoms of anxiety are associated with high job demands (Santa Maria et al., 2018). The impacts of work can affect the relationship with their spouse. Displays of anger, dissatisfaction with marriage, and spousal conflict are additional negative outcomes associated with the stress law enforcement officers can experience (Santa Maria et al., 2018). This impact can be negative without adequate awareness and application of strategies. The stress from law enforcement officers' daily occupational duties can negatively affect the interactions they have with their spouses (Friese, 2020). There is a need to understand the culture of law enforcement to provide supportive services. An aspect of understanding the culture is identifying the common issues law enforcement officers experience. It is not uncommon for law enforcement officers to suppress and withhold their emotions from their spouses (Brimhall et al., 2018). This can have a negative influence on effective communication between an officer and their spouse.

The results of this study may provide additional awareness of the anxiety and anger experienced by police officers. In addition, this study can provide information on the predictive value of anxiety and anger on family problems in law enforcement officers.

From a positive social change perspective, this study can provide a further understanding of the severity of stress and how it relates to non-work relationships. The results acquired from this research may assist in guiding and developing mental health services for law enforcement agencies. The results may provide insight into the specific areas that need to be addressed when designing treatment plans for law enforcement officers. The results of this study can help provide adequate prevention and intervention techniques that address the relationship between anxiety, anger, and family problems. There are some implications for social change if family problems can better be predicted by anger and anxiety in law enforcement officers. Resources in officer trainings and therapeutic settings can focus on providing an understanding of how anger and anxiety influence the officers' families. Informed resources can contribute as preventative measures for protecting the families and the home environment of officers. Mental health treatments and psychoeducation focused on anger, anxiety, and family problems can increase the resiliency law enforcement officers can have for both their work environment, as well as their home environment. Finding ways to more effectively address the mental health of the officers who are in charge of protecting the public may have a larger impact on the general public.

Summary

The nature of the law enforcement job can have an impact on the mental health of officers. Anger, anxiety, and family problems are present within the law enforcement culture (Karaffa et al., 2015). However, it is not clear if anger and anxiety have a predictive relationship with family problems. A thorough comprehension of these unique

difficulties can allow for a better understanding of the specific support officers and their families may benefit from. This study will attempt to increase the understanding of the predictive relationship between anxiety, anger, and family problems within law enforcement.

As previously stated in this chapter, the purpose of this study was discussed, the theoretical framework, spillover theory (Staines, 1980), and the background of this study. The research questions, hypotheses, nature of the study, definitions, assumptions, delimitations, and limitations were additionally noted. In Chapter 2, relevant literature for this study will be introduced and reviewed. The keywords, descriptors, and strategies utilized to establish research for this study will be provided.

Chapter 2: Literature Review

Introduction

The work of law enforcement is stressful and demanding. The high exposure to trauma from experiencing life-threatening events has an impact on law enforcement officer health (Landers et al., 2020). Accompanying the stressful job are both anger and anxiety symptoms (Santa Maria et al., 2018). The mental health symptoms experienced due to job duties can have an impact on an officer's life in a multitude of ways. Sleep issues, cardiovascular health issues, and chronic pain are common problems experienced by law enforcement officers (Baker et al., 2020). There is literature supporting the indication that law enforcement officers experience stress due to their job duties (Bishopp et al., 2019; Landers et al., 2020; Richards, et al., 2021).

The rapid and repetitive experiences of stress in the work environment can be associated with the buildup of significant anxiety symptoms or an anxiety disorder (Santa Maria et al., 2018). The symptoms of anxiety are not hidden or infrequent. Similarly, anger and anger-related behaviors are affective responses among law enforcement officers (Bishopp et al., 2019). Both anxiety and anger are relative outcomes of the stressful and traumatic experiences officers have within the work environment. The stigma associated with seeking mental health help and the maladaptive coping mechanisms are barriers to law enforcement officers effectively managing the anxiety and anger present due to work duties or stress (Brimhall et al., 2018). Unmanaged properly, affective symptoms can have a significant and lasting impact on an officer's life and family.

The experiences and mental health issues in the law enforcement populations also impact other people. There can be a transfer of work stress into the home life of law enforcement officers (Tuttle et al., 2018). It is not clear in the literature what the specific association of officers' anxiety and anger is with the officer's family or marital relationship. Spouses of law enforcement officers can experience secondary traumatic stress symptoms (Landers et al., 2020). Additionally, the law enforcement officer's family may experience problems due to the officer's anxiety and anger. There can be unique characteristics of a law enforcement household. Lack of communication about emotions with significant others and an increased presence of negative reactions are often features of law enforcement households (Brimhall et al., 2018). The increased vulnerability to disengage and withdraw from communication impacts the relationships between officers and their family members. It has not been determined by researchers the association between the family of a law enforcement officers and the anxiety and anger of the officers.

A complete literature review is provided in this chapter. Chapter 2 starts with an account of the research methods and strategies utilized to execute this review of the literature. The theoretical foundation selected for this study is discussed in thorough detail. Then, an exhaustive review of the literature is provided to better understand the predictive relationship between law enforcement officers' anxiety, anger, and family problems. Chapter 2 concludes with a summary of the major themes within the literature review, as well as the gap.

Literature Search Strategy

Numerous approaches for selecting scholarly and peer-reviewed journals and books were utilized for the purpose of conducting this comprehensive literature review. Several databases provided by Walden University Library have been used to locate the literature relevant to this study (e.g., PsycArticles, PsycBooks, PsycInfo, Psyctests, ProQuest One Academic, and PTSDpubs). The specific keywords and descriptors searched were *police stress, law enforcement, anxiety, anger, post-traumatic stress disorder, PTSD, PTSD symptoms, police officer health, marital functioning, marital, spouses, marital satisfaction, law enforcement family, police children, LEOS, police culture,* and *spillover theory.* One of the Boolean operators used for completing these queries was '*NOT officers*' due to the high frequency of articles pertaining to peace officers. '*NOT partners*' was also used due to the frequency of articles about work partners. The scope of this literature review in terms of years searched was between 2018 and 2023. However, there are some articles used outside of this parameter. These articles were included for the purpose of providing necessary information about the purpose and makeup of this study. This study is supported and strengthened by the peer-reviewed journals and books referenced in the literature review. The peer-reviewed journals and books offered statistical findings and research conclusions that established and supported this study.

Theoretical Foundation

Spillover theory (Staines, 1980) is the foundational theory for this research study. There are a variety of models to explain the work-family relationship. The spillover

theory indicates what occurs at work is consistent with what occurs at home. Staines

(1980), studied the relationship between work and nonwork to arrive at the conclusion

that under certain conditions the workers' experiences on the job will spill over into the

nonwork domain. According to the spillover theory, what takes place at work is similar to

what takes place outside of work (Staines, 1980). Role involvement, role activities, and

subjective role reactions are concepts that have a positive relationship between work and

nonwork (Staines, 1980). The concept of the transfer of behaviors and affect from the

work domain to the nonwork domain is supported by Staines's findings. Furthermore,

emotions can be carried over between contexts and between individuals (Larson et al.,

1999). Emotions can spillover from the work environment to the home environment; and

emotions can spillover from one person to another. As revealed by Grzywacz (2000),

there can be both a spillover of negative emotions and positive emotions. In the case of

one's psychological well-being, negative spillover from work to family can be

detrimental (Grzywacz, 2000). In addition to behaviors, emotions can spillover into the

home environment and to those living in the home.

More relevant to the law enforcement population of this research study and the

research purpose, Tuttle et al. (2018) discussed the stress and emotions experienced by a

person can spillover into the home. The spillover model as studied by (Tuttle et al., 2018)

indicates there is a tendency for one person's emotions, thoughts, and behaviors to affect

another person's emotions, thoughts, and behaviors. To date, there has not been a study

that documents if there is a relationship between anger, anxiety, and family problems in

law enforcement families.

Similarly, researchers have shown stress can be transmitted between people (Larson et al., 1999). Despite researchers showing transmission of stress between context and people, the spillover of specific emotions is unclear in law enforcement families. Stress spillover occurs across various career and job classifications (Staines 1980). Law enforcement individuals may refrain from engaging in stressful situations in the home environment after experiencing stress in the work environment (Tuttle et al., 2018). A negative effect can be an element that is included in the spillover. Negative emotions and behaviors that spillover from the work environment to the home environment may not only impact the law enforcement officers; but also impact their spouses. As illustrated by Tuttle et al., the stress within the work of law enforcement can transfer into the environment of the home. For instance, the experience of the officer's job can impact the relationships the officer has with their spouse and their children. For example, dealing with a crime involving a child can influence the way officers interact with their own children (Tuttle et al., 2018). Some scholars suggested the spouses of law enforcement officers can experience symptoms of trauma when the officers have shown symptoms of trauma (Landers et al., 2020). The emotions and behaviors exhibited by officers can influence those around them. This spillover, as discussed by Landers et al. (2020), is consistent with Staines's (1980) spillover theory.

Friese (2020) discussed how law enforcement work can impact spouses, occupational stressors, and coping mechanisms. Occupational stress can be brought home by the law enforcement officer and can impact how the family interacts with one another and how the spouse is affected. Friese illustrated the spillover from law enforcement

work stress into the home with four different categories. Stress because of adaption was one category. Within this category was life with shift work, lack of sleep, and single parenting (Friese, 2020). Stressors like emotional exhaustion, relational strain, and hypervigilance made up some of the characteristics of category two (Friese, 2020). Category three was comprised of some of the elements of trauma experienced by law enforcement officers from critical incidents. While the officers experience critical incidents first hand, the spouses often experience secondary trauma from hearing about the critical incidents (Friese, 2020). Lastly, the fourth category indicated isolation, alcohol use, spiritual practices, and self-care as some coping mechanisms officers and spouses engage in to manage stress (Friese, 2020). All four of these categories (adaption to life as a law enforcement officer spouse, stressors, secondary trauma, and coping mechanisms) were experienced by both the law enforcement officers and the spouses. This author demonstrated that officers' stress spills over into home life and influences both the law enforcement officer and the spouse (Friese, 2020).

The demands of the law enforcement career can make it difficult to compartmentalize, cope, and manage the difficulties of the job rather than bringing them into the home unregulated. Officers must learn how to acknowledge, evaluate, develop, and utilize coping strategies to address the challenges of the job. Officers' mental and emotional health can be negatively impacted by the traumatic stress they encounter due to their job (Bishopp et al., 2019). When an officer has family members in their home, the family members also may need to develop and implement coping strategies to manage their own experiences with their law enforcement spouse or parent. The challenges,

symptoms, and negative impact law enforcement officers experience can spill over to impact the family life (Landers et al., 2020). The stigma associated with seeking mental health help can inhibit law enforcement families from learning how to appropriately manage their anger, anxiety, and family problems that occur.

The theoretical framework of the spillover theory provides direction and support for examining law enforcement officers' experiences and the relation of work and the home. The stress experienced by law enforcement officers can be impacted by both the physical and emotional strain experienced in the line of duty. The spillover theory (Staines, 1980) will be used as the foundational theory for understanding the relationship between law enforcement officer anxiety, anger, and family problems. The emotional and occupational stressors experienced at work can be brought into the home which can impact the officers' home life and family. There are a variety of ways officers cope with and manage their symptoms and emotions due to work stress and duties. An officer's emotions, thoughts, and behaviors can have a significant effect on the family's experiences and life. The awareness of an officer's anxiety, anger, and how it spills over into the home can support the understanding of family problems in law enforcement homes.

Literature Review Related to Key Variables and/or Concepts

The Culture and Work Duties of Law Enforcement Officers

Law enforcement officers work in a highly stressful and demanding career. This career is one of few careers that expect the employees to encounter dangers to their lives. As noted by Baker et al. (2020), law enforcement officers are often involved in critical

incidents like witnessing a colleague's death, highspeed vehicle pursuits, and seriously injuring another. Responding to the public's traumatic events like suicide, homicides, and child sexual assaults are not uncommon work duties of law enforcement officers. There are also organizational factors that can contribute to the impact the job makes on officers. Law enforcement officers are constantly working under the pressure of satisfying protocols, working excessively long hours, and switching between work shifts (Karaffa et al., 2015). Forced overtime shifts, long periods away from home, and missing family activities are additional elements that are a result of law enforcement work characteristics. Frustrations with administration, pressures to perform, and carrying a weapon are stressors unique to officers' positions (Brimhall et al., 2018). Environmental, societal, and organizational factors impact law enforcement officers' physical and mental health. Bishopp et al. (2019) indicated organizational factors deserve equal attention to environmental factors when considering the stress of the law enforcement career.

In addition to the common encounters and expectations of the job, law enforcement officers are also required to abide by many rules that are determined by the city and/or the agency for which they work. These rules limit the officers' behaviors both on duty and off duty within the activities they engage in (Bishopp et al., 2019). The protocols are for the safety of the officers and those around them. Carrying a weapon, encountering others with weapons, and responding to life threatening situations are serious rationales for abiding by protocols. Richards et al. (2021) noted law enforcement officers can be negatively perceived by community members. This is a factor that can affect officers while they are on or off duty.

Trauma

Exposure to traumatic events can impact one's health (Anders et al., 2022). A traumatic experience can include a dangerous, frightening, or violent event that presents a threat to life (National Child Traumatic Stress Network, n.d., as cited by Foltz et al., 2023). Law enforcement officers are exposed to potentially traumatic events in their career (Weiss et al., 2010). Foltz and colleagues (2023) indicated physical health, interpersonal success, educational outcomes, occupational outcomes, and quality of life can be significantly affected by trauma.

Stress

The sympathetic nervous system is activated by stress and adrenaline is further produced (Keech et al., 2020). The increase in adrenaline causes changes to heart rate, blood pressure, and sweat secretion (Cannon, 1932, as cited in Keech et al., 2020). According to Lazarus and Folkman (1984), as cited in Rodrigues et al. (2017), stress is experienced when a person perceives their individual resources are exceeded by the demands of a situation. Law enforcement officers can experience stress for a variety of reasons. As discussed by Violati and colleagues (2018), law enforcement officers can experience both traumatic stressors and routine stressors. Traumatic stressors can be a precursor to PTSD, whereas routine stress accumulates over a period of time (Violanti et al., 2018). The job position of law enforcement officers includes a multitude of stressful duties. For example, dangerous interventions, situations that are a hazard to officer life or civilian life, and working shifts are some of the more stress-inducing factors of police work (Cieślak et al., 2020). Additionally, Baker et al. (2023) noted court system

challenges, staff shortages, policy changes, feeling of always needing to prove self are stressors law enforcement officers can experience.

The Effects of Stress in Law Enforcement

A person's body can experience a multitude of symptoms both physical and psychological due to stress. Baker et al. (2020) noted poor health outcomes like high rates of sleep difficulties, chronic pain, and cardiovascular problems are experienced by police officers. Along with the health difficulties, officers experiencing a high risk of dying or damage to health can lead to the formation of stress (Lopatkova et al., 2018). The onset of stress can lead to a variety of symptoms that in turn increase stress. Stressors can have a lasting impact on police officers that can result in burnout or mental disorders (Santa Maria et al., 2018).

Every officer may experience different symptoms or a difference in intensity and frequency of symptoms. There have been a substantial amount of studies that analyze the variation of symptoms stress can lead to (Chopko et al., 2021; Richards et al., 2021; Santa Maria et al., 2018). Common health complaints of law enforcement officers are headaches, insomnia, and stomach pain (Santa Maria et al., 2018). Officers commonly suffer from both mental and physical fatigue (Bishopp et al., 2019). The impact of stress on the human body can have severe effects. Tension in the neck, back pains, and sleep deprivation are some of the signs of stress (Friese, 2020). Regrettably, it is not uncommon for law enforcement officers to start their careers in excellent health but retire early or die due to work related stress (Friese, 2020). Aytac (2015) explained officers take a huge responsibility to do the missions of the job, which increases the levels of

stress they experience. The stress officers experience has an influence on their health and performance.

The impact of stress is not seen only in how it affects the body. Galanis et al. (2021) explained reduced productivity, absenteeism, and a decreased quality of life are elevated due to job-related stressors in the police officer population. Similarly, Salinas and Webb (2018) described the impact of stressors on law enforcement officers can result in burnout, distraction, lack of focus, high rates of work-related accidents, and early retirement. It can be acknowledged that stress impacts both the immediate moment and the long term. The general population does not have a suicide rate as high as the rate in the police force (Guerrero-Barona et al., 2021).

Post-Traumatic Stress Disorder

The Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM 5) describes PTSD as "exposure to actual or threatened death, serious injury, or sexual violence" and includes eight criteria with two specifications (American Psychiatric Association, 2013). Day intrusions, nightmares, flashbacks, avoidance of external reminders of the traumatic events(s), exaggerated negative beliefs, hypervigilance, and sleep disturbances are some of the criteria for PTSD diagnosis (American Psychiatric Association, 2013). There are additional DSM-5 diagnostic criteria for PTSD that can be found in the DSM-5. This is not an exhaustive list of criteria. For a DSM-5 diagnosis, the duration of the disturbance is more than one month, there is clinically significant distress or impairment, and the disturbance is not due to medication, alcohol, or an alternative medical condition (American Psychiatric Association, 2013). The symptoms of

avoidance, negative changes in mood, changes in arousal, and intrusion symptoms can vary across persons.

PTSD in Law Enforcement

Law enforcement officers have an increased risk of developing symptoms of PTSD (Anders et al., 2022). Law enforcement officers experience greater levels of PTSD symptoms compared to the general population (Chopko et al., 2021). In their study, Chopko et al. (2021) concluded that police officers have similar levels of PTSD symptoms to combat military personnel. Soravia and Schwab (2021) also studied the prevalence rate of PTSD in police officers. As indicated in the findings of the study, the prevalence rate for PTSD in police officers is 15% which can lead to significant psychological strain (Soravia & Schwab, 2021).

There is a link between PTSD and the stress officers experience as a result of stressful event exposure (Anders et al., 2022). Responding to critical incidents can increase one's risk of developing PTSD (Klimley et al., 2018). Half of the general population may experience a traumatic event in their lifetime; whereas, 84% of first responders experience traumatic events (Kessler et al., 2005, as cited in Klimley et al., 2018). It is important to note that a lack of a PTSD diagnosis does not indicate there is a lack of PTSD symptoms. Furthermore, as noted by Kimley et al. (2018), a person who does not meet the full criteria for a diagnosis can have partial or sub-threshold PTSD which can impair functioning. Like law enforcement, those whose occupation increases the risk of traumatic exposure have higher rates of PTSD (APA, 2013). Soravia and Schwab noted the risk of PTSD increases as the experience of traumatic events increases.

Law enforcement officers are often in situations of experiencing, witnessing, or learning about traumatic events (Baker et al., 2020).

The Effects of PTSD in Law Enforcement

PTSD has an association with high levels of social, occupational, and physical disabilities (APA, 2013). Poorer physical health, arthritis, and gastrointestinal issues are significantly associated with PTSD (Klimley et al., 2018). Bisson Desrochers and colleagues (2021) also noted that individuals with PTSD can have changes to their information processing speed, attention, working memory, and executive functioning. Impairments in these domains can significantly impact officers' abilities to do their jobs. Cognitive executive functioning is a critical aspect of a police officer's job. In their study, Bisson Desrochers et al. concluded that officers with PTSD displayed lower cognitive performance when compared to the officers who do not have PTSD and have been exposed to trauma. Chopko et al. (2018) discussed police officers are frequently put in the position to maintain control of situations and problem solve in the performance of their job duties. For police officers in Bisson Desrochers and colleagues' (2021) study, there were difficulties with the officers' working memory, attention, and executive functioning when associated with high levels of intrusion symptoms. Intrusion symptoms for a PTSD diagnosis can include recurrent, involuntary, and distressing memories, dreams, flashbacks, and distress at exposure to cues of the traumatic event (APA, 2013).

Anxiety

Anxiety is characterized by feelings of tension, fear, uneasiness, and can be accompanied by physical changes in the body. As discussed by Lopatkova et al. (2018),

an increased heart rate, tension of groups of muscles, confusion, insomnia, migraines, uncontrollable anger, and a nervous condition are some symptoms of anxiety experienced. The stresses of the job can be a large factor in the onset or increase of anxiety. As indicated by Singh et al. (2022), anxiety can be experienced without the presence of stress. The prevalence of anxiety can fluctuate depending on several variables. High psychological job demands cause workers to have a higher risk of clinically significant anxiety symptoms or anxiety disorders (Santa Maria et al., 2018). The busyness of the police stations, the number of services provided within a shift, and the number of years served in the career are just a few variables that can impact the prevalence of anxiety. Stress is a variable that is often associated with anxiety. Stress related to police work leads to numerous problems like anxiety (Friese, 2020). Existing researchers have shown there are high reports made by law enforcement officers reporting high levels of anxiety (Tuttle et al., 2018).

Anxiety can impede the productivity and effectiveness of work motivation, sleep, and the outcome of chronic diseases (Singh et al., 2022). As suggested by Santa Maria et al. (2018), anxiety can increase to a severe level when it interferes with one's daily life. Additionally, emotional exhaustion is also correlated with anxiety (Santa Maria et al., 2018). Furthermore, the effects of anxiety can lead to more health issues and outcomes that negatively impact officers' lives. As an example, Trombka et al. (2021) noted the risk of suicide attempts is more than doubled when there is the presence of anxiety disorders. Suicide and suicide attempts are a concern for the law enforcement officer population. Anxiety untreated or unmitigated can generate supplementary symptoms.

Anger

Anger is a term that refers to a negative affective response or emotional reaction (Bishopp et al., 2019). Anger is an emotion that is as elemental as other emotions experienced. Bishopp et al. (2019) discussed two ways anger originates; state anger due to a strainful event or trait anger as it is a relatively stable characteristic for an individual. Strainful events in law enforcement work can be an individual assaulting an officer or witnessing harm to a child. Additional circumstances described by Bishopp et al. are combative suspects, when courts release arrestees, and micromanagement by supervisors. There are a few conditions that may arise in police work. When officers are confronted with a person who is insulting or humiliating, officers are expected to suppress emotions of anger and anxiety (Santa Maria et al., 2018). An alternative response discussed in the literature by Bishopp et al. is an angry response or anger-related behavior. For the purpose of this discussion, anger is not identified as a bad emotion or an emotion that must be avoided. It is acknowledged in the literature that anger is a human emotion experienced by law enforcement officers (Bishopp et al., 2019). Anger is an emotion that can be experienced at a higher frequency due to the types of situations officers are exposed to. Aytac (2015) administered a scale to officers to determine the trait anger level and expression of anger by each individual. The author concluded high levels of stress can lead to anger shown by officers (Aytac, 2015). Stress and anger can be experienced simultaneously in one's life both on the job and at home. As noted by Aytac, a constant level of stress can increase the level of anger.

Adaptive Coping

Coping is engaging in thoughts and behaviors for the purpose of managing internal and external stressors. The authors Guerrero-Barona et al. (2021) described coping strategies as behavioral and cognitive responses to avoid, control, or deal with stressful stimuli. Stress is a frequent component of law enforcement work (Santa Maria et al., 2018). The high stress career can affect the officers both physically and mentally (Salinas & Webb, 2018). Coping strategies can either be effective (adaptive) or ineffective and harmful (maladaptive). As described by Carver (1997), as cited in Violanti et al. (2018), active coping brings a change in the stressor, whereas passive coping does not reduce stress. Active coping are attempts to face the stressor; however, passive coping is not directed to action and further leads to mental health problems (Guerrero-Barona et al., 2021). The stress of the career paired with risky behaviors to cope can increase one's likelihood of having stress-related health problems (Salinas & Webb, 2018). Effective coping strategies can improve officer performance and prevent mental health outcomes (Lees et al., 2019).

There is a critical and urgent necessity to implement both preventative and intervention coping strategies. There is a higher rate of suicide in the law enforcement population than in the general public (Guerrero-Barona et al., 2021). Increased awareness of the commonalities of stress reactions experienced by officers and the tools provided to relieve stress can be helpful for those serving in law enforcement positions. Importantly noted by Guerrero-Barona et al., active coping strategies are a protective factor for developing psychological symptoms. According to Lees et al. (2019), finding and

implementing effective ways of managing stress can improve the negative effects of anxiety.

Maladaptive Coping

Maladaptive coping strategies are typically strategies that are not suggested by psychologists, therapists, or other psychology professionals. A common coping strategy utilized by police officers is the abuse of alcohol (Guerrero-Barona et al., 2021; Lees et al., 2019). Behavioral disengagement, denial, self-blame, and venting are some maladaptive coping strategies law enforcement officers engage in (Violanti et al., 2018). A considerable reason adaptive coping strategies are not utilized is due to the deficiency in awareness and opportunity (Lees et al., 2019). A significant result of utilizing maladaptive coping strategies is not only the failed attempt at effective coping, but as Guerrero-Barona et al (2021) noted, an increased effect of strain and anxiety can result from the use of inadequate coping strategies. Violanti and colleagues (2018) found that officers' higher use of passive coping resulted in stronger associations between work stress and PTSD symptoms. As recommended by Lees et al. (2019), law enforcement departments could provide health education, gym memberships, counseling, and coping skills training. Providing available options could create more possibilities for law enforcement officers to develop some adaptive coping strategies to deal with the continuous stressors of providing services to society. Services are commonly provided to officers after critical incidents. However, it can be beneficial to create the ability to effectively deal with the daily stressors of the job.

Stigma

Police officers undergo countless trainings throughout their careers. From the beginning of police officer training, officers are taught how to maintain their emotions. Police officers are expected to withstand the stressors of the job. The authors Marshall et al. (2021), shared that compared to the general population, a first responder is not only more likely to experience psychological distress, but that they are also less likely to seek help from a professional. As noted by Friese (2020), the stigma of seeking mental health help is present in the police culture due to the feared risk of being perceived as weak. This fear is attached to the fear that they will be perceived as incapable of protecting the public or other officers in a critical incident (Friese, 2020). The stigma that one cannot seek mental health help can come from the agency, the society, or even themselves. Not disclosing mental health symptoms to an employer can result in an officer fearing they will receive negative career consequences (Guerrero-Barona et al., 2021; Marshall et al., 2021). Additionally, officers may fear what their fellow officers may perceive of them, that their weapon may be taken away, be put on light duty, or be questioned about their ability to perform their job duties (Richards et al., 2021). These fears of the consequences of seeking mental health help are often a barrier that prevents officers from seeking mental health services.

The stigma of seeking help for mental health can hinder the quality of officers' lives on and off duty. Lack of awareness of the experienced negative symptoms often prevents officers from receiving the help available to them. Marshall et al. found the officers with the most severe PTSD symptoms were more likely to under-report in

employer administered questionnaires. Not receiving mental health help and education can leave police officers in distress from anger, anxiety, and family problems. It is important for officers, agencies, and mental health professionals to be aware of the normalcies law enforcement officers experience in order to provide appropriate support.

Family Problems

Having conflicts and natural life stressors in a family is not uncommon. Police officer families are not isolated by the difficult experiences in marriage and families. There are certainly normalcies and commonalities of a law enforcement family. There are healthy and unhealthy factors in families regardless of the career type. According to Landers et al. (2020), the quality of family relationships is influenced by the health of family members. Whether it be the physical health or the mental health of individuals, the individual's health will have an effect on their family members. The presence of high levels of work-induced stress is correlated with negative interactions in a couple (Landers et al., 2020). As previously noted, law enforcement officers can experience intensely high levels of stress due to the job. The job of officers can influence the strain on their marriage. Karaffa et al. (2015) discussed that family-work conflict often happens when the role expectations at work are not compatible with the family role expectations. The differences between work and family can be difficult for officers to constantly shift between (Pooley and Turns, 2022). As noted by Pooley and Turns (2022), shifting from a heightened state of awareness to a lower state can cause distress for the law enforcement officer and family. Some of the work-family conflicts that law enforcement officers experience are spouses' perceptions that the officers give most of their energy to the job,

missing important family events, not meeting family demands, and not being present to help spouses handle family problems (Karaffa et al., 2015). Noted by Friese (2020), additional problems associated with police work stress include PTSD, depression, anxiety, and divorce. The working shifts, missing significant events, and the unequitable division of household duties are common in law enforcement families and common reasons for tension (Campbell et al., 2022).

The discussion of problems experienced within a family can contribute to the understanding of an officer's life and shape the goals of possible interventions. Having a supportive spouse in a relationship can influence the decrease in work-family conflict (Karaffa et al., 2015). Additionally, as discussed by Friese, successful long-term relationships can be due to the resilience built by the use of adaptive coping techniques. Understanding if anger and anxiety predict family problems can add to the literature regarding law enforcement families.

Communication

Communication is a valuable aspect of all relationships. Brimhall et al. (2018) asserted lack of communication between law enforcement officers and their romantic partners is common. This is directly related to the tendency for officers to keep thoughts to themselves. Suppression of emotions is a maladaptive coping skill utilized by law enforcement officers (Friese, 2020; Karaffa et al., 2015). This lack of communication between significant others can cause division in the relationship (Campbell et al., 2022). It is frequently discussed in the literature that officers try to protect their significant other by keeping things to themselves (Brimhall et al., 2018; Campbell at al., 2022; Karaffa et

al., 2015). As noted by Karaffa et al. (2015), officers believe they are protecting their spouses from the traumatic experiences they have had when they do not discuss critical incidents with their spouses. It is mentioned that positive experiences are lower and negative emotions are higher when there is less communication (Brimhall et al., 2018). A lack of open communication can influence feelings of responsiveness and emotional engagement in a way that is damaging to a relationship (Brimhall et al., 2018). Tension in the relationship can be present when there are withholding communication patterns. Brimhall et al. indicated lower levels of satisfaction are correlated with the feeling of being disconnected. Brimhall et al. also discussed the cultural norms of officers on duty are necessary for survival and to do the job correctly; however, are not helpful in the home environment. A need for control, authority, and distant objectivity are helpful for the job duties of a law enforcement officer but can contribute to marital dissatisfaction (Brimhall et al., 2018; Campbell et al., 2022).

Off Duty

The unique job duties, requirements, culture, and experiences in law enforcement influence officers' relationships with their families (Campbell et al., 2022; Karaffa et al., 2015; Landers et al., 2020). As noted by Landers et al. (2020) work induced stress is associated with negative couple interactions. Additionally, due to traumatic stress, a couple's relationship and family life can be affected in a negative way (Landers et al., 2020). The experiences officers have at work can influence the way they think and behave at home (Pooley and Turns, 2022). Landers et al. conducted a study to explore the lived experiences of law enforcement spouses. The researchers concluded that from the

perception of the spouse, critical events at work involving children, officer deaths, and

suicides had a greater impact on the officers (Landers et al., 2020). Additionally, Landers

et al. reported that in one interview, a spouse noted her law enforcement husband was

never off duty and was always on duty when they would go out, such as always sitting by

the exit. Similarly, spouses can adopt a heightened sense of awareness from their spouses

as they can feel trained to pay attention (Friese, 2020). Hypervigilant behavior is a

common attribute that is adopted by law enforcement personnel (Pooley and Turns,

2022). Hypervigilance is described by Pooley and Turns (2022) as "looking at the world

from a threat based perspective." Although hypervigilance has served as a protective

factor on duty, it can have negative implications in the home life (Pooley and Turns,

2022). Friese (2020) conducted a study to determine how law enforcement spouses were

impacted by law enforcement work. Using a mixed-method design, the author

administered questionnaires and held discussions with participants. The researcher found

that shift work, single parenting, public image, and lack of sleep were some of the ways

that spouses had to adapt to the life of being an officer's spouse (Friese, 2020).

Furthermore, schedule changes, shift changes, family commitments competing with work

commitments, and protective behaviors are common issues for law enforcement families

(Friese, 2020). Due to shifts and work commitments, it can be common for officers to

miss holidays, family events, and special days like anniversaries or children's birthdays

(Campbell et al., 2022; Friese, 2020). Feelings of exclusion and passive resentment can

occur within the family due to the requirements of officers' careers (Karaffa et al., 2015).

Tension and a feeling of disconnect between the officers and their family members can occur (Campbell et al., 2022).

Law Enforcement Marriage

A marriage can be significant in providing a law enforcement officer with great support. As noted by Brimhall et al. (2018), a healthy relationship is when people feel that their partner is accessible, responsive, and emotionally engaged. A significant other can be a critical component of an officer's support system (Brimhall et al., 2018). Due to the nature of the officers' jobs, there are stressors in the officers' careers that can increase stress levels (Violanti et al., 2018). Exposure to human indecency, pain, and hostility can cause significant stress on officers (Kazmi & Singh, 2015). It can be difficult to balance the duties and emotions of work with the responsibilities and emotions of home life. There is an increased likelihood of marital problems and divorce when there is exposure to trauma (Landers et al., 2020). The officers' exposure to trauma affects the officers and their spouses (Campbell et al., 2022). The critical incidents, deaths, and crimes an officer witnesses can not only impact the officer but can also impact the officer's family (Campbell et al., 2022). Campbell and colleagues (2022) conducted a qualitative study to explore how law enforcement couples are impacted by work-related traumatic stress. All couples reported that their relationships were impacted by the officers' involvement or exposure to traumatic events (Campbell et al., 2022).

There are many factors and responses of law enforcement officers that can impact a spouse. Tuttle et al. (2018), conducted a study to analyze the law enforcement work stress spillover on marriages. The family system and family functioning can be impacted

when stress piles up. The authors indicated spillover refers to the thoughts, emotions, and behaviors in a work environment that are transferred into the home environment (Tuttle et al., 2018). For example, an officer's parenting style may change due to the critical incidents at work involving children (Campbell et al., 2022). In the study, the results indicated that there was a high spillover of feelings at work being carried into the home (Tuttle et al., 2018). Comparably, Friese (2020) found that spouses of law enforcement officers experience high levels of stress. The spouses of officers are susceptible to psychological strain from the officers' jobs which ultimately causes stress for the spouses (Friese, 2020). Interactions in officers' personal lives can be impacted by the occupational stress they bring home (Friese, 2020; Tuttle et al., 2018). This spillover from work to home life can have a negative impact on relationship functioning. Communication and emotion regulation are impacted in law enforcement couples due to the social and emotional spillover of work stress (Tuttle et al., 2018).

The effects of the law enforcement career impacting law enforcement families have been discussed by researchers (Friese, 2020; Landers et al., 2020; Tuttle et al., 2018). There is a lack of information in the current literature regarding anxiety and anger predicting family problems. Although it is shown in research that stress impacts the spouse and family, it is not clear if anxiety and anger do. Law enforcement families face more difficult challenges compared to personnel in other professions (Pooley and Turns, 2022).

Summary and Conclusions

The literature review for this current research study has provided a foundation for this study. Various researchers have demonstrated the common work duties, effects of stress, and non-work life of law enforcement officers. As characterized by this literature review, law enforcement officers experience anxiety, anger, stress, and the complexity of negative interactions with their families (Friese, 2020; Karaffa et al., 2015, Landers et al., 2020). Staines's (1980) spillover theory suggests what happens at work can spillover to affect the non-work life. Further indicated by the literature review, the experiences of law enforcement officers have affected their home lives and their families (Brimhall et al., 2018; Campbell et al., 2022). It is discussed in the literature the families of law enforcement officers are impacted by the officers' careers. However, it is still not discussed if officers' anxiety and anger predict family problems. Ignoring or inadequately dealing with the impacts of the law enforcement career can impact the officer's life substantially (Violanti et al., 2018). The literature review has shown the gaps in the existing literature pertaining to an officer's anxiety and anger predicting family problems for officer families. There is a need for additional research to understand how the experienced anxiety and anger in a law enforcement career can influence family life. Additional awareness of these experiences and effects can be advantageous to the literature and support officers' mental health. This study can aid in the guidance and development of mental health services for law enforcement personnel and their families.

The spillover theory will be useful in this research study as it will assist in understanding the predictive relationship between anxiety, anger, and family problems

within law enforcement from a theoretical perspective. Furthermore, this theoretical lens will provide insight into the experiences associated with the physiological and psychological responses to a stressful career. This study's results can contribute to the literature pertaining to the anxiety and anger experienced by officers and how it relates to their home life. Additionally, the results of this study will provide the law enforcement population and the mental health population with relevant current research to aid in intervention strategies.

Chapter 3 will provide an overview of the instrumentation, rationale, and methodology design. The threats to validity, ethical procedures, and data analysis will also be discussed to connect the existing gaps in the literature.

Chapter 3: Research Method

Introduction

Chapter 3 includes an outline of the research method that was used for this study. The research design, methodology, population, sampling procedures, plan for data analysis, threats to validity, and ethical procedures are provided. The purpose of this correlational quantitative study was to determine if anxiety and anger predict family problems among law enforcement officers in the United States. The spillover theory was utilized as the theoretical framework of this study. There is a tendency for one's emotions, thoughts, and behaviors in the work domain to also be present in the person's home domain (Staines, 1980). This study continued to build upon research conducted by Friese (2020), Wagner et al. (2020), and Bishopp et al. (2019), who have studied law enforcement officer anxiety, anger, and family relations.

Research Design and Rationale

Archival data from a larger study was utilized for this current study. The data that were analyzed were gathered by the director of a non-profit organization and the National Police Suicide Foundation for a larger study focusing on law enforcement mental health.

A correlational quantitative research design was most appropriate for this study as it sought to determine the relationship between the variables (Creswell & Creswell, 2018). For Research Question 1, the criterion variable was family problems and the predictor variables were anxiety and anger. For Research Question 2, the criterion variable was family problems and the predictor variable was anxiety. For Research Question 3, the criterion variable was family problems and the predictor variable was

anger. A correlational quantitative research design was the most appropriate design and aligned with the research questions of this study. Although correlational designs do not prove causality, the relationship between variables can be determined (Creswell & Creswell, 2018).

Methodology

This correlational quantitative study sought to determine if anxiety and anger predict family problems among law enforcement officers in the United States as measured by the POWER Portfolio. The data for the study was provided to the researcher in an encrypted file from the director of a non-profit organization. The data was originally collected through the National Police Suicide Foundation by the director of a non-profit organization. The original data set has 664 participants. The participants of the original study were sworn police officers who attended a training on police suicide. Participants were given the option to participate in the study.

Population

The archival sample data are all law enforcement officers employed by municipal, local, state, and federal law enforcement agencies in the United States. The participants attended a training on police suicide. All participants were over the age of 18.

Sampling and Sampling Procedures

The archival data were collected by a non-profit organization in the state of California. All participants voluntarily participated in the original study. The participants were not recruited for the original study. The survey used in the original study was passed out to the participants during the break of a training put on by the National Police Suicide

Foundation. The training covered the indicators of suicidality and what a peer can do.

The police suicide training was not mandatory. Therefore, the participants voluntarily

signed up and attended the training. During the break of the training, the participants who

volunteered to be a part of the original study were given a packet with an informed

consent form, the protocol, and the survey. Each packet was numbered which allowed the

participants to be assigned numbers instead of providing their names. The Excel

spreadsheet with the data from the study only indicate the number assigned to that

participant. The participants were from numerous municipal, local, state, and federal law

enforcement agencies throughout the United States. There were no questions asked of the

participants' department or type of law enforcement officer they are. At the time of data

collection, all participants were notified the participants' names would not be collected

and they had the right to withdraw from the study at any time. Due to the anonymous data

collection, participants were more likely to be honest. There were no incentives and/or

monetary earnings offered or given for their participation in the study. Confidentiality

was not an issue regarding this data set. The data were provided by the non-profit

organization in a password protected Excel document. The data set will be destroyed after

5 years of the completion of this study in compliance with the American Psychological

Association standards and ethical guidelines (APA, 2007).

Procedures For Recruitment, Participation, and Data Collection

The data set was ethically stored and protected by the non-profit organization.

The participants consented to having their data used for other purposes of research. The

non-profit organization and I signed a data use agreement (see Appendix). The original

data file has 664 complete participants and a random sample of 107 was selected and

delivered in an Excel file for the use of this study. The sample size was determined using

the G*Power software developed by Faul and colleagues (2009). The G*Power software

assisted in determining the minimum sample size of the study at specified alpha and

power levels (Faul et al., 2009). A sample size of 107 participants was needed to detect a

medium effect size ($f^2 = 0.15$), alpha = .05, and power = .95. An analysis was conducted

utilizing the Statistical Package for the Social Sciences (SPSS) provided by Walden

University in order to answer the research question, does anxiety and anger predict family

problems in law enforcement officers, based on the participants' responses on the

POWER Portfolio subscales. A multiple linear regression was conducted for research

question 1 with anxiety and anger combined as the predictor of family problems. There

were two separate linear regressions conducted. One with anxiety as the predictor of

family problems and another with anger as a predictor of family problems.

Instrumentation and Operationalization Constructs

The POWER Portfolio was utilized for this study. The POWER Portfolio is a 109-

item self-report questionnaire designed to assess risk and protective factors among law

enforcement professionals. This questionnaire is a screener survey. It is not a normed

instrument; however, it has content validity. The full POWER Portfolio has various

domains that measure mania, ADHD, impulsivity, concentration, fatigue, depression,

anxiety, panic attacks, dissociation, PTSD, family problems, work related problems,

anger, substance abuse, and suicidal ideation based on the diagnostic criteria of the DSM-

5 (American Psychiatric Association, 2013). The assessment tool is reliable as the scales

consistently measure what it was designed to measure. The administration time for this survey is approximately twenty minutes. A licensed psychologist specializing in the treatment of law enforcement officers and other first responders designed the survey. The questionnaire has strong face validity. The family problems scale was developed based on the clinical experience of the first-responder psychologist. All questions were based on clinical experience and all symptoms were taken directly from the DSM-5. The Anxiety/Panic Attack subscale utilizes symptoms based on the symptoms described in the DSM-5 (American Psychiatric Association, 2013) used to diagnose anxiety disorders. The Anger/Impulsivity subscale was developed based on the DSM-5 and the clinical experience of the first-responder psychologist. For the purpose of this current study, the only items used were from the Anxiety/Panic Attacks, Anger/Impulsivity, and Family Problems subscales. The predictor variable, anger, was measured by the Anger/Impulsivity subscale which contains twelve items that focus on irritability, lack of control, and physiological symptoms of anger. The other predictor variable, anxiety, was measured by the Anxiety/Panic Attacks subscale which contains fifteen items that pertain to worry, rumination, and physiological problems due to anxiety. The criterion variable, family problems, was measured by the Family Problems subscale which contains seventeen items that concentrate on family problems such as avoiding family, frequent arguing, and family complaints.

Data Analysis Plan

All data that was provided to me was previously cleaned. There were no incomplete cases and all extreme outliers were taken out prior to giving me data. Two

linear regressions and one multiple regression were conducted to determine whether anxiety and anger predict family problems among law enforcement officers. A multiple regression was conducted for the first research question. Linear regressions were conducted for Research Questions 2 and 3. For Research Question 1, the criterion variable was family problems and the predictor variables were anger and anxiety. For Research Question 2, the criterion variable was family problems and the predictor variable was anxiety. For Research Question 3, the criterion variable was family problems and the predictor variable was anger. Independence of observations between the participants, multivariate normal distribution in the population, and homoscedasticity are the three assumptions in multiple regression (Yockey, 2011). A probability level of $p <$ .05 and a power level of .95 were used to determine if the relationship between the variables is significant. The statistical analyses for this study used the SPSS software provided by Walden University. The research questions and hypotheses for the study follow.

Research Questions

RQ1: Do anxiety and anger combined significantly predict family problems in law enforcement?

$H_0 1$: Anxiety and anger combined is not a significant predictor of family problems in law enforcement.

$H_1 1$: Anxiety and anger combined is a significant predictor of family problems in law enforcement.

RQ2: Is anxiety in law enforcement officers a significant predictor of family problems?

$H_0$2: Anxiety in law enforcement officers is not a significant predictor of family problems.

$H_1$2: Anxiety in law enforcement officers is a significant predictor of family problems.

RQ3: Is anger in law enforcement officers a significant predictor of family problems?

$H_0$3: Anger in law enforcement officers is not a significant predictor of family problems.

$H_1$3: Anger in law enforcement officers is a significant predictor of family problems.

Threats to Validity

Creswell and Creswell (2018) noted threats to validity must be identified, the potential issue it may present determined, and explain the procedure to minimize those threats. An internal threat to validity threatens the ability for correct reasoning from the data regarding the population (Creswell and Creswell, 2018). External threats to validity can occur when there are inaccurate inferences from the data or when the conclusions are generalized to other groups outside of the study population (Creswell and Creswell, 2018). There are potential threats to the validity of this study. The data were collected at a training on police suicide, thus the participant pool is limited. Officers who attended the training may differ significantly from other officers. This was not a mandatory training,

so they elected to attend this training, which likely means they already had an interest in mental health issues. This may differ significantly from the general population of police officers. The researcher did not generalize beyond the population within this study. Archival data reliability and validity issues arise because I was not involved in the collection of data.

Ethical Procedures

Researchers have the ethical responsibility to maintain the integrity of the research (Creswell and Creswell, 2018). Since all the data is anonymous, the integrity of all individuals who contributed to the data is an ethical standard this study did abide by. The National Police and Suicide Foundation conducted a study resulting in the original data set. The participants in the study volunteered and were not coerced into participating in the study. The data that were used in this current study did not contain any identifying information and was stored in compliance with American Psychological Association ethical procedures (APA, 2007). The data for this study was stored in an encrypted file that was only accessible to the researcher and the researcher's committee. At the completion of the study, the data will be destroyed after 5 years in compliance with American Psychological Association ethical standards (APA, 2007).

Summary

As outlined in this chapter, the research design, methodology, population, sampling procedures, plan for data analysis, threats to validity, and ethical procedures were discussed. This was a correlational quantitative, non-experimental study that utilized archival data that was previously collected by the director of a non-profit

organization and the National Police Suicide Foundation. This study attempted to

determine the relationship between anxiety, anger, and family problems within law

enforcement. In Chapter 4, the research study, analysis, and results are presented.

Chapter 4: Results

Introduction

This chapter will provide the results of the presented study, where anxiety, anger, and family issues as measured by the POWER portfolio were examined. The purpose of this quantitative study was to determine if anxiety and anger predict family problems in law enforcement officers. The goal of this research was to address the gap in the literature concerning anxiety and anger predicting family problems in law enforcement officer families. This chapter will provide a data analysis and explanation of the results. Chapter 4 concludes with a summary of key points. The following are the research questions and hypotheses for this study:

Research Question 1: Do anxiety and anger combined significantly predict family problems in law enforcement?

RQ1: Do anxiety and anger combined significantly predict family problems in law enforcement?

$H_0 1$: Anxiety and anger combined is not a significant predictor of family problems in law enforcement.

$H_1 1$: Anxiety and anger combined is a significant predictor of family problems in law enforcement.

RQ2: Is anxiety in law enforcement officers a significant predictor of family problems?

$H_0 2$: Anxiety in law enforcement officers is not a significant predictor of family problems.

$H_1$2: Anxiety in law enforcement officers is a significant predictor of family

problems.

RQ3: Is anger in law enforcement officers a significant predictor of family

problems?

$H_0$3: Anger in law enforcement officers is not a significant predictor of family

problems.

$H_1$3: Anger in law enforcement officers is a significant predictor of family

problems.

Data Collection

Archival data were used for this study and provided by a non-profit organization.

The non-profit organization's representatives and I completed and signed a formal data

release agreement. The data were originally collected by a non-profit organization in the

state of California. The archival sample data are all law enforcement officers employed

by municipal, local, state, and federal law enforcement agencies in the United States. All

participants were over the age of 18. The demographics from the original study were not

provided to me. The participants attended a training on police suicide. This was not a

mandatory training, so the participants elected to attend the training, which likely means

they already had an interest in mental health issues. The sample of participants may differ

significantly from the general population of law enforcement officers. Additionally, this

sample is not representative of all law enforcement officers across the world. The

archival data were provided in a password-protected Excel sheet.

The POWER Portfolio subscales, Anxiety/Panic Attacks, Anger/Impulsivity, and Family Problems were used for this study. The POWER Portfolio is a 109-item self-report questionnaire designed to assess risk and protective factors among law enforcement professionals. The full POWER Portfolio has various domains that measure mania, ADHD, impulsivity, concentration, fatigue, depression, anxiety, panic attacks, dissociation, PTSD, family problems, work-related problems, anger, substance abuse, and suicidal ideation. This questionnaire is a screener survey. The administration time for this survey is approximately 20 minutes.

The Anxiety/Panic Attacks subscale contains fifteen items that pertain to worry, rumination, and physiological problems due to anxiety. The Anger/Impulsivity subscale contains twelve items that focus on irritability, lack of control, and physiological symptoms of anger. The Family Problems subscale contains seventeen items that concentrate on family problems such as avoiding family, frequent arguing, and family complaints.

The original data file has 664 complete participants and a random sample of 107 was selected and delivered in an Excel file for the use of this study. The sample size was determined using the G*Power software developed by Faul and colleagues (2009). A sample size of 107 participants was needed to detect a medium effect size ($f2 = 0.15$), alpha = .05, and power = .95. All data used in this study did not include incomplete cases or extreme outliers. The data used in this study was inputted into the SPSS software provided by Walden University.

Results

The statistical tests used for this study were multiple regression for research

question one and linear regressions for research questions two and three. For all research

questions, the criterion variable was family problems ($M = 33.2243$, $SD = 13.16392$). For

research question 1, the predictor variables were anxiety ($M = 37.2710$, $SD = 14.10110$)

and anger ($M = 29.2430$, $SD = 11.91942$). For Research Question 2, the predictor variable

was anxiety. For Research Question 3, the predictor variable was anger. The multiple

regression and the two linear regression procedures were run using SPSS. The archival

data used for this study met the assumptions for a multiple regression analysis and a

linear regression analysis. The multiple regression analysis and linear regression analyses

included independence of observations, normally distributed variables, and

homoscedasticity (Yockey, 2011).

Multiple Regression Results for RQ1

A multiple regression was conducted to predict family problems from the

variables anxiety and anger. The regression was significant, $F(2, 104) = 81.693$, $p < .05$,

$R^2 = .611$. Of the predictors investigated, both anxiety ($\beta = .246$, $t(104) = 2.331$, $p < .05$)

and anger ($\beta = .603$, $t(104) = 4.826$, $p < .05$) were significant.

Based on the results of this multiple regression, the null hypothesis can be

rejected. Together, anxiety and anger significantly predicted family problems.

Additionally, the effect size of this multiple regression was .611, which would be

considered a large effect size. This indicated the predictors accounted for 61.1% of the

variance in family problems. Individually, anxiety and anger were significant predictors of family problems.

Linear Regression Results for RQ2

A linear regression was conducted to see if anxiety significantly predicted family problems. The regression was significant $F(1, 105) = 115.562$, $p < .05$, $R^2 = .524$. Anxiety was found to predict family problems ($\beta = .724$, $t(105) = 10.750$, $p < .05$).

Based on the results of this linear regression, the null hypothesis can be rejected. The effect size of this linear regression was .524, which would be considered a large effect size. This indicated the predictor anxiety accounted for 52.4% of the variance in family problems.

Linear Regression Results for RQ3

A linear regression was conducted to see if anger significantly predicted family problems. The regression was significant $F(1, 105) = 151.551$, $p < .05$, $R^2 = .591$. Anger was found to predict family problems (β .769, $t(105) = 12.311$, $p < .05$).

Based on the results of this linear regression, the null hypothesis can be rejected. The effect size of this linear regression was .591, which would be considered a large effect size. This indicated the predictor anger accounted for 59.1% of the variance in family problems.

<div align="center">

Summary

</div>

A multiple regression and two separate linear regressions were run to determine if anxiety and anger predict family problems in law enforcement officers. The multiple regression analysis revealed that the null hypothesis for RQ1 can be rejected. The two

linear regression analyses revealed that the null hypotheses for RQ2 and RQ3 can also be

rejected. Based on the analyses, all three tests were statistically significant. The variables

anxiety and anger were predictors for family problems. Chapter 5 will present an

interpretation of this study's findings, the limitations of this study, recommendations for

future research, and implications of this study's results.

Chapter 5: Discussion, Conclusions, and Recommendations

Introduction

The purpose of this study was to determine if there was a relationship between anxiety, anger, and family problems among law enforcement officers in the United States. Specifically, this study sought to determine if anxiety and anger can predict family problems among law enforcement officers in the United States. Law enforcement officers experience many life-threatening situations and are exposed to violence and hostility (Baker et al., 2020; Kazmi & Singh, 2015). Law enforcement officers have a high risk of experiencing clinically significant anxiety symptoms (Santa Maria et al., 2018). Aytac (2015) found that anger shown by officers can be a result of high levels of stress. The exposure to trauma that officers experience can affect the officers' families (Campbell et al., 2022). There is insufficient research on the predictive value of anxiety and anger on family problems among law enforcement. The current study was conducted to try to provide data and information on the relationship between anxiety, anger, and family problems in law enforcement. The findings of this study can contribute to the mental health resources for law enforcement and their families. This study can be informative and relevant to therapists and psychologists of the experiences law enforcement families have.

One multiple regression and two linear regressions were conducted to analyze the archival data utilized for this study. For Research Question 1, a multiple regression was conducted to predict family problems from the variables anxiety and anger. The results from this multiple regression indicated anxiety and anger combined significantly

predicted family problems. For Research Question 2, a linear regression was conducted to determine if anxiety predicted family problems. The results indicated the regression was significant, indicating anxiety was a significant predictor of family problems. For Research Question 3, a linear regression was conducted to determine if anger predicted family problems. The results indicated the effect size was large enough to conclude anger was a significant predictor of family problems.

Interpretation of the Findings

The findings of this study revealed there is a statistically significant predictive relationship between anxiety, anger, and family problems in law enforcement. In this study, the variables anxiety and anger were both predictors of family problems individually and combined. This study adds to the findings of Friese (2020), Wagner et al. (2020), and Bishopp et al. (2019), who have studied anxiety, anger, and family relations among the law enforcement population. This study found that anxiety and anger had a predictive relationship with family problems. Officers with higher levels of anxiety and anger showed an increase in family problems.

There is a substantial and noticeable impact of stress experienced by law enforcement officers. This is due to life-threatening situations, exposure to or experience of trauma, and the nature of the law enforcement career (Anders et al., 2022; Landers et al., 2020). Officers can experience common physiological and psychological symptoms that can hinder their health and performance (Bishopp et al., 2019; Chopko et al., 2021). Officers' involvement or exposure to stress can negatively impact the officers' families. Occupational stress can be brought home by officers impacting the interactions they have

with family members (Friese, 2020). The current study's conclusions add to this knowledge by specifically addressing anxiety and anger predicting family problems in law enforcement.

The current study used Staines's (1980) spillover theory as the theoretical framework. The spillover theory indicates what occurs at work is consistent with what occurs at home (Staines, 1980). Additionally, there can be a transfer of behaviors and affect from the work domain to the nonwork domain (Staines, 1980). Given the current study focused on law enforcement anxiety, anger, and family problems, the theory of spillover from work to home life was supported. The negative spillover from the work domain to the family domain can be detrimental (Grzywacz, 2000). Furthermore, the anxiety and anger experienced by officers due to their work can have a negative effect on the home life leading to family problems. The experiences of law enforcement officers can impact their spouses and family members (Friese, 2020; Tuttle et al., 2018).

Limitations of the Study

Using archival data was one limitation of this study. The data were collected at a training on police suicide and the officers who attended the training were most likely already interested in mental health issues. Thus, it is likely the officers who attended the training significantly differ from the general population of police officers. Therefore, the results may not be a reflection of all law enforcement in the United States. Another limitation of this study was that the data were only collected on officers in the United States; therefore, the generalizability to other law enforcement throughout the world may

be limited. A final limitation of this study is the possibility of underreporting or

untruthful responses by the participants due to the stigma of mental health issues.

Recommendations

The current study used archival data that was collected by a non-profit at a police

suicide training. One recommendation for future research is to replicate this study in

different parts of the world. Due to the current study's geographically limited findings,

future research can broaden the geographical areas of similar research. This study found a

significant predictive relationship between anxiety, anger, and family problems. Future

research should also take into account the stresses of different family members of

officers, such as spouses and children. Officers' anxiety and anger may affect children in

a different way than how it affects spouses. A third recommendation for future research is

to utilize an instrument in data collection that does not limit the participants' responses. A

qualitative study focusing on how officers' anxiety and anger impacts the families may

offer more valuable information on the lived experiences of law enforcement and their

families.

Implications

This study's results showed a statistically significant relationship between

anxiety, anger, and family problems in law enforcement. As discussed in Chapters 1 and

2, law enforcement officers experience a variety of stressors that can impact their work

and home life (Tuttle et al., 2018). The results of this study can be informative for police

psychologists and others providing mental health services to law enforcement. This

study's findings can lead to additional research on the specific variables that predict

family problems in law enforcement. Research can further the understanding of the predictive relationship between family problems and variables like anxiety, anger, and others. Karaffa et al. (2015) noted families of law enforcement officers experience many work-life conflicts and stressors. The findings of this study reveal areas of concern for law enforcement families.

Positive Social Change

Law enforcement officers have a critical role in their communities. The career of an officer is demanding and stressful. Law enforcement officers have a higher suicide rate than the general population (Guerrero-Barona et al., 2021). Law enforcement officers can experience physical symptoms due to stress, psychological symptoms due to stress, anxiety, anger, poor communication with a spouse, and a multitude of family problems (Brimhall et al., 2018; Campbell et al., 2022; Galanis et al., 2021; Santa Maria et al., 2018; Violanti et al., 2018). The stressors of the work environment can spill over into the home environment resulting in an effect on family members. The findings from this study can create positive social change as the findings may provide insight into the specific areas that need to be addressed when designing and implementing treatment plans for law enforcement officers. Prevention and intervention techniques can be developed to address the relationship between anxiety, anger, and family problems. Officer trainings and mental health support can be informed of the influences of anxiety and anger on officers' families. Psychoeducation related to this study's findings can increase the resiliency of law enforcement officers both in their work environment and their home environment. Positive change for law enforcement officers and families of law enforcement can occur.

Conclusion

This current study contributed to the research literature pertaining to law enforcement officers and their families. It is important for law enforcement, law enforcement families, and mental health providers to better understand psychological variables such as anxiety and anger predicting family problems in law enforcement. More research must be conducted to further understand how these variables contribute to the home life of law enforcement. Further research could result in a better understanding of law enforcement officers' work-life balance and what spills over into the home.

Law enforcement officers have a responsibility to care for the public community and themselves. The law enforcement career requires officers to be ready and willing to encounter danger to protect the public (Baker et al., 2020). The demands of the law enforcement career can contribute to the difficulty of coping, managing, and preventing the adversities from negatively impacting the relationships at home. Occupational stress can be carried home and impact officers' families (Friese, 2020). This study can offer awareness of the experiences of law enforcement families. Furthermore, this study can assist mental health professionals in the treatment of law enforcement officers and officers' families.

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Appendix: Data Use Agreement

DATA USE AGREEMENT

This Data Use Agreement ("Agreement"), effective as of (February 1, 2024) ("Effective Date"), is entered into by and between (Breanna Bower)("Data Recipient") and (******REDACTED) ("Data Provider"). The purpose of this Agreement is to provide Data Recipient with access to a Limited Data Set ("LDS") for use in research in accord with the HIPAA and FERPA Regulations.

1. Definitions. Unless otherwise specified in this Agreement, all capitalized terms used in this Agreement not otherwise defined have the meaning established for purposes of the "HIPAA Regulations" codified at Title 45 parts 160 through 164 of the United States Code of Federal Regulations, as amended from time to time.

2. Preparation of the LDS. Data Provider shall prepare and furnish to Data Recipient a LDS in accord with any applicable HIPAA or FERPA Regulations.

3. Data to be included in the LDS. **No direct identifiers such as names may be included in the Limited Data Set (LDS).** The researcher will not name the Data Provider in the doctoral study that is published in Proquest unless the Data Provider makes a written request for the researcher to do so. In preparing the LDS, Data Provider or designee shall include the **data fields specified as follows**, which are the minimum necessary to accomplish the research: (An excel sheet that provides participant number, and participant scale scores of the POWER portfolio (mania, depression, anxiety, dissociation/PTSD, family, work, anger, substance, and suicide). Participant selection is randomly assigned through SPSS based on data entry. There is no identifying information or connection between the participants and participant number. The participant number was randomly assigned for data entry purposes.)

4. Responsibilities of Data Recipient. Data Recipient agrees to:

a. Use or disclose the LDS only as permitted by this Agreement or as required by law;

b. Use appropriate safeguards to prevent use or disclosure of the LDS other than as permitted by this Agreement or required by law;

c. Report to Data Provider any use or disclosure of the LDS of which it becomes aware that is not permitted by this Agreement or required by law;

d. Require any of its subcontractors or agents that receive or have access to the LDS to agree to the same restrictions and conditions on the use and/or disclosure of the LDS that apply to Data Recipient under this Agreement; and

e. Not use the information in the LDS to identify or contact the individuals who are data subjects.

5. Permitted Uses and Disclosures of the LDS. Data Recipient may use and/or disclose the LDS for its research activities only.

6. Term and Termination.

a. Term. The term of this Agreement shall commence as of the Effective Date and shall continue for so long as Data Recipient retains the LDS, unless sooner terminated as set forth in this Agreement.

b. Termination by Data Recipient. Data Recipient may terminate this agreement at any time by notifying the Data Provider and returning or destroying the LDS.

c. Termination by Data Provider. Data Provider may terminate this agreement at any time by providing thirty (30) days prior written notice to Data Recipient.

d. For Breach. Data Provider shall provide written notice to Data Recipient within ten (10) days of any determination that Data Recipient has breached a material term of this Agreement. Data Provider shall afford Data Recipient an opportunity to cure said alleged material breach upon mutually agreeable terms. Failure to agree on mutually agreeable terms for cure within thirty (30) days shall be grounds for the immediate termination of this Agreement by Data Provider.

e. Effect of Termination. Sections 1, 4, 5, 6(e) and 7 of this Agreement shall survive any termination of this Agreement under subsections c or d.

7. Miscellaneous.

a. Change in Law. The parties agree to negotiate in good faith to amend this Agreement to comport with changes in federal law that materially alter either or both parties' obligations under this Agreement. Provided however, that if the parties are unable to agree to mutually acceptable amendment(s) by the compliance date of the change in applicable law or regulations, either Party may terminate this Agreement as provided in section 6.

b. Construction of Terms. The terms of this Agreement shall be construed to give effect to applicable federal interpretative guidance regarding the HIPAA Regulations.

c. No Third Party Beneficiaries. Nothing in this Agreement shall confer upon any person other than the parties and their respective successors or assigns, any rights, remedies, obligations, or liabilities whatsoever.

d. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

e. Headings. The headings and other captions in this Agreement are for convenience and reference only and shall not be used in interpreting, construing or enforcing any of the provisions of this Agreement.

IN WITNESS WHEREOF, each of the undersigned has caused this Agreement to be duly executed in its name and on its behalf.

DATA PROVIDER   **DATA RECIPIENT**

Signed: ******REDACTED   Signed: _____

Print Name: ******REDACTED   Print Name: Breanna Bower

Print Title: Researcher   Print Title: Walden Student