

Early Intelligence Detection of LGBT in the Selection of Indonesian National Police (POLRI) Recruits

Firso Trapsilo^{1,a,*}

¹Sekolah Tinggi Intelijen Negara, Bogor

^afirso.trapsilo@gmail.com

*Corresponding author

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Abstract

This study focuses on early detection of the threat of LGBT inclusion in the Indonesian National Police, primarily by selecting police recruits. This research uses a qualitative method with a descriptive design. The results of the study show that there is evidence of LGBT threats to the Police, both at the recruitment selection stage as well as among active members of the Police. Early detection and prevention efforts against this threat need to focus on strengthening the criteria and stages of the selection of police recruits. Especially at the Mental and Personality Investigation (in Bahasa Indonesia: Penelusuran Mental Kepribadian or Mental and Personality Investigation) stage. This research then suggests a procedure for checking social media as one of the stages in the selection of police officers and the need for more detailed indicators as guidelines for assessing LGBT threats at the selection stage of police officers.

1. Introduction

The police, as an instrument of the state, was established with the primary purpose of maintaining security, peace, and order in society. In Law Number 2 of 2002 concerning the Indonesian National Police (Polri), the main task of the police is to provide protection, protection, and services to the community, as well as to enforce the law and perform other tasks assigned by law. Police members must also practice the Tri Brata that the NKRI Police have pledged. Tri Brata includes serving the country and the nation with complete devotion to God Almighty, upholding truth, justice, and humanity in upholding the laws of the Republic of Indonesia, and always protecting, nurturing, and serving the community with sincerity to create security and order.

Referring to the above, Polri members must avoid issues contrary to the law and have the potential to disrupt public order and security, as this can be considered a threat to Polri's efforts in carrying out its duties. One threat that is contrary to the duties and functions of the National Police is the involvement of members of the National Police in Lesbian, Gay, Bisexual, and Transgender (LGBT) sexual behavior. In 2020, one Polri member, Brigadier General EP, was suspected of being involved in LGBT sexual behavior deviations, which the Polri Profession and Security Division has sanctioned with the imposition of a penalty, namely deactivation from his duties as a member of the Police. Later, the Assistant Chief of Police for Human Resources stated that members of the National Police, ranging from high-ranking officers to middle-ranking officers and first officers, had been involved in LGBT sexual behavior deviations.

In Indonesia, the existence of the LGBT community is controversial because it is considered a minority with deviant sexual orientation (Firdaus, 2023). The fact of LGBT is contrary to culture and religion, hence the rejection by Indonesian society. From a sociological perspective, LGBT can be interpreted as behavior that goes against the values of morality in the view of the wider society and the society in which the

individual is located. From a legal perspective, LGBT people are seen as criminals because they have violated the laws and regulations related to marriage (Mulia, 2010). As a sovereign country with transparent laws, Indonesia, through Law No. 1 of 1974, affirms that marriage is a bond between a man and a woman to form a happy family. It aims to maintain the continuity of the human race, as opposed to same-sex relationships. Therefore, within Indonesia's legal framework, LGBT is considered contrary to social, cultural, and religious norms.

With LGBT issues being controversial in Indonesia, it can be seen as a threat to public order. Much talk about the LGBT community has raised concerns among Indonesians about security and order. People often see their differences in religion and culture as not conforming to the prevailing norms. On the other hand, the state is responsible for protecting the values cherished by the majority of society, including in aspects of law, religion, morals, order, and public interest.

In addition, this issue can also be seen as a potential threat to Polri as an institution whose human resources come from the community itself. As LGBT does not reflect the personality of Indonesian society, this issue is also regulated and prohibited in the Polri professional code of ethics. Referring to the provisions of Article 8 letters a and c, Police Regulation No. 7 of 2022 on the Professional Code of Ethics and the Ethics Code Commission of the Indonesian National Police confirms that every member of the National Police is obliged to (a) believe in and be devoted to God Almighty and (c) obey and respect legal norms, religious norms, norms of decency and local wisdom values. The obligation to follow these norms is part of the ethics of personality stipulated in the Polri Regulation. This code of ethics must be adhered to as a form of responsibility and obligation as a state apparatus.

The issue of LGBT sexual orientation deviation is one of the threats faced by the Police, demanding early prevention efforts to protect the Police from values that are contrary to legal and social norms such as this. Police officers are at the forefront of interacting with the public, requiring them to protect themselves from LGBT behavior. Human resources in the police have a vital role to provide security and comfort to the community, play a role in community empowerment, and form legal awareness. On the other hand, police officers have a very important role in the image of the police institution. Therefore, one of the efforts that can be made to prevent and deal with the threat of LGBT controversy issues in the police institution is a selective and strict recruitment programme for new police recruits, especially to identify LGBT indications.

Furthermore, the recruitment programme referred to above includes an evaluation of physicality, character, morality and compatibility with the values and standards of professionalism required in carrying out duties and functions, as well as to maintain public trust in the police institution. This research seeks to design a psychological and personality selection programme necessary to detect candidates with deviant sexual orientation. The Mental and Personality Investigation (in Bahasa Indonesia: *Penelusuan Mental Kepribadian* or PMK) will be a strategic point in the effort to address the threat of LGBT deviance in the selection of police candidates.

2. Theoretical Overview

This research uses one theory and several concepts, namely mental tracing of threat intelligence personality, national security and intelligence analysis. The Mental and Personality Investigation is an important part of the selection process for prospective police officers. The Mental and Personality Investigation test aims to explore the potential, personality, and psychological competence of prospective police officers. The Mental and Personality Investigation test focuses on the background and personal opinions of prospective police officers. (Chief of Police Regulation Number 7 of 2022). The Mental and Personality Investigation test refers to three important aspects, namely (a) moral aspects, understanding of the religion adopted, local/regional cultural values and national culture and views on foreign culture and hardline groups; (b) mental aspects, motivation to become state apparatus, lifestyle patterns, obedience to regulations, courage and self-confidence, abilities and skills and attitudes of arrogance and arbitrariness; and (c) aspects of national personality, understanding and implementation of the state foundation, insight into the archipelago, national history, human rights, and democracy, as well as extreme attitudes and behaviour towards religion and ideology. The Mental and Personality Investigation test consists of two stages, namely the initial research process (in Bahasa Indonesia: *Proses Penelitian Awal* or PPA) and the

further research process (in Bahasa Indonesia: Proses Penelitian Lanjutan or PPL) (Regulation of the Head of the Profession and Security Division of the National Police Number 2 of 2015).

In addition, researchers also used the concepts of threat and intelligence analysis. Threat is defined as any indication and circumstance that has the potential to cause loss or damage to assets (Smith & Brooks, 2013). These threats can be created by threat agents against various human entities, organisations, and countries (Prunckun, 2019). In the intelligence sector, threat is the basic principle that guides actions in intelligence activities or operations. Threat is defined as an element, situation, event, or behaviour that has the potential to harm, complicate, disrupt, cause pain, and can cause danger (Sukarno, 2014). In particular, non-conventional threats are related to human security which focuses on economic security, food security, health security, environmental security, individual security, community security and political security (Subiyanto, Boer, Aldrian, Perdinan, & Kinseng, 2018) for the sustainability of human life.

Furthermore, this research utilises the concept of national security that involves aspects of human security. National security can be defined as the ability of a country to safeguard its internal values from external dangers is still inadequate. For third-world countries, national security is described as a country's immunity to dangers that arise from outside the country in varying degrees. A country is secure to the extent that it is not in danger of losing its ideals. Therefore, a state must have the ability to maintain its ideals of political independence, territorial integrity, and the ability to counteract all kinds of threats and pressures to achieve these goals (Singh, 2015). In addition, national security is related to the security of its citizens. The concept of human security introduces the understanding that there are new potential victims of possible threats. As such, human security refers to the responsibility of the state and the sovereignty of the state which must serve and support the society that gives it legitimacy (Newman., 2010).

In the context of intelligence, countering future threats is a crucial aspect that requires preventive strategies. While it is not possible to predict the future with certainty, a defensive counterintelligence planning approach allows for the development of processes and procedures that can anticipate possible future threats. This approach allows the system to be organised in such a way that it is able to manage events that may not go according to plan. To determine whether a threat agent has intent and capability, analysts need to assign two elements to each of the following factors: desire and expectation (or capability) for intent, and knowledge and resources for capability (Prunckun, 2019). Thus, intelligence analysis should include the following stages: problem identification, judgement, early detection or early warning, forecasting, and alternative problem solution (Sugirman, 2009). Although the main role of state intelligence is early detection and early warning, all of the above stages can be applied more broadly to prevent, counteract, or mitigate various types of threats.

3. Method

The approach used in this research is descriptive qualitative research that aims to analyse the role of the intelligence research organisation of Polri personnel in dealing with the threat of sexual orientation deviation within the Polri. This research also uses threat analysis and vulnerability analysis which aims to identify, measure, and evaluate potential hazards and vulnerabilities that can affect an object, region, or system. (Prunckun., 2015). The research data sources include primary data obtained through structured, semi-structured, and unstructured interviews with resource persons according to the research criteria within the period of 2023-2024. The researcher involved seven informants from police agencies and academics. In addition, the researcher also involved one informant who is a member of the National Police who is proven to have sexual orientation deviation, as well as one informant who is a prospective Polri member who is proven to have sexual orientation deviation. In addition, researchers used literature study as secondary data, namely the use of documents from related agencies, journals, previous research articles and data from the internet.

Technical data analysis uses the intelligence analysis method, which aims to understand and analyse problems from an intelligence perspective, specifically to answer research questions. The stages of intelligence analysis include judgement, early detection, early warning, prediction, problem solving, forecasting, recommendation and foresight. Then, researchers conducted validation techniques through data triangulation methods through interviews with sources and informants and the use of other data sources.

4. Result and Discussion

4.1. Result

The research results include two findings: the identified LGBT threats and a description of personality profiles that may range from LGBT threats. The research findings related to identified LGBT threats are based on secondary data derived from various sources of reports, agency data and academic publications. Examining the history of LGBT in Indonesia shows that there has been a rapid development in the discourse on this phenomenon, in line with increased attention on a national and global scale. This was especially pronounced after the reformasi movement in 1998, which ended the thirty-two-year New Order regime led by Soeharto. While before 2016 the term LGBT was rarely used in Indonesia, it has become an increasingly common way to refer to a group of people who are gender or sexually diverse (Ewing, 2020).

According to a 2019 survey conducted by Tirto & Jakpat, 55.72 per cent of Indonesians consider LGBT behaviour to be wrong, while 32.46 per cent think that LGBT people should be treated through medical or psychologists. As many as 29.63 per cent also think that LGBT people should receive religious advice. A separate survey conducted by Saiful Mujani Research & Consulting in 2018 showed that the majority of respondents, 87 per cent, also perceived LGBT people as a threat, and 79 per cent felt uncomfortable if they had neighbours who were part of the LGBT community. The public perception above shows that the presence of LGBT people can have a negative impact on health, social, education and security, so there is a strong rejection of their existence (Tirto & Jakpat, 2019). The rejection of LGBT presence in Indonesia can be analysed from various perspectives, including social structure, cultural values, legal regulations, and the political environment. The social structure of Indonesian society is organised according to the principles contained in Pancasila. Pancasila, as the basis of the state, serves as the main guide governing the life of the state with the aim of achieving the sustainability of community life in various sectors, in an effort to achieve the ideals of the nation. In this case, LGBT contradicts the first and second precepts of Pancasila, namely God Almighty and just and civilised humanity. (Maulina, Rahmah, & Pangesti, 2023).

In Indonesia's rule of law, people are expected to consider their behaviour based on the applicable law, involving social, state and national aspects. Although people have freedom of speech, it must still be assessed through legal studies to determine its juridical status. Violation of societal norms, including LGBT deviance, has been considered a crime that harms the honour of generations. Therefore, concessions from legislation cannot be ruled out, even if they are based on the defence of LGBT human rights. This is because LGBT behaviour has yet to gain positive acceptance from policymakers, especially if this view contradicts the principles of Indonesia's constitution and national philosophy (Muftisany, 2016). Regardless of differences of opinion, adherence to positive law is a key principle to uphold justice, public order and legal certainty in Indonesia.

The police force in Indonesia, as a government agency responsible for safeguarding the country's constitution, has an important role in law enforcement, protecting the rights of citizens, as well as maintaining public order and security. The Indonesian legal system establishes the police as a universal law enforcement institution. Therefore, the police are mandated to carry out their duties and functions based on constitutional principles in order to maintain stability and justice throughout the country (Hiariej, 2019). Furthermore, in carrying out their duties as law enforcers, the police are required to be able to build public trust, because upholding the authority of the law means instilling trust values in society. The police in carrying out their duties, functions and authorities are required to have professionalism in order to enforce the law (Suka & Ma'aruf, 2018).

In order to ensure optimal professionalism in the Indonesian National Police, a system of norms in the form of a code of ethics and code of conduct has been established as the basis for every member of the police force. The code of ethics and code of conduct for members of the Indonesian National Police is regulated in Chief of Police Regulation No. 14/2011 on the Code of Ethics for the NKRI Police Profession, which states that every member of the National Police must refrain from despicable acts and attitudes and pioneer every action to overcome difficulties in the community. In addition, every Polri member is also expected to be able to control themselves from acts of abuse of authority and maintain and improve the image, solidarity, credibility, reputation and honour of the National Police (Faridah, 2019). Therefore, actions that are considered as despicable or deviant attitudes in society (in terms of principles, norms and legal culture) are considered contrary to the code of ethics of the Polri profession.

However, research findings have found that members of the National Police have engaged in deviant behaviour in the form of having an LGBT sexual orientation. Data from the National Police's Profession and Security Division (2023) indicates that in 2019, there were fifty-three police officers arrested in LGBT cases. In this number, there was one person who had the rank of general. Other data illustrates that 193 individuals were involved in LGBT groups in the time span from 2019-2023. They are scattered in various positions, with the largest number in the non-commissioned officer position, reaching a total of 152 people, while the smallest number is in the civil servant position, namely two people. The number of LGBT individuals in enlisted positions is six people, in Pama positions as many as 23 people, and in Pamen positions as many as 10 people.

When viewed based on the type of sexual orientation, data (2023) shows that there are 220 members with gay behaviour and 14 members with lesbian behaviour within the Polri. As a form of social deviance, there is consideration of the social context in which the deviance occurs. In this context, homosexuality that appears within the police force, as a form of social setting, can be referred to as situational homosexuality. This form can occur in a variety of situations such as single-sex environments such as correctional institutions, military settings, or same-sex boarding schools, where individuals may engage in homosexual behaviour due to limited access to the opposite sex (Diamond & Savin-Williams., 2003). Thus, in the context of the phenomenon of homosexuality in the National Police, it can be said to be a situational condition due to the limitations of the situation and the existing deviant sub-culture.

In addition, data on LGBT sexual orientation deviations by region of assignment (2019-2023) shows that East Java and West Kalimantan have more police officers involved in LGBT than any of the 35 regions where police officers are assigned in Indonesia. The two regions topped the list as the regions with the highest number of LGBT members, reaching 22 (twenty-two) people, then West Sumatra with 19 (nineteen) people, followed by the National Police Headquarters with 18 (eighteen) people, West Kalimantan with 14 (fourteen) people and Lampung with 14 (fourteen) people. The LGBT phenomenon in Polri does not only occur among active members, but also during the recruitment process. Through the Mental and Personality Investigation test, Polri can evaluate the potential, personality, and psychological competence of prospective members. Factors evaluated in the Mental and Personality Investigation test include personality and attitude, cognition and emotional intelligence, motivation and commitment, and development potential. This test is the first step in identifying potential members who may be LGBT, with a thorough evaluation of the moral, mental, and personality aspects of the nation. If the Mental and Personality Investigation test is found to have LGBT behaviour, the police have a policy to give TMS (No Entry Selection) to the candidate.

Data from 2019-2023 shows that 62 Polri candidates identified as LGBT, spread across various selection stages. Selection for Non-Commissioned Officer positions recorded the highest number with 54 people. In contrast, the selection for civil servant positions recorded the least number, namely 1 person. In addition, there were 3 LGBT candidates in the selection of enlisted positions, 2 in the selection of the undergraduate police inspector school (SIPSS), and 2 in the selection of the Police Academy. Meanwhile, when viewed based on the region of registration of prospective police officers, North Kalimantan ranks highest in the region with the number of candidates for police officers who are TMS, reaching 10 (ten) people. The data and facts about the LGBT threat among the Polri show a serious situation. Police members identified with LGBT behaviour can interfere with the performance of their duties in maintaining state stability and public security. This not only affects their task orientation but also potentially threatens national resilience, with wider impacts on overall national security and stability.

The research findings also uncovered personality profiles that may range against LGBT threats. The findings of this research are based on primary data through informant and source interviews, and secondary data derived from various sources of reports and academic publications. In this context, the researcher divided personality profiles into several aspects, namely (a) physical differences and (b) personal characteristics. The first aspect is the physical differences between individuals who have LGBT sexual orientation. Referring to previous studies, LGBT people, especially gay people, have identifiable characteristics. They tend to behave, look and speak in a feminine manner. They often wear a lot of jewellery and are often too soft for men (Linda, 2004). The same thing was also confirmed by a Propam officer (2023) who was involved in the selection process of prospective Polri members. Of a number of Polri members and candidates who were found to be gay, some exhibited striking differences during the selection interview stage. They showed a tendency to use feminine styles, such as waving gestures and fashionable appearance.

However, it is important to note that the feminine characteristics seen in some selectees cannot be generalised as an indication that all gay individuals have these traits, or that these traits are necessarily related to their sexual orientation. Informant (2023), a police officer who was found to be gay, stated that he was not aware of any specific characteristics of same-sex attracted people and felt no different from other police officers. The psychologists consulted for this study also confirmed that directly identifying LGBT individuals is very difficult and time-consuming.

In relation to the above, previous studies explain that many gay men maintain their masculine characteristics and remain attracted to sexual subjects who have feminine characteristics (Strachey., 1953). This is related to their role or preference in gay relationships. A number of previous studies explain that in gay relationships there are three types of roles, namely top, bottom, and versatile (Zheng, Hart, & Zheng, 2015). Similarly, previous studies have explained that lesbian women are divided into three categories based on their sexual preferences (Zheng, Wen, & Zheng, 2018). Based on this, it can be concluded that it is difficult to distinguish gays from men and lesbians from women in general if only relying on the style of appearance and speech. In addition, Indonesian society's taboo and rejection of LGBT people makes them cautious in showing their identity.

The second aspect is the differences in personality characteristics of those with LGBT sexual orientation. A number of previous studies such as Evans (1970), Hopkins (1969), Lippa (2008), Legate et al (2012), and Allen and Walter (2018) have explored that personality traits are associated with different sexual orientations (Allen & Robson, 2020). This suggests that those with a particular sexual orientation have identifiable personality traits. The big five personality model framework was also used in previous studies, to facilitate the exploration process. The big five personality model is an approach that considers five main dimensions (OCEAN) used to assess the personality of a person or individual. The five dimensions include (Simanullang, 2021): (a) openness, emphasising the personality of individuals who are interested in new experiences and things; (b) conscientiousness, describing a personality that is full of caution in taking an action or being considerate in making a decision; (c) extraversion, describing a personality that is full of caution in taking an action or being considerate in making a decision; (d) agreeableness, indicating individuals who tend to be more compliant with other individuals and have a personality that wants to avoid conflict; (e) neuroticism, leading to individuals who tend to be able to withstand pressure or stress. The results of previous research show that there are personality differences between heterosexually oriented people and homosexually oriented people, both from men and women. The following can be seen through table 1.

Table 1. Differences in Personality Traits between Individuals with Different Sexual Identities

Personality Dimensions	Male		Female	
	Homo-sexual	Hetero-sexual	Homo-sexual	Hetero-sexual
Openness	(+)	(-)	(+)	(-)
Conscientiousness	(+)	(-)	(-)	(+)
Extraversion			(+)	(-)
Agreeableness	(+)	(-)	(-)	(+)
Neuroticism	(+)	(-)	(-)	(+)

Source: Allen & Walter (2018) and Allen & Robson (2020)

The table above shows that gay men have higher scores in all personality dimensions compared to heterosexual men, except in the extraversion dimension, where they have the same score. This shows that gay men tend to be more open to new things, conscientious, disciplined, friendly, and confident. In contrast, lesbian women showed a more varied personality than heterosexual women, tending to be more open and sociable, but less cautious, unfriendly, less compliant, and emotionally unstable and less confident. The study cautions that results have a margin of error and can differ between regions due to social and cultural influences. In this study, police officers who were found to be LGBT did not show significant personality differences. The police need to consider other aspects in identifying and screening candidates or members suspected of being LGBT.

To add another aspect, this research also examines the factors that can cause a person to belong to the LGBT group. An expert in andrology and sexology mentioned that there are four factors that cause a person to have a deviant sexual orientation; (a) biology, referring to genetic abnormalities; (b) psychodynamics, referring to childhood sexual development disorders; (c) sociocultural, referring to customs that normalise homosexual relationships; and (e) specific environment, referring to an environment of interaction, with

time and close ties. (Dana, 2012). Furthermore, family factors and weak religious, moral and moral knowledge can be other aspects that can be considered by the Police institution. (Pambudi & Yitawati, 2022).. From this discussion, researchers provide an overview of the factors that cause a person to have an LGBT sexual orientation, so that it can be an early detection effort and provide prevention for those who have the background as described.

4.2. Discussion

The police force is an organisation that is faced with the need to recruit and select qualified personnel as police officers. Generally, there are a series of examinations that must be completed by prospective police officers, namely status tests, physical tests, mental tests, tests of morality and tests of ability to communicate (Cox, Massey, Koski, & Wentz, 2023).. The purpose of recruitment and selection is to select police officer candidates who can fulfil entry-level requirements, successfully complete training academy requirements and a probationary period. The Indonesian Police implemented the Chief of Police Regulation No. 10/2016 on the Recruitment of Police Officer Candidates using the principles of clean, transparent, accountable and humanist (BETAH) as the basis for implementing the recruitment and selection process.

In relation to the threat of the LGBT phenomenon within the Polri, it shows that the recruitment and selection process does not run selectively and optimally, so that some prospective Polri members do not meet the established standards. To deal with this threat, the Assistant Chief of Police for Human Resources, Mr SY (2020), revealed that there is an initial competency assessment strategy that has been developed through The Mental and Personality Investigation (Saputra, 2020). The Mental and Personality Investigation test is one of the important stages and is the main requirement in the selection of prospective police recruits, especially to detect LGBT sexual orientation. The Mental and Personality Investigation process is divided into two sequential stages including the initial research process (PPA) and the further research process (PPL). The PPA process is divided into four stages, namely: (1) background and track record search; (2) filling out the clearance test questionnaire (DCPT); (3) filling out the Mental and Personality Investigation form; and (4) interview. In the stages of filling out the Mental and Personality Investigation form (written test) and interview, the Propam Polri division has special guidelines which in its creation and application collaborate with PT ARA Indonesia, which is a consulting service company in the field of psychology and management.

If there are police candidates who have LGBT sexual orientation, the Mental and Personality Investigation test through PPA can identify through the assessment of moral aspects, mental aspects and aspects of the nation's personality, which are the evaluation materials of the mental personality search. In the context of identifying police candidates with LGBT sexual orientation, the moral aspect assessment includes background checks and polygraphs. Moral testing in the police can be a tool for identification and prevention of LGBT behaviour, as it can assess moral character, integrity, and compliance with the rule of law. Then, the mental aspect assessment assesses the critical ability of the applicant, especially in applying organisational values and norms (Cox, Massey, Koski, & Wentz, 2023).

The purpose of mental testing is to identify LGBT values and behaviours that are not in line with organisational values. In addition, to assess the personality aspect, psychological tests have the benefit of screening qualified applicants, including avoiding the acceptance of individuals suffering from emotional or other personality disorders including sexual orientation deviations. These three aspects and their respective components can be seen in table 2 below.

Table 2. Basic Conceptions and Classifications of The Mental and Personality Investigation

Threats	Risk from Threats
Moral	<ol style="list-style-type: none"> 1. Understanding of one's religion; 2. Practice of one's religion; 3. Adherence to the prohibitions of one's religion; 4. View of the lineage group; 5. Understanding of local/regional cultural values and national culture; 6. Views on the influx of foreign cultures
Moral	<ol style="list-style-type: none"> 1. Motivation to become a public servant in the police; 2. Patterns and/or Lifestyles; 3. Adherence to Regulations; 4. Courage and Confidence;

Aspects of National Personality	5. Abilities and Skills;
	6. Arrogance and arbitrariness;
	7. Special for Public Servants in the Police
	a) Guided by the values of Tribrata, Catur Prasetya, and Panca Prasetya Korpri;
	b) Uphold human rights; and
	c) Comply with Disciplinary Regulations and Professional Code of Ethics
	1. Understanding and Implementation of the National Constitution;
	2. Understanding and Application of Archipelago Concept;
	3. Knowledge and understanding of the Nation's history;
	4. Understanding and application of democracy and/or human rights;
	5. Extreme attitudes and behaviour towards religion and ideology; and
	6. Seditious attitudes and behaviour, divide and conquer and anarchic tendencies

Source: National Police Mental Personality Tracing Form Guidelines (2023)

In relation to LGBT filtering, this is contained in the moral aspect of the sixth component - views on the influx of foreign cultures. This component refers to how the attitudes and tendencies of candidates or Polri employees in accepting foreign cultural influences, which includes four elements, namely (Police Propam Division, 2015):

1. Individualism vs collectivity;
2. Critical attitude towards foreign cultures;
3. Attitudes towards pre-marital sexual activity; and
4. Attitudes towards LGBT.

This research found three weaknesses that can be used as references for Mental and Personality Investigation evaluation. The first and second weaknesses refer to the consistency of efforts and the substance of the Mental and Personality Investigation guidelines, which are then interrelated. On the first weakness, this research highlights that attention to the phenomenon of LGBT behaviour among police officers is still considered less significant than attention to the issue of radicalism. The second weakness refers to the substance of the Mental and Personality Investigation guideline form itself, which seems to clarify the first weakness. As explained earlier, the identification of LGBT behaviour as a selection requirement has indeed been listed in the moral aspect. However, it should be noted that in the guidelines of the Mental and Personality Investigation form, indications of LGBT behaviour are not included in the special conditions that disqualify participants. The third weakness is the method used in the Mental and Personality Investigation test. In the Mental and Personality Investigation form guidelines, it is explained that the methods used in the Mental and Personality Investigation written test are multiple choice and Likert scale. Whereas the Likert scale method has weaknesses that are quite influential in the context of this study. The use of Likert scales tends to produce social desirability bias, where participants/candidates (suspected LGBT) may give responses that they believe are more socially acceptable or desirable, rather than expressing their true opinions. (Cherry, 2023).

Police forces are organisations faced with the need to recruit and select personnel to fill a variety of complex roles. Recruitment and selection is critical to any institution and as almost all promotions in police institutions are internal, police administrators must be able to attract qualified applicants. The importance of productive recruitment and selection procedures cannot be overlooked, regardless of the level of involvement. Poor recruitment and selection procedures result in the recruitment or promotion of personnel who are unable to keep up with the dynamic issues in society. Therefore, the success of recruitment and selection largely determines the effectiveness and efficiency of the performance of police agencies.

The LGBT phenomenon in Indonesia, especially in relation to the selection of police officers, is part of the scope of national intelligence that can threaten ideology, politics, economy, socio-culture and aspects of defence and security. Unconventional intelligence threats such as the LGBT phenomenon can shift the national security system from state-centred security to people-centred security or, in another definition, human security. Through the concept of human security, threats to human security focus on seven security areas, namely: economic security, food security, health security, environmental security, individual security, community security and political security. (Subiyanto, Boer, Aldrian, & Perdinan, 2018).. In the context of this research, the LGBT phenomenon threatens socio-cultural aspects and is contrary to national interests.

Threats to socio-cultural aspects are related to the core philosophy of the Indonesian nation, Pancasila. Especially the first principle, which emphasises the value of divinity, religiosity and morality. As a form of unconventional threats, the LGBT phenomenon is also closely related to aspects of the national security system, namely in relation to the concept of human security. According to the UN, human security covers seven main areas, including health security and public security. Where, the threat aspect is related to the health risks posed and threatens the values of national ideology, culture and morality that apply to Indonesian society. Furthermore, intelligence analysis is conducted to see how big the LGBT threat is to the Police institution, which in turn can threaten public security to the sovereignty of a country. So as to be able to formulate intelligence strategies in overcoming these problems. In the context of this research, intelligence analysis contains elements of problem identification, judgement, early detection or early warning, forecasting and alternative problem solutions. The first element is the identification of LGBT threat risks in the selection of police officers, as shown in the table below.

Table 3. Identification of LGBT Threats in the Selection of Police Members

Threats	Risk from Threats
Threats to the attitude and image of police officers in the community include the degradation of public judgement of the integrity, professionalism and morality of police officers.	affecting the loss of trust and support from the community
The threat of a decline in the legitimacy and authority of the police in the community refers to the potential reduction in recognition and compliance with the police as the institution authorised to maintain order and security.	decreasing the effectiveness of law enforcement that relies on public support
threats to the health of members of the National Police	the emergence of sexually transmitted diseases that can reduce physical and mental health
threats to the self-legitimacy of police officers that may interfere with task and function orientation represent a risk to internal recognition and acceptance among the police themselves	creating internal instability and hindering the effective execution of tasks
threats to human security and state stability	potential danger to the safety of citizens and the integrity of national security
contradicts the scope of national interest and national identity, namely on ideology, social and culture.	shifting ideological, social and cultural legitimacy

The second element, *judgement*, is a form of assessment of a case or situation in the form of giving meaning and significance. In the context of this research, the meaning and interpretation of LGBT threats can be interpreted as a form of limitation or definition and contextualisation of LGBT threats in the selection of police officers. Based on interviews with stakeholders involved in the selection of police officers, the definition and meaning of LGBT deviant behaviour is characterised by certain personality profiles and associated with certain forms of self-expression of police officers. The following is a model of lesbian and gay personality profiles in the selection of prospective police officers:

1. LGBT identity is often seen in their sexual roles: masculine butch lesbians, feminine femme lesbians, masculine gay tops, and feminine gay bottoms.
2. Gay men tend to be more open to new things, careful, disciplined, friendly, and confident than heterosexual men. Meanwhile, lesbians are more open and sociable than heterosexual women, but less careful, unfriendly, disobedient, emotionally unstable, and less confident.
3. The main factors of LGBT are influenced by the environment and past experiences of sexual abuse.
4. According to Polri's observations, there are no specific striking features to identify LGBT, except for gestures and ways of speaking that differ from gender norms.

The third element is the forecasting and early warning stage. forecasting can be interpreted as a form of estimate or prediction, which is a set of assumptions about what the future will look like. In principle, this stage seeks to provide a shadow of a picture of the possible development of situations that could occur in the future. Meanwhile, early warning is an effort to provide an overview of the situation of impacts, risks and dangers that may arise based on problem identification, judgement and forecasting. In relation to

forecasting, the LGBT threat can be predicted through the data previously presented that the involvement of LGBT members is increasing. So, in this case it can be predicted that there will still be LGBT police candidates in the coming years.

In relation to early warning, the detection of deviations, values that are contrary to Pancasila, including LGBT, has been implemented in the context of the selection process for police officers. However, there is a need to improve the detection and early warning capabilities of this threat, especially in the context of the selection of police officers. Researchers identified the following shortcomings of the Mental and Personality Investigation as an effort to screen for LGBT in the selection of prospective police officers: (1) the substance of the guidelines related to LGBT issues in the police is less clear because this issue has not been discussed comprehensively compared to terrorism; (2) the search method using a Likert scale still has weaknesses; and (3) the identification of LGBT in recruitment is more often found during background checking than the Mental and Personality Investigation test. Therefore, more sophisticated and comprehensive tools or methods, including interviews as well as access to the social media activities of selection participants, are needed to increase effectiveness.

The fourth element is the alternative problem solution stage in the form of alternative priorities that can be understood to provide several alternative steps that can be taken, so that there is room for discussion or other considerations. Researchers encourage the use of data and information as a supporting procedure for the Mental and Personality Investigation test stage. Social media searches of prospective members are key to the success of the interview at the Mental and Personality Investigation stage in detecting LGBT deviant behaviour, so this aspect is emphasised in relation to the shortcomings of the Mental and Personality Investigation stage implemented so far. Given that social media searches can be a fast and precise way (*velox et exactus*) of obtaining information.

In relation to tracking records through social media, this activity can be linked to intelligence gathering instruments, especially those related to human intelligence, open source intelligence and signal intelligence (Das, 2008). In terms of intelligence collection techniques, the selection committee's initiative to trace digital records through social media, although limited to publicly available information, is a form of open source intelligence (OSINT). Alternatively, signal intelligence (SIGINT) is the collection and processing of various forms of electronically transmitted data and information; these forms are communication of human language material (communication intelligence, or COMINT); and the data obtained are from electronic emission devices, especially radar (electronic intelligence, or ELINT).

A number of studies have shown that the social media vetting method is effective. The National Intelligence Agency uses community vetting in two ways, one of which is personnel research by means of social media patrols, background checking and field searches/investigations to find information related to someone who will register to become a member of BIN. In conducting research on prospective personnel, BIN developed an information system called SIPRO Nusantara (Sistem Profiling Nusantara) to conduct profiling through data related to prospective BIK members including population and civil registration data, immigration data, email data, mobile phone numbers, and social media related to these data. Furthermore, SIPRO Nusantara is claimed to be a superior application and is considered very effective for profiling.

5. Conclusion

The growing LGBT issue at the global and national levels also has an impact on the sustainability of the Police Institution. The LGBT phenomenon seems unavoidable and cannot be prevented from entering the Police Institution. This is evidenced by the Propam Division's recapitulation data, which shows that from 2019 to 2023, 179 police officers were involved in LGBT groups. The presence of police members who have LGBT behaviour then has an impact in providing potential threats and risks to the Polri, the community, and national security and stability as a whole.

In an effort to deal with LGBT threats, Polri has a Mental and Personality Investigation stage in the selection process of police candidates and an internal security system. However, this study highlights shortcomings in the Mental and Personality Investigation stage, especially in examining the social media of prospective police officers. Interviews with stakeholders showed that the Mental and Personality Investigation committee does not have enough access to explore the digital footprint of candidates, which can be an important factor in LGBT detection. This research then recommends two main improvements to

the Mental and Personality Investigation stage. First, more detailed guidelines on the aspects of personality that may indicate LGBT deviance. Second, strengthening the interview procedure with a more detailed digital track record search, especially on social media. Social media vetting is an important endeavour in creating a safe policing environment with integrity, and an enabler of smarter recruitment decisions.

The complexity of LGBT threats in the police should be a priority issue, as it can lead to a variety of risks that can threaten the institution, society, and national security and stability as a whole. The researcher provides practical suggestions to prevent LGBT behaviour within the police, especially with regard to intervening in the selection stage of prospective police officers, including updating the selection guidelines with LGBT-related personality indicators and updating the psychological test guidelines at the Mental and Personality Investigation stage; strengthening interview methods by providing training for selection committees and improving digital traceability procedures; developing supporting applications for social media checks that comply with data security standards; and technical improvements by allowing the use of digital devices during the Mental and Personality Investigation test and extending the duration of the test to explore the digital footprint of prospective police officers.

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