

2023

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JOHNS HOPKINS
UNIVERSITY

Annual Security & Fire Safety Report



Letter from Vice President of Public Safety and Chief of Police

Dear Johns Hopkins Community,

I am pleased to share the annual security and fire safety report with you in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). I urge you to thoroughly review the report as it contains crucial information on safeguarding yourself and others on and off campus throughout the year.

At Johns Hopkins, campus safety is a shared concern for all affiliates and visitors. We recognize that the best defense against campus crime is a vigilant, well-informed, and supportive campus community, coupled with a strong security presence. While it's important to acknowledge that most of the community at Johns Hopkins will not experience crime, we recognize that incidents may occur. As a part of our ongoing commitment to public safety, we provide this annual report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). We understand the importance of providing you with a report that will be a valuable resource to you.

Further, I would like to update you on the progress in implementing the Johns Hopkins Police Department (JHPD) and our commitment to creating a progressive, community-oriented, and community-accountable policing model for the Johns Hopkins community.

We have begun actively building the Johns Hopkins Police Department (JHPD) leadership team. Following an extensive search, and with the benefit of input from a diverse panel of Johns Hopkins University (JHU) community members, we have hired two veteran leaders with complementary experiences and stellar reputations in the Baltimore community to help lead the JHPD: Deputy Chief Monique "Mo" Brown and Captain Robert "Teddy" Reed. Both of these officers serve as excellent examples of the caliber of police officers we are proud to have on our team, and they will be an inspiration as we continue to recruit and hire additional officers.

Finally, we published policies and procedures that will serve as the JHPD's foundation following a lengthy community feedback and revision process that allowed for input from faculty, staff, students, and members of the Johns Hopkins Police Accountability Board, and Baltimore residents. These policies were developed in collaboration with independent experts from the National Policing Institute, a nonprofit organization dedicated to advancing excellence in policing, and 21 CP Solutions, an expert consulting team made up of former law enforcement personnel, academics, civil rights lawyers, and community leaders dedicated to advancing safe, fair, equitable, and inclusive public safety solutions.

The JHPD is an integral part of Johns Hopkins University's comprehensive approach to public safety, striving to limit the role of policing while expanding public health interventions and community-driven innovations to address the root causes of crime effectively. Additionally, Johns Hopkins has a dedicated team of unarmed security officers, a highly respected Behavioral Health Crisis Support Team, contingency plans for various safety challenges, and other essential resources for comprehensive preparedness.

We aim to be national leaders in campus safety and involve stakeholders from all Johns Hopkins campuses and neighboring communities in our ongoing efforts to deliver professional service. Through active engagement and regular communication, we aim to raise awareness and enhance the overall experience of our community. As part of the Johns Hopkins community, we encourage everyone to use this publication as a resource for promoting safety both on and off campus, and we eagerly anticipate collaborating with you to achieve this essential mission.

To learn more about this report, your safety, or emergency preparedness, we highly encourage you to visit [Public Safety \(jhu.edu\)](https://publicsafety.jhu.edu). The contacts for the many safety and well-being-related offices, inside and outside of Johns Hopkins, are included in this report. Reviewing the report is an important step in understanding the safety measures in place and how you can contribute to a safer campus.

Sincerely

Branville G. Bard Jr.

Vice President of Public Safety

Chief of Police, Johns Hopkins Police Department

The Johns Hopkins Police Department

The JHPD, as authorized by the Community Safety and Strengthening Act, has completed the required MOU with BPD. Dr. Branville Bard has been appointed the inaugural JHPD Police Chief and is overseeing the creation of policies, acquisition of equipment, and recruiting of personnel for the JHPD.

We are in the early stages of JHPD recruitment, which includes a comprehensive application and interview process led by subject matter experts, campus/community stakeholders, and public safety leadership. Once those are selected, they will enroll in officer training during the summer and fall of 2024 and begin patrolling in a limited capacity after completion of training.

The JHPD will operate at the Homewood, Peabody and East Baltimore (JHH) campuses. Johns Hopkins Public Safety is committed to safeguarding our vibrant learning and working community through holistic, progressive approaches to security that foster deep community relationships built on trust, cooperation, and mutual respect.

We have a robust, layered approach to public safety that relies on a mix of technology, like CCTV monitoring and blue light cameras, and trained individuals who patrol our campuses and serve as an additional layer of oversight. Along with our long-term investments in our community and support for innovative strategies and interventions, these assets serve a critically important role in keeping our community safe.

Memorandum of Understanding with the Baltimore Police Department

Consistent with police departments at universities in Baltimore City and across Maryland, Johns Hopkins is required by the Community Safety and Strengthening Act, to enter into a Memorandum of Understanding (MOU) with the Baltimore Police Department (BPD) regarding key operational details of the JHPD, including jurisdictional boundaries, the use of body worn cameras, arrests, warrants, investigations, and hiring.

Johns Hopkins committed to exceed its legislative requirements and committed to an extensive community engagement process in advance of finalizing the MOU. Nearly all of the MOU-related feedback received was incorporated into the final document. Some examples of language adjusted or added to clarify ideas included;

The JHPD will not be dispatched to all calls; Johns Hopkins Public Safety will continue to deploy unarmed public safety officers and the Behavioral Health Crisis Support Team when appropriate, and the JHPD will only be dispatched to calls requiring a police response

The JHPD's expanded police powers during a declared emergency will be time-limited, ending once that emergency declaration concludes; and

JHPD's body worn camera policy will ensure the protection of confidential, private, or sensitive data.

For a full version of the JHPD/BPD Final MOU, please visit the Public Safety Department's website at

<https://publicsafety.jhu.edu/> or at

<https://publicsafety.jhu.edu/assets/uploads/sites/9/2022/12/Final-Executed-MOU-12022022.pdf>



2023 Annual Security & Fire Safety Report

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Introduction

University Overview

Johns Hopkins is America's first research university, founded on the principle that by pursuing big ideas and sharing what we learn, we make the world a better place. In our 148-year history, we haven't strayed from that vision.

We are intellectually diverse, with more than 30,000 full-time and part-time students enrolled in our nine academic divisions. Our faculty and students study, teach, and learn in and across more than 260 programs widely recognized as being among the nation's best. Johns Hopkins University ranks No. 6 on *U.S. News & World Report* list of top national universities. The university's graduate programs in public health, nursing, biomedical engineering, and education are considered among the best in the country, according to *U.S. News & World Report*.

For 44 years in a row, we've put more money into research than any other U.S. academic institution. Research isn't just something we do—it's who we are. Every day, Johns Hopkins faculty and students work side by side in a tireless pursuit of discovery, with the ultimate aim of advancing humanity.

The university's main campus for undergraduates is located in Baltimore, a city that gives our students the chance to apply classroom knowledge in the real world, no matter their major. And Baltimore offers plenty of ways to fill free time, too, with a thriving arts scene, foodie culture, and local sports teams, including our own Blue Jays men's lacrosse team, winner of 44 national titles. The women's cross country squad is also a perennial champion, winning the NCAA Division III title eight of the last 11 years.

Baltimore is also site to one of the best hospitals in the world, the university's partner institution, Johns Hopkins Hospital. The Johns Hopkins community takes pride in being a good neighbor and an economic driver for the city and state. As Maryland's largest private employer, the university and the hospital and health system employ more than 56,000 people and together contribute more than \$15 billion a year to the state's economy (\$7.3 billion of that is generated in Baltimore City).

We are based in Baltimore but at home wherever we go. With campuses on three continents, researchers in every time zone, and students from more than 111 countries, Johns Hopkins truly has a global perspective.

The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the "Clery Act," requires institutions to provide current and prospective students, their families, and current and prospective faculty and staff with information about campus safety.

The Clery Act requires colleges and universities to:

- publish annually an Annual Security and Fire Safety Report (the "Report") by October 1 of each year that contains three years of campus crime and fire safety statistics and certain campus security policy statements;
- disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other University officials who have "significant responsibility for student and campus activities";
- provide "timely warning" notices of certain crimes that pose a "serious or continuing" threat to students and employees;
- issue an emergency notification, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus;
- disclose in a public crime log "any crime that occurred on campus, in or on noncampus buildings or property or on public property within the campus or immediately adjacent to and accessible from the campus, or within the patrol jurisdiction of the campus police or the campus security department and that are reported to the campus police or security department"; and
- maintain in a public fire log a record of any fire that occurred in an on-campus student housing facility.

Compliance with the Clery Act does not violate the Family Educational Rights and Privacy Act ("FERPA"). Any student, staff or faculty member who reports a crime or is involved in any aspect of compliance under the Clery Act is protected from retaliation.

University-Wide Policy Statements

Separate Campuses

JHU has numerous campuses addressed in this combined Annual Security and Fire Safety Report. All policy statements contained in this report apply to all campuses unless otherwise indicated.

Reporting Crimes or Other Emergencies

The University strongly encourages students, faculty and staff to accurately and promptly report all crimes to their respective campus security offices and the appropriate law enforcement agencies. Crimes should be reported when the victim elects to or is unable to make a report (note, Campus Security Authorities or

CSAs, listed below and on page 111 of this report, have special reporting obligations). Prompt, accurate crime reports submitted to campus security personnel listed below, and other primary CSAs listed on page 111 of this report, help facilitate successful investigations and enforcement, inform prevention efforts, aid in issuance of timely warnings and emergency notifications and disclosure of crime statistics in this Report, and educate the University community. In the event your campus is closed, for all emergencies dial 911. To report a crime or other emergency at your campus, please contact your campus security personnel:

Homewood Campus

<i>Public Safety</i>	
Emergency	410-516-7777
Non-Emergency	410-516-4600
<i>Baltimore Police Department</i>	
Emergency	911
Non-Emergency	410-396-2455

The Peabody Institute

<i>Public Safety</i>	
Emergency	667-208-6608
Non-Emergency	667-208-6608
<i>Baltimore Police Department</i>	
Emergency	911
Non-Emergency	410-396-2411

East Baltimore Campus

<i>Public Safety</i>	
Emergency	410-955-5585
Non-Emergency	410-614-3473
<i>Baltimore Police Department</i>	
Emergency	911
Non-Emergency	410-396-2433

Bayview Medical Center

<i>Public Safety</i>	
Emergency	410-550-0333
Non-Emergency	410-550-3179
<i>Baltimore Police Department</i>	
Emergency	911
Non-Emergency	410-396-2422

Harbor East Campus

<i>Public Safety</i>	
Emergency	410-234-9300
Non-Emergency	410-234-9301
<i>Baltimore Police Department</i>	
Emergency	911
Non-Emergency	410-396-2422

Applied Physics Laboratory (APL)

<i>Security Services Department</i>	
Emergency	443-778-7575
Non-Emergency	443-778-7575
<i>Howard County Police Department</i>	
Emergency	911
Non-Emergency	410-313-2200

Washington Centers

<i>Public Safety</i>	
Emergency	202-663-5808
Non-Emergency	202-663-5808
<i>Metropolitan Police Department</i>	
Emergency	911
Non-Emergency	202-737-4404

SAIS Bologna Center

<i>Finance & Administration</i>	
Emergency	+39.051.2917.811
Non-Emergency	+39.051.2917.811
<i>State Police</i>	
Emergency	112
Non-Emergency	112

Hopkins-Nanjing Center

<i>HNC Security Office</i>	
Emergency/Non-Emergency	86.25.8359.3031
<i>NJU Security Office</i>	
Emergency/Non-Emergency	86.25.8359.5110
<i>Nanjing Public Security Bureau</i>	
Emergency	110
Non-Emergency	86.25.8442.1494

Johns Hopkins Public Policy Center

<i>Universitat Pompeu Fabra</i>	
Emergency	34.93.542.2000
Non-Emergency	34.93.542.1622
<i>Mossos d'Esquadra a Sant Marti (ABP)</i>	
Emergency/Non-Emergency	112

(list continues on page 111)

Preparing the Annual Disclosure of Crime Statistics

The procedures for preparing the annual disclosure of crime statistics in this Report include requesting Clery-reportable statistics from the following sources on an annual basis; statistics received are included in the Report for the appropriate campus based on jurisdiction of the law enforcement agency: the security offices at each University campus, the Maryland State Police, the Metropolitan Transit Administration Police,



Baltimore Police Department (“BPD”), the Washington, D.C. Metropolitan Police Department, Howard County Police Department, Montgomery County Police Department, and other applicable law enforcement agencies, and non-security CSAs. For the SAIS Bologna Center, the University requests crime statistics from the Bologna Police Department. For the Hopkins-Nanjing Center, the University requests crime statistics from the Ministry of Public Security. For the Johns Hopkins Public Policy Center, the University requests crime statistics from the Barcelona Police Department. Crime statistics for non-campus locations are requested from the law enforcement agency that has primary jurisdiction for that location. For statistical purposes, crime statistics obtained from any of these sources are recorded in the calendar year the crime was reported. Requests for Clery reportable crime statistics were sent to law enforcement agencies in good faith; some agencies did not respond or could not provide the statistics as requested.

All of the statistics are gathered, compiled, and reported to the University community via this Report. Homewood Campus Safety & Security submits the annual crime statistics published in this Report to the U.S. Department of Education (“DOE”). The statistical information gathered by the DOE is available to the public through the DOE website at <http://ope.ed.gov/security/>.

Campus Law Enforcement

Johns Hopkins Public Safety’s enforcement authority, their relationship with State and local police agencies, their jurisdiction, and their arrest authority is described in more detail under each specific campus section. A close working relationship is maintained with local law enforcement to foster open communication regarding incidents and emergencies on and around each campus. The Johns Hopkins University has a memorandum of understanding with BPD in regards to investigations of sexual assault. With the exception of the Johns Hopkins University Police Department (JHPD), none of the University’s security organizations have a memorandum of understanding or other formal agreement with State or local law enforcement pertaining to the investigation of criminal offenses, outside of sexual assaults. The JHPD’s memorandum of understanding with the BPD applies to Homewood, Peabody, and East Baltimore campuses can be found at <https://publicsafety.jhu.edu/assets/uploads/sites/9/2022/12/Final-Executed-MOU-12022022.pdf>

Confidential Reporting

Witnesses and victims of crime who do not want to pursue action within the University or the criminal justice system may want to consider voluntarily making an anonymous report to their respective campus security offices identified under the individual campuses addressed in this Report. With some exceptions, as noted below, these officials can file a report on the details of the incident without revealing the victim identity. The purpose of an anonymous report is to comply with a wish to keep the matter confidential, while taking steps to enhance the future safety of the University community. With such information, the University can keep an accurate record of the number of incidents involving students, employees and visitors; assess risk; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in

the annual crime statistics for the University and may be the subject of a timely warning, emergency notification, or other security notification to some or all of the campus community. Note, that for purposes of reports of sexual misconduct, campus security personnel are “responsible employees” who share with the Title IX Coordinator any report of sexual misconduct that they receive. As a result, any communication to campus security personnel relating to sexual misconduct will lead to additional University follow-up, as appropriate, including but not limited to, potential investigation of the misconduct at issue.

Victims and witnesses should be aware that the University will strive to protect, to the greatest extent possible, the confidentiality of persons reporting or accused of crimes, and related information; however, the University cannot guarantee complete confidentiality where it would conflict with the University’s legal obligation to investigate a complaint or take steps to deter further crimes, or with its duty to comply with other legal obligations (e.g., responding to a subpoena).

If a student or employee desires to keep the details of an incident of sexual harassment, sexual assault, relationship violence or stalking (collectively, “sexual misconduct”) confidential, the individual should speak with a confidential resource, i.e., individuals who are designated by the University as a confidential resource and may also have a legal obligation to keep communications confidential when acting in their professional capacity, unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law. When seeking advice and support, persons who are concerned about confidentiality should discuss their concerns about confidentiality with the person with whom they are speaking. Victims of crimes are encouraged to seek confidential counseling or treatment from the confidential resources listed on pg. 21.

Information shared with confidential resources does not constitute a report or complaint filed with the University for the purpose of instituting an investigation or resolution of a sexual misconduct complaint.

At the end of each academic year, the Counseling Center at Johns Hopkins University Homewood campus compiles statistics on its services to students and the community. This report can be found on the Counseling Center’s website, <https://wellbeing.jhu.edu/mentalhealthservices/>. The University does not have procedures to encourage

professional counselors or pastoral counselors to raise the subject of reporting statistics confidentially and instead leaves the issue to the professional judgment of the counselor.



Response to Reports

Upon receiving a report of a crime, and depending on the facts and circumstances, the campus security office or center director may dispatch an officer, ask the victim to report to the security office to file a incident report, notify local law enforcement authorities, or take another appropriate step, such as in the case of sexual misconduct, promptly notifying the Title IX Coordinator. In response to a reported emergency, campus security or center directors will respond and summon the appropriate resources, internal and external, to assist in the response to the incident.

Additionally, reports made to the campus security office at each JHU campus, Campus Security Authorities (“CSAs”), and to local law enforcement (when reported by them to JHU) will be assessed for potential distribution of a timely warning notice, emergency notification or other security notification, and inclusion in the Daily Crime Log and crime statistics in this Report.

Timely Warnings

The University deeply values the safety and welfare of its community. To enhance campus security and aid in the prevention of similar occurrences, the Vice President of Johns Hopkins Public Safety or his/her designee will timely warn the affected campus community of crimes that are reportable under Federal law and represent a serious or continuing threat to the community. Public Safety will issue a warning as soon as the

pertinent information is available, following a report to a CSA or local police agency. Public Safety will determine whether a reportable crime presents a serious or continuing threat on a case-by-case basis after examining the nature of the crime, the danger facing the campus community, and other relevant factors.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- Negligent Manslaughter
- Aggravated Assault (cases involving assaults among known parties, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger JHU community)
- Robbery involving force or violence
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known to JHU Corporate Security).
- Major incidents of Arson
- Other Clery crimes as determined necessary by the Vice President of Johns Hopkins Public Safety, or his/her designee.

Timely Warning Notices may also be posted for other crime classifications and locations, even though that is not required by the law, at the sole discretion of JHU.

Even when a timely warning is not required under this policy, Public Safety may at any time elect to issue a timely warning or otherwise advise the affected campus community of any incident where doing so is in the best interest of campus security. In deciding to issue such a notice, Johns Hopkins Public Safety will consider all relevant factors, including the nature of the crime, the location, the time of the incident, the local police response and guidance to campus officials, and the potential direct effect on the campus community.

Timely warnings will normally be disseminated via email to the University-supplied electronic mail account issued to the appropriate group of students and employees. Depending on the circumstances, Johns Hopkins Public Safety could also utilize one or more of the following modes of communication to transmit the warning: Public Safety and other JHU websites, RAVE security alerts, security information

bulletins or advisories, security blotters, sirens or public address systems, and bull horns.

Personally identifiable information about victims will not be included in any timely warning or security notification, or in any publicly available record-keeping, including the disclosure of crime statistics in this Report. Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences. JHU is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Immediate Notifications, Emergency Response and Prevention Procedures

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff, the University will communicate the threat to the University community at the affected campus(es), or to the appropriate segment of the community. The University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate some or all of the notification system(s) listed, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Johns Hopkins Public Safety has the responsibility for confirming (with the assistance of key campus administrators, local first responders and/or the National Weather Service) that a significant emergency or dangerous situation exists.

Johns Hopkins Public Safety (primary) and/or JHU Communications (secondary) will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the JHU Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

In the event of a serious incident that poses an immediate threat to members of the JHU community, the University has various systems in place for communicating information, including follow-up information, quickly. Some or all of these methods of communi-

cation may be activated in the event of an immediate threat to the JHU campus community. These methods of communication include the following:

Emergency Alert (Rave) Text Messaging

In the event of a confirmed major incident that threatens the safety of the campus community, the University will immediately send a text message alert to the students, faculty and staff who have subscribed to the service, notifying them of the incident. Members can subscribe to the service on the myJHED tab after logging in at <https://my.johnshopkins.edu/>.

Broadcast Email Messaging

If an incident should occur, a broadcast email will be sent to all JHU subscribers providing resources for additional information as soon as possible. To subscribe for emergency email notification, sign into myJHU and add Emergency Alerts in the “myProfile” tab.

Emergency Web Page/Emergency Phone Line

The University maintains a special web page for emergency notices at <https://www.jhu.edu/alert/>. During the course of any major event, this page will be updated regularly.

Interested parties can also obtain updated information by calling JHU’s Emergency Hotline at 410-516-7781.

If there is an immediate threat to the health or safety of students or employees occurring on campus, JHU must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Evacuations

Should there be a need to evacuate, follow the recommended evacuation route. Once outside, adhere to the directions of Campus Safety and Security or local public safety officials (police or fire department). Evacuation procedures in place meet ADA compliance.

In the event a particular evacuation requires evacuees to be relocated to an alternative shelter, shelter locations on campus have been designated. Evacuees will be directed to those locations by Campus Safety and Security or local public safety officials (police or fire department).

When Evacuation is Not Possible

In a fire or fire alarm situation, always check doors to see if they are hot or warm to the touch before you open them. If heat or smoke prevents you from evacuating, return to your room and use towels or other cloth items to seal around the door. Hang a white object in the window and reclose the window (if it opens) as much as possible. Do not reopen your window (if it opens) unless forced to do so by smoke. After you have sealed your door, immediately call 911 and advise emergency responders of your location and situation. Wait for help to arrive.

Post Incident

At the completion of the incident, the Fire/Rescue Department (or other appropriate emergency official(s)) should release the building to the facility leadership. The facility should be pronounced all clear, or clear with conditions for re-occupancy. The Facility Leadership should then communicate the all clear or the clear with conditions to the area entrance monitors in person, via communications equipment, or by the use of a runner. On the way in, staff members should check on others who might have disabilities or other special needs and assist them as much as is reasonable and safe.

Sheltering In Place

Because sheltering in place may be the protective action recommendation for several emergencies with differing risks, and because sometimes the initial recommendation is to shelter in place followed by relocation, there is no single set of shelter in place procedures.

Emergencies change as they progress. The questions to ask yourself are: Am I safer inside or outside? Where am I safest inside? Where am I safest outside?

University Incident Command System (ICS)

The University maintains a multi-tiered National Incident Management System (NIMS)-compliant ICS structure. Each school, campus, and the University as a whole have a formal ICS; the Johns Hopkins Institutions (across the University and Health System) also have an ICS, hosted by the Johns Hopkins Institutions Office of Critical Event Preparedness & Response (“CEPAR”). CEPAR serves as the command center for enterprise-wide planning for and reaction to a disaster.

Policy on Drugs and Alcohol

The unlawful manufacture, distribution, dispensation, possession, sale or use of controlled substances or alcohol, whether under federal, state, local or other applicable law, is prohibited at any time on University property or as a part of University activity. Maryland and District of Columbia laws prohibit the possession or consumption of alcoholic beverages by persons under the age of 21. The University expects its students, faculty and staff to follow the law. Campus Safety and Security and other surrounding law enforcement agencies on each campus enforce all liquor laws, including underage drinking violations and all federal and state drug laws. Individuals, including students and employees, who unlawfully possess, use, manufacture, distribute, dispense, or sell drugs, controlled substances or alcohol are subject to university disciplinary action (consistent with local, state, federal, or other applicable law), as well as possible referral for criminal prosecution.

The Health Promotion & Well-Being provides health promotion and health education, to all schools and campuses, including alcohol and drug education, motivational interviewing, and confidential support for those who have had experiences with interpersonal and power-based violence. Health Promotion & Well-Being proactively responds to the needs of a diverse undergraduate and graduate student population, with an emphasis on the prevention of illness and harm reduction practices. The professional staff and student peer educators offer a variety of programs that support and affirm student health and wellness through the delivery of fun and interactive programming. Health Promotion & Well-Being is dedicated to creating and sustaining a learning environment where healthy behaviors are an integral component to academic and individual success. In addition to the Health Promotion & Well-Being website, all students can find well-being programming opportunities, resources, and a robust well-being blog at <https://wellbeing.jhu.edu>.

In compliance with Maryland state law, all new undergraduate and graduate students were offered participation in the Opioid Epidemic and Awareness Program. This training was designed to help fight the opioid crisis and reduce opioid overdoses in Maryland. Learning outcomes includes increasing awareness of the demographics of people affected by

opioid overdoses, explaining the severity of opioid misuse, reduce stigma of substance use disorders, remove barriers to access treatment services, understand the health effects of substances, negative consequences, and signs of overdose. In-person training is provided along with additional web-based modules for accessibility. Only virtual training was offered in 2020 to comply with COVID-19 restrictions.

In compliance with the Drug Free Schools and Communities Act, Johns Hopkins University publishes information regarding the University's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for JHU students. A complete description of these topics is available online at: <https://wellbeing.jhu.edu/HealthPromotion/>.

The University provides its community with information on the signs and symptoms of alcohol and drug abuse, the common types of drugs and related risks, penalties for alcohol and drug related crimes, and University and non-University based resources and clinical services for staff at: <https://hr.jhu.edu/benefits-worklife/support-programs/>. A description of educational programs and assistance offered by the University may be obtained by contacting the offices of:

For Students:

Health Promotion & Well-Being
Charles Village
O'Connor Center for Recreation & Well-Being
3400 N. Charles Street
Baltimore, MD 21202
East Baltimore
2024 E. Monument St, suite B1000
Baltimore, MD 21205
wellbeing@jhu.edu

Telephone: 410-516-8396

Visit <https://wellbeing.jhu.edu/> for updated office hours

For Employees:

Vice President for Human Resources
1101 East 33rd Street, Suite E-100 Telephone:
443-997-8113

Policy on Firearms

The possession, wearing, carrying, transporting, or use of a firearm or pellet weapon is strictly forbidden on University premises. This prohibition also extends to any person who may have acquired a government-issued permit or license. Violation of this regulation will result in disciplinary action and sanctions up to and including expulsion, in the case of students, or termination of employment, in the case of employees. Disciplinary action for violations of this regulation will be the responsibility of the responsible student affairs officer, dean, director, or panel in accordance with applicable procedures or the vice president for human resources, as may be appropriate, in accordance with applicable procedures. Any questions regarding this policy, including the granting of exceptions for law enforcement officers and for persons acting under the supervision of authorized University personnel, should be addressed to the appropriate chief campus security officer.

Sexual Misconduct: Prevention and Response

The University is committed to providing a safe and non-discriminatory educational and working environment for its students, trainees, faculty, staff, post-doctoral fellows, residents, and other members of the University community. In particular, the University will not tolerate and is committed to providing members of its community with an environment that is free from sexual misconduct. Each of the types of sexual misconduct, which includes various forms of sexual harassment, sexual assault, dating violence, domestic violence, and stalking are defined on pages 38 through 43 and also in the Johns Hopkins University Sexual and Sex-Based Misconduct Policy and Procedures ("Sexual Misconduct Policy"), which are available on the Office of Institutional Equity's website at <http://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>.

Sexual Misconduct is disruptive of the learning and working environment of the University's community and deprives students, employees and other community members of equal access to the University's programs and activities. To that end, the University embraces its responsibility to increase awareness of sexual misconduct, prevent its occurrence, support victims, deal fairly and firmly with offenders, diligently investigate complaints of such misconduct and related retaliation, and comply with Title IX of the Higher Education Amendments of 1972 ("Title IX") and the Campus SaVE Act.

JHU reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, JHU issues this statement of policy to inform the campus community of our programs to address sexual misconduct, including domestic violence, dating violence, sexual assault and stalking, as well as the procedures the University will follow when sexual misconduct is reported to a University official, regardless of whether the incident reported occurs on or off campus.



The University's Sexual Misconduct Policy prohibits sexual misconduct, and further prohibits any form of retaliation, intimidation, threats, coercion, or discrimination or attempts thereof, whether direct or indirect, by any officer, employee, faculty, student, trainee, post-doctoral fellow, resident or agent of the University against a person because that person made a complaint or report of sexual misconduct or participated (or refused to participate) in any way in the investigation or resolution of such a complaint or report, or who exercised their rights or responsibilities under the Sexual Misconduct Policy or the law. Additional information about how the University responds to allegations of related retaliation can be found on the Office of Institutional Equity's (OIE) website at oie.jhu.edu/Retaliation.

Education and Prevention Programs

The University has education programs to promote prevention and awareness of sexual misconduct.

Bystander Intervention Training

The University's education also includes safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual misconduct



against a person other than such individual. Bystander Intervention Training ("BIT") programs, required for all new undergraduate students and many new graduate students, help students identify situations of concern, and provide knowledge and tools to encourage safe and successful interventions. Additional BIT programs are also available to undergraduate and graduate students upon request. If you would like to schedule a BIT program for your student group, please contact the Gender-based Violence Prevention and Education Coordinator at HopkinsGBVP@jh.edu.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further

harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander.¹ If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out without consent, including having sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Preventing Sexual Misconduct Training

The University requires robust on-line training for new students and employees, and implements ongoing prevention and awareness campaigns for students and employees that address sexual misconduct. The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to prevent sexual misconduct that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive, assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all new students and employees and ongoing awareness and prevention campaigns for students that:

- Identify sexual misconduct as prohibited conduct;
- Explain what conduct constitutes sexual misconduct under the laws of Maryland and/or the District of Columbia, as well as University policy and the purposes for which that definition is used;
- Include a statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act);

¹Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

- Define sexual misconduct according to any applicable jurisdictional definitions of these terms;
- Explain what constitutes consent, in reference to sexual activity, under the laws of Maryland and/or the District of Columbia, as well as University policy and the purposes for which that definition is used;
- Provide training for safe and positive options for bystander intervention that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of sexual misconduct;
- Provide information on risk reduction, including how to recognize warning signs of abusive behavior or violent behavior so as to intervene directly or get help;
- Describe the potential sanctions or protective measures that the University may impose or implement after determining that an individual was responsible for sexual misconduct;
- Describe procedures for institutional disciplinary action in cases of alleged sexual misconduct (as described in “Adjudication of Violations” elsewhere in this document);
- Explain existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for complainants, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- Explain options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- Teach procedures that complainants should follow if sexual misconduct, including sexual misconduct has occurred;
- Explain the University’s procedures for disciplinary action in cases of alleged sexual misconduct;
- Describe how the University will protect privacy and confidentiality;
- Provide information about existing services available for complainants both on-campus and in the community; and
- Explain the interim supportive measures and accommodations offered by the University.

For more information on training programs including live/in-person and online training programs, please contact the Office of Institutional Equity (<https://oie.jhu.edu/training/>) and/or the Associate Director of Student Wellbeing, Gender Violence Prevention (acampb39@jh.edu). You can request specific types of training from OIE by emailing oie@jhu.edu or from the Health Promotion & Well-Being at <https://wellbeing.jhu.edu/HealthPromotion/programs-and-training/>.



Rape Aggression Defense (RAD)

The Rape Aggression Defense (“RAD”) system is a program of realistic self-defense tactics and techniques offered by Public Safety. The RAD system is a comprehensive course with the instructional objective of developing and enhancing options for self-defense, so they may become viable considerations for the person attacked. The program includes crime prevention awareness, risk reduction and avoidance, and basic self-defense techniques. RAD is not a martial arts program and no prior training or fitness level or knowledge is required to attend a class. RAD is a twelve (12) hour course consisting of four (4) classes, three (3) hours each. Class size is limited to twenty (20) students and there is no cost to attend. Call Jon Walter, the Student/Community Liaison, at 410-516-8208 and e-mail liaison@jhu.edu to register.



Risk Reduction

The University recognizes that abusers are responsible for their abusive behaviors and victims are never at fault for another's abusive actions. The following are some strategies taken from the Rape, Abuse, & Incest National Network, www.rainn.org, to reduce one's risk of sexual assault or harassment:

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to help you find a way out of a violent or harmful situation
2. **Try to avoid isolated areas.** Even if you don't It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have taxi money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend have been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - **Remember that being in this situation is not your fault.** You did not do anything wrong. It is the person who is making you uncomfortable that is to blame.
 - **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave rather than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Primary Prevention and Awareness Programs

As mentioned above, the University offers automated training covering sexual misconduct, and makes such training available to all new students and employees. The University also provides live trainings with incoming undergraduate and graduate students, as well as new employees, upon request. If you would like to request programming for students, please email OIE at oie@jhu.edu or visit <https://wellbeing.jhu.edu/HealthPromotion/program-and-training/>.

Ongoing Prevention and Awareness Campaigns

As mentioned above, the University offers automated training covering sexual misconduct, and makes such training available to all students and employees. The University also conducts in-person trainings with existing undergraduate and graduate students, as well as employees, upon request. For example, the Office of Institutional Equity delivered trainings related to sexual assault, sexual and sex-based harassment, dating violence, domestic violence, stalking, and related retaliation to Student Affairs staff, Athletic staff, Resident Advisors, and various groups of employees. During Sexual Assault Awareness Month (SAAM) and Domestic Violence Awareness Month, as well as throughout the spring and fall semesters, Health Promotion & Well-Being coordinated multiple virtual programs. During SAAM, Health Promotion & Well-Being promoted a different theme during each week of April: Week 1-- Resources, awareness and connection; Week 2-- Healing after trauma; Week 3-- Supporting survivors of gender-based violence; Week 4-- A call to action and preventing gender based violence. Health Promotion & Well-Being with input and support from the Provost's Sexual Violence Advisory Committee (SVAC), supports a University-wide consent campaign called, "I ask. I listen. I respect." as well as a campaign promoting awareness and usage of confidential resources called, "We Listen. You Decide." If you would like to request programming <https://wellbeing.jhu.edu/HealthPromotion/programs-and-training/>.

Steps for Victims

Seek Medical Help. Victims are encouraged to seek immediate medical attention. Obtaining medical attention from a forensic nurse examiner is recommended, as this medical professional can both administer medical services and conduct a medical forensic examination, including:

- Treat injuries;
- Test for and treat sexually transmitted diseases;
- Test for pregnancy;
- Provide emergency contraception;
- Collect physical evidence, test for "date-rape" drugs, and document injuries; and
- Connect a patient with counselors and other important non-medical resources.

Victims will receive full and prompt cooperation from University personnel in obtaining appropriate medical attention, including transporting the victim to the nearest hospital. Victims reporting an incident to Student Affairs personnel, Office of Institutional Equity or Public Safety will be offered transportation to Mercy Medical Center or another appropriate medical center. Victims who wish to be transported to Mercy Medical Center or another medical center and also wish to remain anonymous should call Public Safety with a transportation request, but should not disclose their name. *Local Hospitals/Forensic Medical Exams.* Baltimore's designated forensic nurse examiner site is Mercy Medical Center, 345 St. Paul Place, Baltimore, MD 21202, 410- 332-9494, <https://bmoresafemercy.org/>. Mercy Medical Center is staffed with forensic nurse examiners trained to assist victims of sexual assault and relationship violence with physical examination, evidence collection, and pursuing a complaint with law enforcement, if a victim so desires (however, engagement with or reporting to law enforcement is not required by Mercy Medical Center). An app is available at <http://www.bmoresafemercy.org/get-the-app/> that explains more about victims' options for medical attention, reporting, forensic examination, and support services. If someone has been victimized by a crime, they do not need to make an appointment for a forensic exam. They can simply go to the Emergency Department and ask for a forensic exam. Exams **cannot** be scheduled via the bmoresafe app. For a list of other hospitals near JHU's campuses and surrounding areas, please see Appendix F in the Sexual Misconduct Policy or visit <https://jhu.edu/sexual-misconduct>. Victims in other cities should contact the closest local hospital or crisis center (<https://www.rainn.org>) and inquire about the nearest hospital equipped with forensic nurse examiners and forensic medical services.

Preserve Evidence. If possible, to best preserve any evidence, a victim should not shower, bathe, wash, douche, brush hair, drink, eat, or change clothes or bedding before a forensic medical exam. If the victim decides to change clothes, the

individual should not wash the clothes worn during the assault and should bring them to the hospital or medical facility. However, even if the victim has already done these things, a forensic exam may still be able to collect valuable evidence.

These steps are important to preserve evidence for possible use in legal actions to prove a crime has occurred or to obtain a no-contact or protection order. Victims should preserve evidence even if, at the time, they do not anticipate seeking legal or disciplinary action. Because evidence dissipates quickly, victims should seek medical attention as soon as possible after the incident.

Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any. Such evidence may be useful to University investigators and hearing boards, to law enforcement authorities (e.g., in proving that an alleged criminal offense occurred), and when seeking civil no-contact orders or protection or peace orders. (These steps are less urgent than seeking medical attention.)

A forensic medical exam goes beyond DNA evidence collection, and therefore is important regardless of whether the perpetrator is known to the victim, and regardless of whether the victim thinks there is biological/DNA evidence to collect. The exam can include writing down the victim's description of events, physical examination, and photographic documentation of injuries, evidence collection procedures, and assessment for drug-facilitated assault ("date-rape drugs"). Victims have the right to accept or decline any or all parts of the exam. At some hospitals, including Mercy Medical Center in Baltimore, a forensic medical exam can be completed regardless of whether a victim wishes to report the incident to law enforcement. Under such circumstances, the victim has the option of conducting a "Jane/John Doe" examination, where the forensic nurse examiner completes a history, conducts a physical exam and collects evidence but does not release the information to law enforcement; the medical records and evidentiary kit can be stored and later released to law enforcement if the victim chooses to make a police report.

Obtain Counseling. The University encourages victims to seek counseling from a professional counselor, pastoral counselor, or other confidential resource. These confidential resources can provide support and information

about a victim's options. The University offers several confidential resources, which are described above and more fully enumerated in Appendix B of the Sexual Misconduct Policy and Procedures located at <https://oie.jhu.edu/sexual-misconduct/> or the Confidential Resources website, located at <https://oie.jhu.edu/Confidential-Resources>.

Report The Offense The victim has several options for reporting the offense, including local law enforcement, Public Safety, and the Title IX Coordinator/Office of Institutional Equity. Additional information about reporting options follows.

Local Law Enforcement. The University encourages all members of its community to report sexual misconduct to law enforcement authorities, but victims have the right to decline involvement with law enforcement authorities. Victims may file a report directly with local law enforcement. If they first report to the University, Public Safety and/or the Title IX Coordinator will inform them of their option to file criminal charges with local law enforcement of the jurisdiction where the offense occurred. The Title IX Coordinator or Public Safety will assist any victim with notifying local law enforcement authorities if they so desire. The Baltimore Police Department (BPD) can be reached at 911 (emergency) or 410-396-2455 (non-emergency). Information for other local and state law enforcement units is available on page 3 or in the individual campus sections of this Report, online at the Homewood Public Safety (<https://publicsafety.jhu.edu/>) and the JHU Sexual Misconduct Response and Prevention website (<https://oie.jhu.edu/non-confidential-resources/>). Reports to the BPD can be made over the phone, in person, or online in certain cases. Once a report is logged and reviewed BPD will assign a report number and decide whether further investigation is warranted and contact individuals accordingly. For more information, see: <https://www.baltimorepolice.org/file-police-report>. The University reserves the right to report information to law enforcement authorities, in a health or safety emergency. The University will comply with all applicable laws and regulations on the reporting of child abuse and neglect as set forth in the University's Policy on the Safety of Children in University Programs, available at <https://policies.jhu.edu/doc/fetch.cfm/PSAvqXfe>.

Public Safety. Victims may also file a report with their respective Public Security office or center director, which who can provide assistance and connect the victim with

other important resources. The emergency number for Public Safety on the Homewood Campus is 410-516-7777. The non-emergency number is 410-516-4600. Contact information for other campuses is located on page 3 or in the individual campus sections of this Report and the JHU Sexual Misconduct Response and Prevention website: <https://oie.jhu.edu/sexual-misconduct/>. The victim also has the right to decline to notify Public Safety. *Filing a Discrimination/Harassment/Sexual Misconduct Report*. Victims may submit a discrimination/harassment report as well as an incident of sexual misconduct to the Title IX Coordinator in the Office of Institutional Equity (“OIE”). Additional information on filing a report with OIE can be found on OIE’s website (<https://oie.jhu.edu/>). Online reports can be filed at https://jhu-gme-advocate.symlicity.com/titleix_report/index.php/pid877303? (Sexual Misconduct) and/or https://jhu-gme-advocate.symlicity.com/public_report/index.php/pid716366? (Discrimination/Harassment).

Assistant Vice Provost/Title IX Coordinator or Deputy Title IX Coordinator

The Johns Hopkins University
Office of Institutional Equity
Wyman Park Building, Suite 515
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410.516.8075
TTY: Dial 711
Electronic Mail: titleixcoordinator@jhu.edu

Sexual and Sex-Based Misconduct Report Form
https://jhu-gme-advocate.symlicity.com/~titleix_report/index.php.pid877303?

Anonymous Reports

Reports can be made anonymously using any of the contact methods (telephone, email, online report, or mail) above. Complainants can also contact a general compliance hotline, referred to as SPEAK2US by calling 1-844-SPEAK2US (1-844-773-2528). To make an anonymous report by any method above, do not provide any personally identifiable information when you make the report (such as a name, e-mail or phone number that is on file with the school or otherwise could identify you).

Report vs. Complaints/Formal Complaints. The University will respond to all reports of sexual misconduct. A Formal Complaint is a specific type of report that is only used for alleged conduct that occurred between

August 14, 2020 and July 31, 2024. A Formal Complaint may result in the use of the Procedures for Title IX Sexual Harassment, and typically must be signed by the complainant, such that the complainant will not be anonymous. A Formal Complaint typically results in the University issuing a Notice of Allegations to both parties, as further described below in the section discussing the Procedures for Title IX Sexual Harassment. For conduct that occurred on or after August 1, 2024, a party files a Complaint when, whether orally or in writing, they make a request that the University investigate and make a determination about alleged sexual or sex-based misconduct. In this case, the Complaint does not need to be signed but the complainant still would not be anonymous.

Responsible Employees. In addition to the Title IX Coordinator, reports of sexual misconduct may be brought to designated Responsible Employees who are obligated to report to the Title IX Coordinator information they receive concerning potential sexual and sex-based misconduct. Responsible Employee is a designation given to certain University employees who have a duty to report sexual misconduct that they learn of to the University’s Title IX Coordinator. “Responsible Employees” are designated based on the University’s determination that they have the authority to redress sexual misconduct, have the duty to report sexual misconduct to the Title IX Coordinator, or are employees whom a student reasonably believes has such authority or duty. Responsible Employees designated by the University include academic administrators, academic advisors, non-confidential employees serving in a supervisory role, department heads and chairs, directors, deans, student affairs staff, Office of Institutional Equity staff, faculty, Human Resources personnel, campus security officers, teaching assistants, resident advisors, and athletic coaches. Responsible Employees must promptly report all known relevant information to the Title IX Coordinator, including the name of the complainant, respondent, and any witnesses and any other relevant facts, including the date, time, and location of the misconduct. Faculty who are also licensed medical providers do not have a Responsible Employee obligation when providing patient care where the patient information that constitutes a report of potential sexual misconduct is protected by applicable patient privacy laws. Additional information about Responsible Employee obligations can be found on the OIE website at <https://oie.jhu.edu/responsible-employee-guidance/>.

Procedures the University Will Follow When a Sexual Misconduct Report is Filed

The University has procedures in place that serve to be sensitive to complainants who report sexual misconduct, including informing individuals about their right to file criminal charges. The University's procedures are also designed to deal fairly and appropriately with respondents. Upon initial contact with a party, the University informs that party of available resources such as health services, mental health services, supporter services, legal assistance, visa and immigration assistance and other services on and/or off-campus as well as additional remedies supportive measures to prevent contact between the parties, such as adjustments to on-campus housing and, academic schedules, protective orders, transportation, working accommodations, and retaliation plans, if reasonable and available. Such measures, are available to each party if they are reasonable and available, regardless of whether the complainant chooses to report the crime to University Public Safety or local law enforcement. Students and employees should contact the Title IX Coordinator to request supportive services of measures or with questions concerning the same.

Recent Changes to Procedures

On August 1, 2024, the Department of Education's revised regulations for how institutions of higher education must handle complaints of alleged Title IX violations went into effect. The University thus revised its policy to ensure compliance. The revised, current policy-- the Sexual and Sex-Based Misconduct Policy and Procedures (SMPP)-- is available at <https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>. While these August 2024 revisions resulted in some definitional and procedural changes for how the University addresses sexual and sex-based misconduct, all sexual and sex-based misconduct that was prohibited under the university policy (prior to August 1, 2024) remains prohibited and will continue to be addressed under university policy.

The August 1, 2024 regulations are not retroactive. They only apply to reports of alleged sexual and sex-based misconduct where the alleged conduct occurred on or after August 1, 2024. Thus, if the University

receives a report of sexual or sex-based misconduct that is alleged to have occurred prior to August 1, 2024 (regardless of when it is reported), the matter will be handled under the university's prior Sexual Misconduct Policy and Procedures (also available at <https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>) that was in effect before August 1, 2024 revisions and/or the prior Discrimination and Harassment Policy and Procedures (if applicable).

Initial Response To A Report of Sexual or Sex-Based Misconduct

If a report of sexual or sex-based misconduct is reported to the University, the University takes the following initial steps to assess risk and provide support:

- Depending on when reported (immediate vs delayed report), institution will help connect the complainant to access to medical care and provide information on preserving evidence.
- Institution will assess immediate safety needs.
- Institution will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department.
- Institution will provide referrals to on and off campus confidential and non-confidential resources.
- Institution will assess need to implement interim or long-term supportive measures, if appropriate.
- Institution will provide the complainant with the applicable sexual and sex-based misconduct policy as well as a written explanation of the complainant's rights and options.
- Institution will provide a "No trespass (PNG)" if deemed appropriate.
- Institution will provide written instructions on how to apply for Protective Order or Peace Order.

Procedures following this initial response depend on the circumstances, including whether the identity the Respondent is known to the University and whether the matter proceeds to investigation and/or adjudication, and can include the following where applicable:

- Institution will provide a copy of the policy applicable to sexual and sex-based misconduct to the parties and inform them

regarding timeframes for inquiry, investigation and resolution.

- Institution will afford the parties equal and timely access to and an opportunity to review material information to be used in adjudicating the matter.
- Institution will inform the parties of the outcome of any investigation, and adjudication.
- Institution will enforce the anti-retaliation policy and take immediate and separate action against any individual who retaliates against a person who participates as a party or a witness in any matter.

Plan for Safety. Complainants may also wish to obtain a no-contact or similar order, or other protective measures. The University may issue an institutional no-contact order at the request of the complainant or respondent, or if appropriate, on its own volition. In addition to obtaining a no-contact order under University policy, students, employees, faculty, and staff may seek to obtain an order of protection under Maryland or District of Columbia law, or in another applicable jurisdiction. The University may offer other reasonable supportive measures, as appropriate. For example, the University could assist with escorts, changes in classes, and/or on-campus housing or work locations. See p. 24 for additional information regarding supportive measures.

In Maryland, victims may seek a Protective Order from a District Court or Circuit Court Judge if the victim is the subject of an act that caused serious bodily harm or was placed in fear of imminent bodily harm, or is the subject of an assault in any degree, rape or sexual offense or attempted rape or sexual offense, false imprisonment, or criminal stalking, and is the current or former spouse of the respondent, had a sexual relationship and lived with the respondent for at least 90 days within the last year, is related to the respondent by blood, marriage, or adoption, is the parent, stepparent, child, or stepchild of the respondent and lived with the respondent for at least 90 days within the last year, or has a child in common with the respondent. In all other cases (criminal harassment, criminal trespassing, and malicious destruction of property), the victim can file for a Peace Order from a District Court Judge. For more information on obtaining a Protective Order or a Peace Order, please visit the following website: <https://mdcourts.gov/courtforms/joint/ccdcvpo001br.pdf>.

In the District of Columbia, any victim of sexual assault, sexual abuse, or stalking may seek a Civil Protective Order from a District Court or Circuit Court Judge if the victim has been physically hurt, sexually assaulted, threatened, stalked, or had property destroyed by a person to whom the victim is related by blood, adoption, marriage, domestic partnership, has a child in common, share or has shared the same home, has or previously had a dating relationship (it does not need to be a sexual relationship) or from a person who had one of the above relationships with the victim's current domestic partner. To obtain a Civil Protection Order, the victim must live or work in the District of Columbia and at least one incident must have occurred in the District of Columbia. For more information on obtaining a Civil Protection Order, including locations of Domestic Violence Intake Centers, please visit the following website: <https://www.dccourts.gov/services/domestic-violence-matters/get-a-protection-order>.

Public Safety and the Title IX Coordinator are available to assist any student, faculty, or staff member seeking a Protective Order, Peace Order, Civil Protection Order, or other protective order, or with connecting with law enforcement. Further, the University complies with law in recognizing orders of protection and encourages any person who obtains an order of protection, restraining order, or the like, whether civil or criminal in nature, to provide a copy to Public Safety and the Title IX Coordinator. A complainant may then meet with Public Safety or the Title IX Coordinator to develop a safety plan, which is a plan for Public Safety and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home. Note that any complainant who fears for their safety may meet with Public Safety or the Title IX Coordinator regarding a safety plan, even if they have not obtained a legal order.

Support Services for Victims

The University and nearby community members offer a diverse collection of support services to all parties. Certain key resources are listed in this report. The Title IX Coordinator can provide information about addi-

tional support resources for complainants. Upon receiving a report of sexual or sex-based misconduct, the Title IX Coordinator will provide the complainant with a written explanation of their rights and options and available resources.

Upon receipt of a report of sexual or sex-based misconduct, OIE will provide written notification to students and employees about supportive measures and resources available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding these options, and how to request supportive measures or connection to supportive resources (i.e., the notification will include the name and contact information for the individual or office that should be contacted).

At the complainant's request, and to the extent of the complainant's cooperation and consent, university offices will work cooperatively to assist the complainant in obtaining support. If reasonably available, a complainant may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the complainant chooses to file a report with campus police or local law enforcement. Examples of options for potential change to the academic situation may be to assist a party with obtaining extensions for coursework or to transfer to a different course section. Potential changes to living situations may be to assist a party to move to a different room or residence hall in on-campus housing. Possible changes in transportation may be to assist a party to temporarily or permanently park in a different location or travel to location on campus with a safety escort.

To request supportive measures, including but not limited to, changes to academic, living, transportation and/or working situations or protective measures, individuals should contact:

Title IX Coordinator or Deputy Title IX Coordinator
 Johns Hopkins University
 Office of Institutional Equity
 Wyman Park Building, Suite 515
 3400 North Charles Street
 Baltimore, MD 21218
 Telephone: 410.516.8075
 TTY: Dial 711
 Electronic Mail: titleixcoordinator@jhu.edu

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual and sex-based misconduct and will provide each victim with the applicable written explanation of their rights and options as dictated by the applicable policy. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties to the extent possible and consistent with legal obligations;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and supportive/protective measures; and
- an explanation of the procedures for institutional disciplinary action.

Confidential University Resources

See Appendix B of the Sexual Misconduct Policy and Procedures, located at <https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp>, or the Confidential Resources website, located at <https://oie.jhu.edu/Confidential-Resources/>, for the full and most current listing of confidential University resources that include professional counseling, mental health, pastoral counseling, health, and victim's advocate services. Confidential resources specifically for students as also compiled here: <https://wellbeing.jhu.edu/youdecide/>.

Protections for Confidentiality

All University personnel, including Responsible Employees and Confidential Resources (as such terms are defined in the SMPP), are charged with protecting and respecting the privacy of complainants, respondents and any witnesses to the greatest extent possible. Information about sexual and sex-based misconduct should be shared only with those who have legitimate educational interest.

If an individual wants to keep the details of any sexual and sex-based misconduct incident confidential, the individual

may speak to a Confidential Resource, referenced above and in Appendix B to the Sexual and Sex-Based Misconduct Policy and Procedures. Information shared with Confidential Resources does not constitute a report or complaint filed with the University for the purpose of instituting an investigation or resolution of a sexual or sex-based misconduct complaint.

In addition, in order to maintain confidentiality but gather information, a student may seek information from officials (including from the Title IX Coordinator and OIE staff) about their rights and options, including interim supportive measures, without disclosing the underlying offense or involved individuals.

Security Notifications and Public Record-keeping.

Personally identifiable information, such as the name and/or other identifiable information, about victims will not be included in any timely warning or security notification, or in any publicly available record-keeping, including the disclosure of crime statistics in this Report and the Daily Crime Log.

Investigation/Disciplinary Proceedings/Interim Measures.

Personally identifiable information will only be shared with persons who have a specific need-to-know. In the case of a report to a Responsible Employee or the Title IX Coordinator, a complainant may request confidentiality at any point up to the time when the university must notify the respondent of the allegations (which differs slightly under the current and prior procedures). For example, a complainant may request that the complainant's identity not be disclosed to anyone else, including the respondent, or that information about the incident not be shared with others.

The Title IX Coordinator will consider any requests for confidentiality or requests that an investigation not be pursued in light of the University's commitment to provide a safe and non-discriminatory environment for all students. The Title IX Coordinator may also consider a complainant's request for confidentiality in conjunction with other legal obligations, such as compliance with court orders, governmental investigations and proceedings, and litigation requests related to the report. For example, if the Title IX Coordinator concludes, consistent with applicable law, that the allegations about the respondent suggest a threat to

the community or learns of other information that warrants or necessitates investigation, the request for confidentiality may not be granted.

If the University grants a request for confidentiality, the University's ability to investigate and respond to the reported misconduct and pursue disciplinary action against the respondent may be limited. The University will however take all reasonable steps to evaluate and respond to the report consistent with a request that has been granted. If the Title IX Coordinator determines that the University will not grant a complainant's request for confidentiality, the Title IX Coordinator or a designee will inform the complainant prior to starting an investigation. If the complainant or the Title IX Coordinator files a Formal Complaint of Title IX Sexual Harassment, written notice of the complaint will be provided to both parties and will include the identity of the complainant. Written notice will also be provided to parties in Other Sexual Misconduct investigations.

In all circumstances, the University will make appropriate supportive measures available, provide access to resources, and take such other actions as necessary and appropriate to protect the safety and security of the University community. The University will exercise discretion in implementing such measures and will only disclose information needed to implement such measures. All disclosures will be compliant with federal privacy laws protecting student information.

Supportive Measures

Every time that OIE receives a report of sexual or sex-based misconduct of any kind, and regardless of how the report proceeds, the Title IX Coordinator will work with all affected persons to ensure their safety and promote their well-being. This assistance may include the provision of supportive measures following an incident or while a matter under these Procedures is pending to assist, support, or protect an individual and/or to protect the integrity of an investigation or resolution process. Both complainants and respondents will have equal access to appropriate and reasonably available and feasible supportive measures.

Upon receipt of a report, the Title IX Coordinator or a designee will provide written notice to the complainant of the supportive measures that may be available and feasible and will seek to discuss with the complainant these measures and the complainant's wishes. Similar notice will be provided to the respondent upon being notified of the complaint or report. Reasonable and appropriate supportive measures that may be available and feasible and will seek to discuss with the complainant reports the matter to Public Safety or law enforcement, or files a report with the University.

Supportive measures will be implemented by the student affairs office or other appropriate authority

at the individual's school, division, campus, department or center, under the direction of the Title IX Coordinator. Student affairs personnel or other appropriate authorities, in conjunction with the Title IX Coordinator, will communicate with other University personnel to ensure that they make appropriate supportive measures available.

The University will exercise discretion in implementing interim supportive measures and will only disclose information if necessary to implement such measures. All disclosures will be compliant with federal privacy laws protecting student information.

External Confidential Resources

Mercy Medical Center (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore City)
410-332-9494

www.bmoresafemercy.org

GBMC (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore County)

443-849-3323

<http://www.gbmc.org/services/safe-and-dv-programs/safe>

Howard County General Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Howard County)

410-740-7890

https://www.hopkinsmedicine.org/howard_county_general_hospital/

Anne Arundel Medical Center (Hospital offering Sexual Assault Forensic Exam (SAFE) in Anne Arundel County)

443-481-1200

<https://www.luminishealth.org/en/locations/lhaamc>

Baltimore Washington Medical Center

(Hospital offering Sexual Assault Forensic Exam (SAFE) in Anne Arundel County, MD)

410-787-4328/ 410-787-4312

<https://www.umms.org/bwmc/health-services/emergency-medicine/forensic-nurse-examiner>

Carroll Hospital Center (Hospital offering Sexual Assault Forensic Exam (SAFE) in Carroll County, MD)

410-871-6655

<https://www.lifebridgehealth.org/patient-services/adult-safe>

MedStar Washington Hospital Center

(Hospital offering Sexual Assault Forensic Exam (SAFE) in Washington, D.C.)

800-641-4028

<https://www.dcfne.org/>

Bologna

Pronto Soccorso Ostetrico e Ginecologico

(Gynecology ER)

Ospedale Sant' Orsola-Malpighi, Padiglione 4

Via Albertoni 15

Pronto Soccorso Generale

Ospedale Sant'Orsola-Malpighi

Via Alerbtoni 15

Pronto Soccorso Generale (General ER), Padiglione 5

Ospedale Maggiore

Largo Nigrisoli 2 (Via Saffi)

Nanjing University Hospital

22 Hankou Rd

Gulau, Nanjing, Jiangsu, China

+86.25.8359.2526

Shady Grove Adventist Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Montgomery County)

240-826-6000

<http://www.adventisthealthcare.com/services/emergency/violence-survivors/>

See the Sexual Misconduct Policy, Appendix F for a list of other hospitals with SAFE programs <http://oie.sites.jhu.edu/confidential-resources/#Medical-Assistance>

Confidential Resources for Sexual Misconduct

The We Listen, You Decide website provides a complete listing of JHU confidential resources for students: <https://wellbeing.jhu.edu/youdecide/>

JHU Sexual Assault Helpline **410-516-7333**

A confidential service available 24/7 to ALL JHU students. Receive information, support and discuss options for medical care, counseling and reporting with professional counselors. Calls do NOT constitute making an official report of sexual misconduct to the University. Callers can remain anonymous.

JHU Mental Health Services **Mental Health Services- Homewood (Counseling Center) 410-516-8278**

Serves all in-person undergraduate & graduate students and trainees from KSAS, WSE, SOE, & Peabody, as well as Carey students taking in-person classes in Baltimore <https://wellbeing.jhu.edu/MentalHealthServices/contact-information/#homewood>

Mental Health Services- East Baltimore **410-955-1892**

Serves graduate, medical, and professional students and trainees in BSPH, SOM, and SON. <https://wellbeing.jhu.edu/MentalHealthServices/contact-information/#eastbaltimore>

Mental Health Services- Washington, DC **443-287-7000**

Serves all DC-based students and trainees, including SAIS, Carey DC, AAP, and Engineering for Professionals. <https://wellbeing.jhu.edu/MentalHealthServices/contact-information/#DC>

JHU Primary Care Services **Primary Care Homewood 410-516-8270**

Serves all full-time, part-time & visiting undergraduate & graduate students and trainees from KSAS, WSE, SOE, & Peabody, and Carey students taking classes in Baltimore. <https://wellbeing.jhu.edu/PrimaryCare/contact-information/#homewood>

Primary Care East Baltimore (formerly University Health Services) 410-955-3250

Serves Bloomberg School of Public Health, School of Medicine, and School of Nursing students, residents, fellows, and trainees. <https://wellbeing.jhu.edu/PrimaryCare/contact-information/#eastbaltimore>

Primary Care Washington, DC 202-249-7333

Serves all DC-Based learners such as SAIS, Carey DC, AAP, and Engineering for Professionals. <https://wellbeing.jhu.edu/PrimaryCare/contact-information/#dc>

Religious and Spiritual Life **410-516-1880**

3400 North Charles Street
Baltimore, MD 21218
chaplain@jhu.edu

Gender Violence Prevention & Education **443-927-3548/ HopkinsGBVP@jhu.edu**

Primarily serves students.

Alyse Campbell, LMSW, Associate Director for Student Well-Being, Gender Violence Prevention Specialist

410-516-5133/ acampb39@jhu.edu

Johns Hopkins Employee Assistance Program (JHEAP)(previously known as mySupport)

888-978-1262

Serves University faculty & staff & their immediate family members.

<https://hr.jhu.edu/benefits-worklife/support-programs/>

JHEAP is available 24/7, 365 days a year, by phone or online via CCA@YourService Company Code: JHEAP

For information about onsite clinical appointments, visit this website: <https://hr.jhu.edu/benefits-worklife/support-programs/onsite-clinical-care>

Additional Resources – Non-Confidential

See Appendix C of the Sexual Misconduct Policy and Procedures, located at <https://oie.sites.jhu.edu/sexual-misconduct-policy-and-procedures-smpp/>, or the Non-Confidential Resources website, located at <https://oie.sites.jhu.edu/non-confidential-resources/>, for the full and most current listing of on and off-campus non-confidential University resources

JHU Office of International Services

667-208-7001

Assistant Provost for International Student and Scholar Services

jbraile1@jhu.edu

<http://ois.jhu.edu>

JHU Financial Aid Services

Advanced Academic Programs

555 Pennsylvania Ave, NW Washington, DC 20036

202-452-1940

<http://advanced.jhu.edu/prospective-students/financial-aid/>

Bloomberg School of Public Health

615 N. Wolfe Street, Baltimore, MD 21205

410-955-3004

<http://www.jhsph.edu/offices-and-services/student-affairs/financial-aid/>

Carey Business School

Baltimore Campus: 100 International Dr., Baltimore MD 21202

410-234-9200

DC Campus: 555 Pennsylvania Avenue, NW, Washington DC 20036

410-234-9200

<https://carey.jhu.edu/student-experience/services-resources/financial-aid>

School of Education

2800 North Charles Street, Baltimore MD 21218

410-516-9808

<https://education.jhu.edu/admission-financial-aid/apply-for-financial-aid/>

KSAS & WSE (including Engineering for Professionals)

3400 N Charles Street., 146 Garland Hall, Baltimore MD 21218

410-516-8028

<https://jhu.edu/adminssions/financial-aid/>

School of Medicine

1620 McElderry Street, Suite 427, Baltimore, MD

410-955-1324

<http://www.hopkinsmedicine.org/som/offices/finaid/>

School of Nursing

525 N. Wolfe Street, Student House, Baltimore, MD

410-955-9840

<http://nursing.jhu.edu/admissions/financial-aid/>

Peabody

1 East Mount Vernon Place, Baltimore, MD

667-208-6608

<http://peabody.jhu.edu/audition-apply/financial-aid-scholarships/>

SAIS

Washington: 555 Pennsylvania Ave., N.W.

Washington, D.C. 20036

202-663-5600

Europe: Bologna Center, via Belmeloro, 11, 40126 Bologna, Italy

+39.051.2917.811

Nanjing: Hopkins-Nanjing Center, Nanjing University, 162 Shanghai Road, Nanjing, Jiangsu Province, China 210008, People's Republic of China

+1.800.362.6546

+1.202.663.5800

+86.25.8359.2436

<https://www.sais.jhu.edu/admissions-aid/tuition-and-aid/financial-aid>

JHU Disability Services

Advanced Academic Programs

aapdisability@jh.edu

202-452-1913

<https://advanced.jhu.edu/student-resources/disability-services/>

Engineering for Professionals

ep-disability-svcs@jh.edu

<https://ep.jhu.edu/admissions-aid/financial-aid/>

Bloomberg School of Public Health

615 N. Wolfe Street, Suite E-1002 Baltimore

410-955-6602

jhsph.dss@jh.edu

<http://www.jhsph.edu/offices-and-services/student-affairs/disability-support-services/>

Carey Business School

100 International Drive

Baltimore, MD 21202

410-234-9240

carey.disability@jh.edu

<https://carey.jhu.edu/student-experience/academic-support/disability-support-services>

School of Education

410-516-9734

soe.disabilityservices@jh.edu

<https://education.jhu.edu/student-experience/student-support/>

KSAS and WSE

3400 N Charles Street, Shaffer Hall 101

Baltimore MD 21218

410-516-4720

studentdisabilityservices@jh.edu

<http://studentaffairs.jhu.edu/disabilities>

School of Medicine - M.D. Programs

1600 McElderry St, East Baltimore Campus

410-502-6295

som-sds@jhmi.edu

<https://www.hopkinsmedicine.org/som/education-programs/md-program/our-students/disability-services.html>

School of Medicine – Ph.D. and Graduate Programs

1830 East Monument Street, Suite 2-107

667-209-8058

graddisabilityoffice@jh.edu

<https://www.hopkinsmedicine.org/som/gme/wellness>

School of Nursing

525 N. Wolfe Street, Student House 116

410-955-7549

SON-DSS@exchange.johnshopkins.edu

<http://nursing.jhu.edu/life-at-hopkins/student-resources/disability/index.html>

Peabody

1 East Mount Vernon Place, Baltimore, MD 21202

667-208-6703

<https://sds.jhu.edu/>

SAIS

1740 Massachusetts Avenue, NW, Room 318

Washington, D.C. 20036

202-663-5705

saisdisability@jhmi.edu

<https://sais.jhu.edu/student-experience/wellbeing-and-support>

Center for Talented Youth

McAuley Hall, Ste. 400, Baltimore, MD 21209

410-735-6215

cty-disabilities@jh.edu

<http://cty.jhu.edu/disability/>

Office of Institutional Equity

Director, ADA Compliance and Disability Services

410-516-8075

oie@jh.edu

Other Confidential Resources:

Turnaround (Serves Baltimore City & Baltimore County)

Hotline: 443-279-0379

<http://www.turnaroundinc.org>

HopeWorks (Serves Howard County)

Hotline: 410-997-2272

<https://hopeworksofhc.org>

Victim Assistance & Sexual Assault Program

(Serves Montgomery County)

Hotline: 240-777-4357

www.montgomerycountymd.gov/HHS-Program/BHCS/VASAP/VASAPIndex.html

DC Rape Crisis Center (Serves the Washington DC Metro Area)

Hotline: 202-333-RAPE

www.dcrcc.org

OTHER CONFIDENTIAL RESOURCES:

RAINN (Rape, Abuse, and Incest National Network) <https://rainn.org>

MCASA: Maryland Coalition Against Sexual Assault

(Website provides a complete listing of SAFE Programs & Rape Crisis and Recovery Centers in Maryland)

<http://www.mcasa.org>

Other Confidential Resources:

(continued)

SALI: Sexual Assault Legal Institute

(Provides direct legal services for victims and survivors of sexual assault) <https://mcasa.org/survivors/sali>

National Sexual Assault Hotline

Toll Free: 1-800-656-4673

House of Ruth (Comprehensive services for victims of intimate partner violence)

Hotline: (410) 889-7884

<http://www.hruth.org/>

National Domestic Violence Hotline

Hotline: 1-800-799-7233

<http://www.thehotline.org/>

Maryland Network Against Domestic Violence

301-429-3601

<http://mnadv.org/>

Sexual Assault/Spouse Abuse Resource

Center (SARC)

Hotline: (410) 836-8430

<https://www.sarc-maryland.org/>

OneLove (Information about intimate partner violence)

<http://www.joinonelove.org/>

Loveisrespect (Resource to empower youth to prevent and end dating abuse)

<http://www.loveisrespect.org>

- Prohibiting attendance at group or organizational informal or formal functions overseen by the University;
- Administrative leave for non-student employees;
- Interim Suspension/ Emergency removal as permitted by applicable law;
- Issuing mutual “no contact” orders;
- Assistance connecting with medical and/or mental health services;
- Developing an anti-retaliation plans to address retaliation concerns;
- Change in dining location;
- Access to safety escort services; and/or
- Assistance connecting with a supporter.

Violations of no contact orders and failure to comply with other directives may result in disciplinary action pursuant to the student conduct code or relevant divisional policy for faculty and staff. All reported violations of “no contact” orders and other similar directives will be assessed to determine whether additional misconduct charges are warranted.

Procedures for Disciplinary Action

Both the current and previous policies set forth the University’s commitment to investigate and resolve cases involving sexual misconduct and retaliation promptly, fairly, equitably, impartially, and in compliance with law. Likewise, both policies and their procedures apply to all members of the University community, including, but not limited to, students, trainees, faculty, staff, post-doctoral fellows, and residents, and covers prohibited conduct that: occurs on campus or other University property; occurs in connection with University programs or activities, whether on or off campus, including academic, educational, extracurricular, athletic and other programs and activities; impedes equal access to any University educational program or activity or adversely impacts the education or employment of a member of the University community, regardless of where the conduct occurred or, otherwise threatens the health or safety of one or more students, trainees, faculty members, staff members, post-doctoral fellows, or residents.

Interim measures may include, but are not limited to:

- Moving residences on campus;
- Adjusting work schedules;
- Changing advisors;
- Changing academic schedules;
- Parking and/or transportation accommodations;
- Rescheduling examinations;
- Allowing withdrawal from or re-taking classes without penalty;
- Providing access to tutoring or other academic support;

All individuals who enter JHU campuses or property are prohibited from engaging in any form of sexual or sex-based misconduct as defined by JHU Policy, regardless of their affiliation with the University. When a report of sexual or sex-based misconduct is received, OIE will assess the involved individual(s)' relationship with the University as well as the type, location, and context of the reported conduct to determine whether it should be addressed using the applicable sexual/sex-based misconduct policy or by another University policy/process. Regardless of the process applied, OIE will take reasonable and appropriate supportive and responsive measures to address prohibited conduct under this Policy.

In some instances where the accused party (the "respondent") is not a student, staff member, faculty member, trainee or resident, some or all of the procedures outlined herein may not apply. In other instances, the University may determine that some or all of the procedures outlined herein should be applied to third parties (e.g., visitors; volunteers; vendors and contractors while on University property, participating in a University sponsored activity, or providing or receiving services to or from the University; applicants for admission to or employment with the University; and former affiliates of the University). Regardless, OIE will take reasonable and appropriate supportive and responsive measures to address prohibited conduct under this Policy.

Assessment to Determine the Appropriate Procedures to Apply

When the Title IX Coordinator receives a complaint or report of sexual or sex-based misconduct, the Title IX Coordinator must determine the appropriate policy and procedures for resolution. In some cases, the Title IX Coordinator may need to engage in limited fact-gathering to make this preliminary assessment. If the alleged sexual misconduct occurred between August 14, 2020- July 31, 2024, OIE typically will apply the applicable procedures from the former Sexual Misconduct Policy and Procedures, available at <https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>. In that case, OIE must assess whether the appropriate procedures for resolution are:

(1) Procedures for Title IX Sexual Harassment (<https://oie.jhu.edu/wp-content/uploads/sites/22/Appendix-G-Procedures-for-Title-IX-Sexual-Harassment-effective-April-12-2022-July-31-2024.pdf>), or (2) Procedures for Other Sexual Harassment (<https://oie.jhu.edu/wp-content/uploads/sites/22/Appendix-H-Procedures-for-Other-Sexual-Misconduct-effective-October-1-2022-July-31-2024.pdf>). This assessment involves considering the federally-mandated criteria for Title IX Sexual Harassment grievance procedures:

- Does some or all of the alleged conduct, if found to have occurred as alleged, constitute Title IX Sexual Harassment?
- Did the alleged conduct occur within the United States?
- Did the alleged conduct occur in the University's education program or activity?
- Has the University received a Formal Complaint?
- At the time of filing a Formal Complaint signed by the Complainant, was the complainant participating in or attempting to participate in an education program or activity of the university?

If all of the above questions are answered in the affirmative, the University will apply the Procedures for Title IX Sexual Harassment. However, if one or more of the above questions is answered in the negative, the Title IX Coordinator will apply the Procedures for Other Sexual Misconduct.

If the alleged sexual or sex-based misconduct occurred on or after August 1, 2024, OIE will utilize the Interim Procedures for Sexual and Sex-Based Misconduct (<https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>).

Procedures for Other Sexual Misconduct

This section of the report contains a summary of some of the salient features of the Procedures for Other Sexual Misconduct Policy. To view the full text of the Procedures for Other Sexual Misconduct, please visit <https://oie.jhu.edu/policies-and-laws/sexual-misconduct-policy-and-procedures-smpp/>.

Notice of Rights

Upon filing a report of sexual misconduct that triggers the Procedures for Other Sexual Misconduct, the University will provide the complainant with a written explanation of their rights, options, and responsibilities, and the resources available to assist the complainant within the institution and the larger community, including counseling, health, mental health, international student services, financial aid, and other services. Upon initiating an assessment or investigation of a complaint of sexual assault, stalking, or relationship violence, the University will provide both the complainant and the respondent with a written explanation of their rights, options, and responsibilities, and the resources available to assist both the complainant and respondent within the institution and the larger community, including counseling, mental health, international student services, financial aid, legal services, and other services.

Standard of Evidence

The University will use the preponderance of the evidence standard to determine a respondent's responsibility for alleged Sexual Misconduct Policy violations. A "preponderance of the evidence" means it is more likely than not that a policy violation occurred (or did not occur) based on the evidentiary record.

Time Frames

The University seeks to resolve all sexual misconduct cases as promptly as reasonably possible. OIE is responsible for the investigation of a complaint, which typically takes approximately 30 - 90 days, and results in OIE providing an investigative report to the appropriate decision-maker/panel.

Following OIE's investigation, the decision-maker/panel then determines the outcome, including whether the Policy was violated and, if so, any appropriate sanctions. This post-OIE adjudication process typically takes 30 - 60 days, and additional time may be needed to process an appeal, if applicable. The length of the investigation, adjudication and/or appeal may be impacted by various factors including, but not limited to, the nature and scope of allegation; the number of witnesses; availability of witnesses, parties, party supporters and Hearing Advisors; voluminous documentary evidence; the need for language assistance or accommodation of disabilities; evidence gathering in a concurrent law enforcement investigation; and the academic calendar(e.g., exam periods, breaks).

The Title IX Coordinator (for investigations) and the decision-maker/panel or appeal officer (for adjudication and appeals) may extend the above time frames for good cause with written notice to the complainant and respondent.

The University will provide the complainant and respondent with periodic updates on the status of the case, as well as timely written notice of scheduled meetings, hearings, and interviews in which they are required or permitted to attend.

Investigations

When the Title IX Coordinator receives a complaint or report of sexual misconduct, the Title IX Coordinator determines whether to initiate an investigation. If an investigation is opened, the Title IX Coordinator will coordinate, oversee, or conduct the investigation. During the first phase of its investigation, the investigator(s) will gather facts related to the allegations of sexual misconduct, interview the complainant, respondent, and witnesses, and gather pertinent documents and other evidence identified by either party or that comes to their attention. Parties have the right to submit evidence, witness lists and/or suggest specific questions to be posed to the other party during the investigation. Upon completion of the fact-gathering process, the investigator(s) will prepare an investigative report including the investigator(s)' findings of fact, and a recommended determination as to whether the respondent is responsible for the alleged violation(s) by a preponderance of the evidence. The parties will have a chance to review and comment on the investigation report, prior to its finalization. Once the investigation is complete, the investigative report is transmitted to the appropriate resolution/hearing panel, board or administrator for resolution and administration of sanctions.

Informal Resolution

If the complainant and respondent agree, certain cases may be resolved informally with the approval of the Title IX Coordinator. Cases involving allegations of sexual assault or sexual coercion are not suitable for informal resolution. Informal resolution may also be unavailable if the Title IX Coordinator determines that it is inappropriate based on the facts and circumstances of the particular case. All informal resolutions will be conducted and overseen by the Title IX Coordinator or a designee, and under no circumstances will a complainant be directed to resolve a matter directly

with the respondent. Either the complainant or the respondent may withdraw their agreement to proceed informally at any time. If both parties are satisfied with a proposed informal resolution and the Title IX Coordinator considers the resolution to satisfy the University's obligation to provide a safe and non-discriminatory environment, the resolution will be implemented and the informal resolution process will be concluded. Both parties receive written notice of outcome in a matter resolved informally. If informal resolution efforts are unsuccessful, the Title IX Coordinator will determine if the matter should be formally investigated, referred to a different department or division for informal follow-up, or closed internally with no further action.

Formal Resolution

Except as provided in the Sexual Misconduct Policy and Procedures (effective Aug 14, 2020- July 31, 2024), resolution, sanctions and appeals of sexual misconduct complaints will be governed by the procedures in the University's personnel policies when the respondent is a staff member; and when the respondent is a faculty member, post-doctoral fellow, or resident will be processed by the office of the dean of the appropriate division according to the disciplinary procedures established by that division. The resolution, sanctions and appeals of sexual misconduct cases in which the respondent is a student will be governed by the Sexual Misconduct Policy. Some of the pertinent features of the student respondent resolution process are as follows:

If a matter involving a student respondent is not resolved by informal resolution or a respondent's acceptance of responsibility, the Title IX Coordinator or a designee will convene a resolution panel at the conclusion of an investigation to determine whether the respondent is or is not responsible for violation(s) of the Policy. A panel will have three members drawn from a trained pool of University faculty and administrators and retired judges or other qualified legal professional selected by the Title IX Coordinator or a designee (two University personnel (faculty and/or administrators) and one retired judge/qualified legal professional).

Upon review of the investigative report and any comments submitted by the parties or the Office of Institutional Equity, the panel may (i) determine that the case can be decided without hearing from witnesses or receiving further evidence, (ii) remand the case

for further investigation or clarification of the investigative report, or (iii) convene a hearing. If the panel determines that a case can be decided without hearing from witnesses or receiving further evidence, both the complainant and respondent will nonetheless have the opportunity to make a statement to the resolution panel if they so choose.

The panel will determine respondent's responsibility for alleged Policy violations. If found responsible, the panel will proceed to the sanctioning phase.



Procedural Rights

All procedural rights will be afforded equally to complainants and respondents.

- **Supporters.** The complainant and the respondent may be assisted and advised by one personal supporter (i.e., someone who is not serving as a legal counsel or an advocate) and/or one supporter who serves as a legal counsel, an advocate supervised by an attorney or a trained advocate, throughout the investigative and resolution process (including hearing, sanctioning and appeals). The supporters may accompany the party to any meeting or hearing held pursuant to the Sexual Misconduct Policy. During any such meeting or proceeding, a supporter (whether or not legal counsel) may privately consult the party (except during questioning of a party at a hearing) but may not speak on the party's behalf or otherwise participate, or address or question the investigator, resolution panel, or other parties or witnesses. The supporter may make written submission on the party's behalf. University personnel employed in the office responsible for the disciplinary proceedings described in

these Procedures, along with those in the chain of command above them, personnel employed by the Office of the General Counsel, and others whose participation could create a conflict of interest and/or reasonably call into question the impartiality of the University's process are not eligible to serve as supporters. If there is a question or a concern about a possible supporter, please consult with the Title IX Coordinator.

- **Attorneys for Student Sexual Assault Matters.** Maryland law (Education Article section 11-601) provides that a party (whether the complainant or respondent) who would like to be assisted by legal counsel during an investigation under this Policy is permitted to access counsel paid for by the Maryland Higher Education Commission ("MHEC") if: (1) the party is a current or former student; (2) the party makes or responds to a complaint alleging an incident of sexual assault; (3) the party was enrolled as a student at the University at the time of the alleged incident of sexual assault; and (4) the Title IX Coordinator decides to conduct an investigation into the complaint. Under those circumstances, and assuming funding is available, MHEC is required to pay the reasonable costs and attorney's fees for students who access legal counsel. A student who is authorized to access legal counsel paid for by MHEC may select their counsel from a list of attorneys and legal services programs developed by MHEC. The following MHEC webpage provides more information, including a list of participating attorney: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings--Attorney-List.aspx>. Alternatively, if a student selects and retains an attorney who is not on MHEC's list, MHEC will pay fees to the attorney selected by the student that are equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation.

A student may select and retain legal counsel at any time prior to the conclusion of the investigative and resolution process. Notwithstanding the foregoing, the complainant and/or the respondent may knowingly and voluntarily choose not to have legal counsel. JHU is not responsible for the provision of attorneys through MHEC (or any other source) or the

payment of any attorneys' fees, and cannot guarantee that attorneys or funding for attorney's fees will be available from MHEC.

- The complainant and respondent will each have equal and timely access to and an opportunity to review any information that will be used during informal and formal disciplinary meetings and hearings, consistent with FERPA and to protect other confidential and privileged information.
- The complainant and respondent will have timely notice for meetings at which they may be present.

Training for Officials Conducting Investigations and Hearings

All officials conducting sexual misconduct investigations and hearings shall, at a minimum, receive annual training on issues related to sexual misconduct, sexual assault, dating violence, domestic violence and stalking, and on how to conduct an investigation and hearing that promote safety and accountability and affords equal procedural rights to complainants and respondents. In addition, investigators and the Director of Case Management receive topic-specific trainings throughout the year.

Conflict of Interest Policy

All persons participating in the investigation or resolution (including hearing, sanctioning and appeals) of sexual misconduct cases should disclose any potential or actual conflict of interest to the Title IX Coordinator. The Title IX Coordinator is responsible for sharing relevant information with the complainant and respondent. If either party believes that any person involved in the process has a conflict of interest, they may make a request to the Title IX Coordinator that the individual not participate. Any such request should include a description of the alleged conflict. If the Title IX Coordinator determines that a disabling conflict of interest exists, the Title IX Coordinator will take steps to address the conflict in order to ensure an impartial process. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or the respondent.

Sanctions and Protective Measures

In cases of sexual misconduct, the University will impose sanctions that are fair and appropriate, consistent with the University's handling of similar cases, adequate to protect the safety of the campus community, and reflective of the seriousness of the misconduct at issue. The University may impose any one or more of the following sanctions on a respondent found responsible for sexual misconduct, or other such appropriate sanction as the circumstances may dictate:

- Reprimand/warning;
- Changing the respondent's academic schedule or employment schedule;
- Disciplinary probation;
- Revocation of honors or awards;
- Loss of privileges;
- Alcohol and/or drug assessment or counseling;
- Imposition of conditions of employment;
- Restricting access to University facilities or activities, including student activities and campus organizations;
- Mandatory training;
- Service hours
- Issuing a "no contact" order to the respondent or requiring that an existing order remain in place;
- Moving the respondent's residence;
- Dismissal, termination or restriction from University employment;
- Making a former University employee or student (including those expelled or terminated pursuant to these sanctions) ineligible for hire or rehire by the University;
- Removal from student housing;
- Demotion or other removal from a management, supervisory or leadership role(s);
- A full or partial ban from campus (either limited time or indefinite);
- Transcript notations;
- Deferred suspension
- Restriction from University sponsored or affiliated events;
- Pay reduction
- Loss of raise;
- Loss of supervision or oversight duties;

- Referral for further sanctioning pursuant to applicable policies and/or procedures;
- Employment record notations, including an ineligibility for rehire notation;
- Suspension;
- Expulsion; and
- Revocation of degree.

The University may implement additional measures that are designed to prevent the recurrence of sexual misconduct or respond to the effects of the sexual misconduct on the University community that include, but are not limited to: increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred; additional training and/or educational materials for students or groups; and campus climate surveys.



The University may also implement additional measures to remedy the effects of the sexual misconduct on the complainant. These measures may include but are not limited to: providing an escort for passage between classes and activities; ensuring the complainant and respondent do not share classes or extracurricular activities; moving the respondent or complainant (if the complainant requests to be moved) to a different residence hall; providing victim focused services including medical, counseling and academic support services, such as tutoring; and arranging for the complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty.



Notice of Outcomes

In cases of sexual misconduct, both the complainant and the respondent will be notified of the outcome (result) of the complaint in writing simultaneously. In all such cases, this notice will include (a) whether it was found that the alleged misconduct occurred, (b) any sanctions imposed on the respondent that directly relate to the complainant, and (c) any steps taken to eliminate a hostile environment and prevent recurrence. The complainant should also be notified of (d) any individual remedies offered or provided to the complainant, and the respondent should be notified of (e) any remaining sanctions imposed on the respondent. Additionally, in cases alleging a sexual assault, relationship violence, or stalking, the complainant and respondent will be notified of all sanctions imposed against the respondent, along with rationale for the result and sanctions.

In all cases, the notice will also include information on the procedures, if any, for the complainant and respondent to appeal the results of the disciplinary proceeding. Subsequent simultaneous written notice will be provided to the complainant and respondent if there is any change to the results that occurs prior to the time that such results become final, when such results become final, and the outcome of an appeal, if any.

Appeals

In student respondent cases, both parties have the right to appeal the resolution panel's finding of responsibility and/or imposition of sanction(s) on limited grounds,

within the applicable time frame and in writing, to the Vice Provost for Student Affairs or a designee, who will decide all appeals. In faculty and staff respondent cases, that involve a student complainant, the parties may appeal a determination or sanction. In faculty and staff respondent cases that do not involve a student, if divisional or unit procedures allow an appeal with respect to procedural errors, findings or sanctions, such right to appeal shall be available equally to the complainant and respondent.

Procedures for Title IX Sexual Harassment

This section of the report contains a summary of some of the salient features of the Procedures for Title IX Sexual Harassment. To view the full text of the Procedures for Title IX Sexual Harassment, please <https://oie.jhu.edu/wp-content/uploads/sites/22/Appendix-G-Procedures-for-Title-IX-Sexual-Harassment-effective-April-12-2022-July-31-2024.pdf>

Notice of Rights & Notice of Allegations

Upon receiving a report of sexual misconduct that triggers the Procedures for Title IX Sexual Harassment, the University will provide the complainant with a written explanation of their rights, options, and responsibilities and the resources available to assist the complainant, including notifying the complainant of the Sexual Misconduct Policy and Procedures. The Title IX Coordinator or designee will promptly contact the complainant to discuss the availability of interim supportive measures (regardless of whether a Formal Complaint is filed), the complainant's wishes with respect to supportive measures, and the process for filing a Formal Complaint.

Following receipt of a Formal Complaint, OIE simultaneously will provide written notice to each known party (Complainant(s) and Respondent(s)) that will include the following:

- Notice of the Procedures for Title IX Sexual Harassment, including the informal resolution process and a range of possible sanctions associated with the allegations;
- Notice of the allegations of Title IX Sexual Harassment, including: the identities of the parties involved in the incident, if known; the conduct alleged to constitute Title IX Sexual Harassment; the date, time, and location of the alleged incident(s), if known;

- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of any investigation and adjudication process;
- Information regarding the parties' right to a supporter of choice (including an attorney or advocate) and a hearing advisor in the event of a live hearing; and
- A statement describing applicable prohibitions against knowingly making false statements or submitting false information during any investigation, adjudication, or informal resolution process.

The Title IX Coordinator or a designee reserves the right to amend or supplement the Notice of Allegations at any time and will notify the parties in writing of any changes. Along with the Notice of Allegations, the Title IX Coordinator or a designee also will provide the Complainant and Respondent, respectively, a written explanation of their rights, options, and responsibilities under these Procedures, including the availability of interim supportive measures and support resources, information regarding other civil and criminal options, and legal services organizations and referral services available to the party.

Standard of Evidence

The University will use the preponderance of the evidence standard to determine a respondent's responsibility for alleged Sexual Misconduct Policy violations. A "preponderance of the evidence" means it is more likely than not that a policy violation occurred (or did not occur) based on the evidentiary record.

Discretionary and Mandatory Dismissal of a Formal Complaint

The Title IX Coordinator has discretion to dismiss a Formal Complaint of Title IX Sexual Harassment or any allegations within such a Formal Complaint where: (1) The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations within it; (2) The Respondent is no longer enrolled at the University or is no longer employed by the University; or (3) Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

If any of these circumstances is present, the Title IX Coordinator will make a fact-specific determination whether to dismiss the Formal Complaint, considering all relevant circumstances, including the safety and security of the University community. In the event of a discretionary dismissal, both parties will be notified simultaneously and will have the right to appeal the dismissal.

Even if a preliminary determination is made that alleged misconduct in a Formal Complaint triggers the Procedures for Title IX Sexual Harassment, as described in Section IX of the Sexual Misconduct Policy, throughout the investigation and adjudication process it may become apparent that some or all of the alleged misconduct does not meet the requirements of Title IX Sexual Harassment. In that case, the University must dismiss the Formal Complaint (or the allegations within the Formal Complaint that do not meet the Title IX Sexual Harassment requirements), but it retains the discretion to address the alleged misconduct as Other Sexual Misconduct under the Sexual Misconduct Policy or under other policies, including the Student Conduct Code.

Time Frames

The University seeks to resolve all sexual misconduct cases as promptly as reasonably possible. OIE is responsible for the investigation of a complaint, which typically takes approximately 30 - 90 days, and results in OIE providing an investigative report to the appropriate determination panel.

Following OIE's investigation, the determination panel then determines the outcome via a live hearing with cross examination, including determining whether the Policy was violated and, if so, any appropriate sanctions. This post-OIE adjudication process typically takes 30 - 60 days, but can be impacted by the factors described below.

The length of the investigation, adjudication and/or appeal may be impacted by various factors including, but not limited to, the nature and scope of allegations; the number of witnesses; availability of witnesses, parties, party supporters and Hearing Advisors; voluminous documentary evidence; the need for language assistance or accommodation of disabilities; evidence gathering in a concurrent law enforcement investigation; and the academic calendar (e.g., exam periods, breaks).

The Title IX Coordinator (for investigations) and the decision-maker/ panel or appeal officer (for adjudication and appeals) may extend the above time frames for good cause with written notice to the complainant and respondents. Good cause includes, but is not limited to, the factors listed in the above paragraph.

The University will provide the complainant and respondent with periodic updates on the status of the case, as well as timely written notice of scheduled meetings, hearings, and interviews in which they are required or permitted to attend.

Informal Resolution of a Formal Complaint

At any time prior to reaching a determination regarding a Formal Complaint of Title IX Sexual Harassment, the Title IX Coordinator or designee may facilitate an informal resolution process (such as mediation) that does not involve a full investigation and adjudication, if the following circumstances are met: (1) The parties each receive a written notice disclosing the allegations and the requirements of the informal resolution process; (2) The parties each provide voluntary, written consent to participating in the informal resolution process; and (3) The Formal Complaint does not allege that a University employee engaged in Title IX Sexual Harassment of a student. If the parties agree to engage in the informal resolution of the Formal Complaint. If either party decides to withdraw, the investigation and adjudication process for the Formal Complaint will resume.

If, through the informal resolution process, the parties agree to a resolution of the Formal Complaint, the party's agreement will be confirmed in writing, the Formal Complaint will be closed, and the parties may no longer resume the investigation and adjudication process on the same allegations. However, an Informal Resolution does not prevent either party from reporting new allegations that were not part of a Formal Complaint that was informally resolved.

Investigation

Fact Gathering. When the Title IX Coordinator receives a complaint or report of sexual misconduct, the Title IX Coordinator determines whether to initiate an investigation. If an investigation is opened, the Title IX Coordinator will coordinate, oversee, or conduct the investigation. During the first phase of its investig-

-ation, the investigator(s) will gather facts related to the allegations of sexual misconduct, interview the complainant, respondent, and witnesses, and gather pertinent documents and other evidence identified by either party or that comes to their attention. Parties have the right to submit evidence (both inculpatory and exculpatory), present witnesses (including fact and expert witnesses), and/or suggest specific questions to be posed to the other party during the investigation. The burden of proof and of gathering evidence sufficient to reach a determination regarding responsibility rests on the University and not on the parties.

Evidence File Review. Prior to the completion of the Investigative Report, OIE will provide each party and their supporter(s) (if applicable) with electronic access to review and inspect the evidence file, which includes any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint. The parties will have 10 calendar days to submit a written response to OIE, if they choose, which will become part of the evidence file unless the response is not directly related to the allegations raised in the Formal Complaint. If either or both parties submit a response to the evidence file, the assigned investigator(s) will consider the response(s) prior to completing the Investigative Report.

Investigative Report. Upon completion of the fact-gathering process and with consideration of any response to the evidence file review, the investigator(s) will consider all relevant evidence and prepare a report that fairly summarizes relevant evidence. The report will include the investigator's recommended findings of fact, an assessment of credibility of the information provided, and a recommended determination as to whether the Respondent is responsible for the alleged violation(s) by a preponderance of the evidence. At least 10 days prior to the hearing, the Complainant and Respondent will be notified in writing of their right to review the investigative report and submit written comments to the determination panel. If either party chooses to submit written comments to the determination panel, these comments will be provided in full to the other party along with OIE's final investigative report.

Once the Title IX Coordinator or investigator determines that an investigation is complete, the Title IX Coordinator or investigator will transmit the investigative report and the evidence file to the appropriate determination panel.

Live Hearing

Unless a Formal Complaint is dismissed or resolved via the informal resolution process, the University will provide for a live hearing presided over by a trained determination panel. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses and other participants may appear at the live hearing virtually, with technology enabling participants to simultaneously see and hear each other.

Cross Examination by Hearing Advisor. All parties must have a Hearing Advisor present at the live hearing, and no other supporter(s) may attend the hearing. If a party does not have a Hearing Advisor present at the live hearing, the University will provide a Hearing Advisor to the party without fee or charge to conduct cross-examination on behalf of the party during the live hearing. The determination panel will permit each party's Hearing Advisor of choice to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Parties are not permitted to directly question the other party(ies) or witnesses at the hearing. All questioning must be via the Hearing Advisor. The determination panel cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Determination Regarding Responsibility

The determination panel will issue a written determination regarding responsibility simultaneously to both parties which will include: (1) Identification of the allegations of Title IX Sexual Harassment; (2) A description of the procedural steps taken; (3) Findings of fact supporting the determinations; (4) Conclusions regarding the application of the Sexual Misconduct Policy to the facts; (5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether the University will provide to the complainant remedies designed to restore or preserve equal access to its education programs and/or activities; and (6) Information about procedures and permissible bases for the complainant and respondent to appeal.

Sanctions and Protective Measures

The determination panel will impose sanctions that are fair and appropriate, consistent with the University's handling of similar cases, adequate to protect the safety of the campus community, and reflective of the seriousness of the misconduct at issue. The determination panel may impose any one or more of the following sanctions on a Respondent found responsible for sexual misconduct, or other such appropriate sanction as the circumstances may dictate:

- Reprimand/ warning;
- Changing the Respondent's academic or employment schedule;
- Disciplinary probation;
- Revocation of honors or awards;
- Loss of privileges;
- Imposition of conditions of employment;
- Restricting access to University facilities or activities, including student activities and campus organizations;

- Mandatory training;
- Service hours;
- Alcohol and/or drug assessment or counseling;
- Issuing a "no contact" order to the Respondent or requiring that an existing order remain in place;
- Moving the Respondent's residence on-campus;
- Dismissal, termination or restriction from University employment;
- Making a former University employee or student (including those expelled or terminated pursuant to these sanctions) ineligible for hire or rehire by the University;
- Removal from student housing;
- Demotion or other removal from a management, supervisory or leadership role(s);
- A full or partial ban from campus (either limited time or indefinite);
- Transcript notations;
- Deferred suspension;
- Restriction from University sponsored or affiliated events;
- Pay reduction;
- Loss of raise;
- Loss of supervision or oversight duties;
- Referral for further sanctioning pursuant to applicable policies and/or procedures;
- Employment record notations, including an ineligibility for rehire notation;
- Suspension;
- Expulsion; and
- Revocation of degree.

Where the Respondent is a faculty member, the only available sanction for a policy violation(s) will be referred for further sanctioning pursuant to applicable policies and/or procedures. Should this sanction be imposed, both parties will be informed of subsequent processes and sanctions issued as appropriate and required by law. The University may implement additional measures that are designed to prevent the recurrence of sexual misconduct or respond to the effects of the sexual misconduct on the University

community that include, but are not limited to: increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred; additional training and/or educational materials for students or groups; and campus climate surveys.

The University may also implement additional measures to remedy the effects of the sexual misconduct on the complainant. These measures may include but are not limited to: providing an escort for passage between classes and activities; ensuring the complainant and respondent do not share classes or extracurricular activities; moving the respondent or complainant (if the complainant requests to be moved to a different residence hall; providing victim focused services including medical, counseling and academic support services, such as tutoring; and arranging for the complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty.

Procedural Rights

All procedural rights will be afforded equally to complainants and respondents. The complainant and respondent will each have equal and timely access to and an opportunity to review any information that will be used during informal and formal disciplinary meetings and hearings, consistent with FERPA and to protect other confidential and privileged information. The complainant and respondent will have timely notice for meetings at which they may be present.

Supporters. If they choose, the complainant and the respondent each identify one or two supporter(s) to assist and advise them throughout the investigative and resolution process (including hearing, sanctioning, and appeals. If a party chooses to have two supporters, only one can be a personal supporters (i.e., someone who is not serving as legal counsel or advocate, for example, a friend, parent, or legal guardian and only one may be an attorney, an advocate supervised by an attorney, or a trained advocate. The supporter(s) may physically or virtually accompany the party to and attend any meeting, interview or hearing held pursuant to this Policy, *except* where noted below for Title IX Sexual Harass-

-ment hearings. During any such meeting or proceeding, a supporter (whether or not legal counsel) may privately consult the party (except during questioning of a party at a hearing) but may not speak on the party's behalf or otherwise participate, or address or question the investigator, resolution panel, or other parties or witnesses. The supporter may make written submission on the party's behalf. University personnel employed in the office responsible for the disciplinary proceedings described in these Procedures, along with those in the chain of command above them, personnel employed by the Office of the General Counsel, and others whose participation could create a conflict of interest and/or reasonably call into question the impartiality of the University's process are not eligible to serve as supporters. If there is a question or concern about a possible supporter, please consult with the Title IX Coordinator.

Hearing Advisors. In the Title IX Sexual Harassment investigations, both the complainant and respondent are entitled to and required to have a Hearing Advisor in the event of a live hearing. If a party does not identify their own Hearing Advisor, the University will provide a Hearing Advisor to the party without fee or charge in the event of a live hearing. The Hearing Advisor may be, but is not required to be, an attorney. The Hearing Advisor also may be, but is not required to be, an individual whom a party has selected as a personal or legal supporter.

Attorneys for Student Sexual Assault Matters. Maryland law (Education Article section 11-601) provides that a party (whether the complainant or respondent) who would like to be assisted by legal counsel during an investigation under this Policy is permitted to access counsel paid for by the Maryland Higher Education Commission ("MHEC") if: (1) the party is current or former student; (2) the party makes or responds to a complaint alleging an incident of sexual assault; (3) the party was enrolled as a student at the University at the time of the alleged incident of sexual assault; and (4) the Title IX Coordinator decides to conduct an investigation into the complaint. Under those

engage circumstances, and assuming funding is available, MHEC is required to pay the reasonable costs and attorney's fees for students who access legal counsel. A student who is authorized to access legal counsel paid for by MHEC may select their counsel from a list of attorneys and legal services programs developed by MHEC. The following MHEC webpage provides more information, including a list of participating attorney: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>. Alternatively, if a student selects and retains an attorney who is not on MHEC's list, MHEC will pay fees to the attorney selected by the student that are equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation. A student may select and retain legal counsel at any time prior to the conclusion of the investigative and resolution process. Notwithstanding the foregoing, the complainant and/or the respondent may knowingly and voluntarily choose not to have legal counsel. JHU is not responsible for the provision of attorneys or funding for attorney's fees will be available from MHEC.

Training for Officials Conducting Investigations and Hearings

The Title IX Coordinator, investigator(s), members of the determination panel, Appeal Officials, and any person who facilitates an informal resolution process will, at a minimum, receive all required and applicable training on issues including, but not limited to, definitions of and related to sexual misconduct, how to conduct an investigation and grievance process, determinations of relevance, how to facilitate informal resolutions, and how to identify conflicts of interest and bias.

Conflict of Interest

All persons participating in the investigation or resolution (including informal resolution, hearing, sanctioning and appeals) of sexual misconduct cases may not have a conflict of interest or bias for or against complainants or respondents generally or for or against an individual complainant or respondent.

-ent. This includes the Title IX Coordinator, investigator(s), members of the determination panel, Appeal Official, and any person who facilitates an informal resolution process. All such individuals should disclose any potential or actual conflict of interest to the Title IX Coordinator. The Title IX Coordinator is responsible for sharing relevant information with the complainant and respondent. If either party believes that any person involved in the process has a conflict of interest, they may make a request to the Title IX Coordinator that the individual not participate. Any such request should include a description of the alleged conflict. If the Title IX Coordinator determines that a disabling conflict of interest exists, the Title IX Coordinator will take steps to address the conflict in order to ensure an impartial process.

Appeals

Both parties have the right to appeal the determination panel's determination regarding responsibility and the dismissal of a Formal Complaint or any allegations therein on limited bases. The appeal process does not involve another hearing or any meetings with the Complaint, Respondent, supporters or Hearing Advisors. If the Appeal Officer concludes that a change in the determination of responsibility or sanctioning determination is warranted, they may (1) enter a revised written determination; (2) remand the matter to the determination panel to reconsider a determination or sanction; or (3) remand the matter for further investigation by the investigator(s). The Appeal Officer will simultaneously send the written appeal determination, including a description of the result of the appeal and the rationale for the result, to the Complainant and Respondent, with a copy to the Title IX Coordinator. No further appeals are permitted.

Interim Procedures for Sexual and Sex-Based Conduct (effective August 1, 2024- present)

This section of the report contains a summary of some of the salient features of the Interim Procedures for Sexual and Sex-Based Conduct, which are located at pages and available online at <https://oie.jhu.edu/wp-content/uploads/sites/22/Appendix-G-Interim-Procedures-for-Sexual-and-Sex-Based-Misconduct-effective-August-1-2024-Present.pdf>.

Standard of Evidence

JHU will use the preponderance of the evidence standard to determine a respondent's responsibility for alleged violations of the SMPP. A "preponderance of the evidence" means it is more likely than not that a policy violation occurred based on the evidentiary record.

Launching an Investigation

When the Title IX Coordinator receives a Complaint of sexual or sex-based misconduct, the Title IX Coordinator or designee may engage in limited fact gathering to determine next steps, including initiating an investigation or informal resolution, referring the matter to another office or department or dismissing a complaint. If the Complaint is dismissed in whole or part, the Title IX Coordinator will notify the party(ies) of applicable appeal rights. If the Complaint is not dismissed, the Title IX Coordinator may initiate an investigation into the allegations Complaint, and provide notice to the parties of the allegations under investigation.

Fact Gathering

During the first phase of its investigation, the University will gather facts related to the allegations of sexual or sex-based misconduct. The Title IX Coordinator will designate one or more trained internal or external investigators to interview the complainant, respondent, and witnesses. The Title IX Coordinator may serve as an investigator. Investigators will gather pertinent documents and other evidence identified by either party or that comes to their attention. The burden of proof and of gathering evidence sufficient to reach a determination regarding responsibility rests on the

University and not on the parties. Parties have the right to submit evidence, present witnesses, and/or suggest specific questions to be posed to the other party during the investigation.

Upon completion of the fact-gathering process, the investigator(s) will consider and prepare a report that fairly summarizes the relevant and not otherwise impermissible evidence. The report will include a recommendation as to whether the respondent is responsible for the alleged violation(s) by a preponderance of the evidence. The investigator will also prepare an electronic Evidence File that includes all relevant and not otherwise impermissible evidence.

Review of the Investigative Report and Evidence File

The complainant and respondent will be notified in writing of their right to review the investigative report and Evidence File and submit written comments to OIE. OIE will review these comments and determine whether any edits, clarifications or additional actions are needed prior to finalizing the investigative report and Evidence File. If OIE makes substantive changes to the report, OIE will notify each party of these changes when providing the final investigative report. Any comments submitted by either party will be provided in full to the other party. Once OIE determines that an investigation is complete, OIE will transmit the investigative report and the Evidence File to the appropriate decision-maker.

Informal Resolution

At any time prior to reaching a determination regarding a Complaint of sexual or sex-based misconduct the Title IX Coordinator or designee may facilitate an informal resolution process that does not involve a full investigation and adjudication. If the parties both agree to participate in informal resolution, they each will receive a written notice disclosing the allegations and the requirements of the informal resolution process. Either party may withdraw from that process at any time prior to agreeing to a resolution of the Complaint. If either party decides to withdraw, the investigation and adjudication process for the

Complaint will resume.

Cases involving allegations of sexual assault or sexual coercion are not suitable for informal resolution. Informal resolution may also be unavailable if the Title IX Coordinator determines that it is inappropriate based on the facts and circumstances of the particular case.



Adjudication and Credibility Assessment

Unless a Complaint is dismissed or resolved via the informal resolution process, the University will move to the adjudication phase of the process.

After reviewing the final investigative report and any party comments, the decision-maker(s) determines whether credibility is in dispute and is relevant to evaluating one or more allegations of sex discrimination or sex-based harassment. If so, the decision-maker(s) has the opportunity to question parties and witnesses to aid in evaluating allegations and assessing credibility. This credibility assessment process differs depending upon whether one or more of the parties is a student and on the nature of the claims, as explained further below.

- When none of the parties is a student within the meaning of this policy, the decision-maker(s) will conduct credibility assessments via live

interviews with those party(ies) and/or witness(es) who may provide insight on relevant credibility questions or issues.

- When at least one of the parties is a student within the meaning of this policy, but the claims at issue do not involve allegations of sexual or sex-based harassment, the decision-maker(s) will conduct credibility assessments via live interviews with those party(ies) and/or witness(es) who may provide insight on relevant credibility questions or issues.
- When one or more of the parties is a student within the meaning of this policy, and the claims at issue involve allegations of sexual or sex-based harassment, the decision-maker(s) will conduct a live hearing, which will be recorded or transcribed. Hearings typically will be conducted virtually, with technology enabling participants to simultaneously see and hear each other. In advance of the hearing, each party will have the opportunity to propose questions for the decision-makers to ask of the other party(ies) and witnesses during the hearing, and the decision-makers will determine whether each question is relevant and permissible. During the hearing, a party can propose follow-up questions for the decision-maker(s) to ask of the other party(ies) and witnesses, and the determine whether each question is relevant and permissible.

Regardless of whether a party is questioned for purposes of credibility assessment, and regardless of whether there is a hearing, each party will have the opportunity to make a statement to the decision-maker(s) prior to the decision-maker making a determination of responsibility. If a party chooses to make such a statement, it can be made live (in-person or virtually), via recording, or in writing and their statement will be made available to the other party(ies) for review.

Determination Regarding Responsibility.

The decision-maker(s) will issue a written determination regarding responsibility applying the preponderance of the evidence standard. The written determination will be issued simultaneously to both parties.

Appeals

Both parties have the right to appeal the decision-maker's determination regarding responsibility on certain bases set forth in the procedures. A party has seven (7) calendar days from receipt of the determination to appeal. Any appeal must be filed in writing with the Title IX Coordinator, who will forward the written appeal to the appropriate Appeal Officer.

Definitions of Sexual Misconduct/Consent in State of Maryland and District of Columbia

Note, definitions of sexual assault, domestic violence, dating violence and stalking under the Clery Act, as amended by the Violence Against Women Act (VAWA), are available on pages 108-109 of this Report.

STATE OF MARYLAND

Consent

Maryland does not have a separate criminal statute for "consent." The definition of "consent" under the Sexual Misconduct Policy may be viewed at <http://oie.jhu.edu/wp-content/uploads/sites/22/Interim-Sexual-and-Sex-Based-Misconduct-Policy-and-Procedures-effective-August-1-2024-Present.pdf/>.

Sexual Assault

Sexual assault means rape or a sexual offense in any degree that is specified in §3-303 through 3-312, § 3-314, or §3-315 of the Maryland Code, Criminal Law Article.

In summary, rape and sexual offenses in the first, second, and third degrees are as follows (other degrees are not summarized here; please visit the Maryland Code, Criminal Article, § 3-303 through 3-312, § 3-314, or §3-315 to review these (<http://mgaleg.maryland.gov/webmga/frmStatutes.aspx?pid=statpag&tabsubject5>): *Rape and Sexual Offense and Attempted Rape and Sexual Offense in the First Degree*

A person may not engage in or attempt vaginal intercourse or a sexual act with another by force, or the threat of force, without the consent of the other; and

- employ or display a dangerous weapon, or a physical object that the victim reasonably believes is a dangerous weapon
- suffocate, strangle, disfigure, or inflict serious physical injury on the victim or another in the course of committing the crime;
- threaten, or places the victim in fear, that the victim, or an individual known to the victim, imminently will be subject to death, suffocation, strangulation,

disfigurement, serious physical injury, or kidnapping;

- commit the crime while aided and abetted by another; or
- commit the crime in connection with a burglary in the first, second, or third degree.

the ability of that other person to appraise or control his or her conduct.

Second Degree Sexual Abuse

A person may not engage in or cause another person to engage in or submit to a sexual act in the following manner:

- By threatening or placing that other person in reasonable fear (other than by threatening or placing that other person in reasonable fear that any person will be subjected to death, bodily injury, or kidnapping); or
- Where the person knows or has reason to know that the other person is:
 - Incapable of appraising the nature of the conduct;
 - Incapable of declining participation in that sexual act; or
 - Incapable of communicating unwillingness to engage in that sexual act.

A “sexual act” means:

- The penetration, however slight, of the anus or vulva of another by a penis;
- Contact between the mouth and the penis, the mouth and the vulva, or the mouth and the anus; or
- The penetration, however slight, of the anus or vulva by a hand or finger or by any object, with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.
- The emission of semen is not required for the purposes of above.

Dating Violence

The District of Columbia does not define “dating violence” separately, but includes it in the offense of domestic violence.

Domestic Violence

The term “domestic violence” can be defined as a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner, dating partner, or family member. The term includes physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This consists of any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure or wound someone.

The term “domestic violence” is also defined as intrafamily, intimate partner violence or interpersonal violence.

The term “intrafamily violence” means an act punishable as a criminal offense that is committed or threatened to be committed by an offender upon a person to whom the offender is related by blood, adoption, legal custody, marriage, or domestic partnership, or with whom the offender has a child in common.

The term “intimate partner violence” means an act punishable as a criminal offense that is committed or threatened to be committed by an offender upon a person: to whom the offender is or was married; with whom the offender is or was in a domestic partnership; or with whom the offender is or was in a romantic, dating, or sexual relationship.

The term “interpersonal violence” means an act punishable as a criminal offense that is committed or threatened to be committed by an offender upon a person: with whom the offender shares or has shared a mutual residence; or who is or was married to, in a domestic partnership with, divorced or separated from, or in a romantic, dating, or sexual relationship with another person who is or was married to, in a domestic partnership with, divorced or separated from, or in a romantic, dating, or sexual relationship with the offender.

Stalking

The term “stalking” is a purposeful engagement in a course of conduct directed at a specific individual with the intent to cause that individual (or where the person knows that it would reasonably cause the individual or

should have known would cause a reasonable person in the individual's circumstances) to: fear for his or her safety or the safety of another person; feel seriously alarmed, disturbed, or frightened; or suffer emotional distress.



FEDERAL DEFINITIONS

Sexual Assault

The term "sexual assault" is an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Rape

The term "rape" is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling

The term "fondling" is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest

The term "incest" is defined as sexual intercourse between persons who are related to each other within

the degrees wherein marriage is prohibited by law.

Statutory Rape

The term "statutory rape" is defined as sexual intercourse with a person who is under the statutory age of consent.

The University's former policy, the Sexual Misconduct Policy and Procedure, which applies to reports of sexual misconduct alleged to have occurred between August 14, 2020 and July 31, 2024 provides the following definitions:

Sexual Misconduct: The term "sexual misconduct" refers to both "Title IX Sexual Harassment" and "Other Sexual Misconduct".

Title IX Sexual Harassment: The term "Title IX Sexual Harassment" means conduct on the basis of sex that satisfies one or more of the following:

- An employee conditioning educational benefits on participation in unwelcome sexual conduct (quid pro quo)
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies equal access to the educational institution's education program or activity; and/or
- Sexual Assault, Dating Violence, Domestic Violence or Title IX Stalking.

Other Sexual Misconduct: The term "Other Sexual Misconduct" includes all sexual misconduct that is not considered "Title IX Sexual Harassment." This includes non-Title IX sexual harassment, non-Title IX gender-based harassment, and non-Title IX stalking. It also includes sexual assault, stalking, dating violence, and domestic violence that does meet all of the jurisdictional requirements to be considered under the Procedures for Title IX Sexual Harassment," for example if the conduct occurred outside of the United States.



Non-Title IX Sexual Harassment: The term "non-Title IX sexual harassment" whether between people of different sexes or the same sex, includes, but is not limited to, conduct that does not meet the definition of Title IX Sexual Harassment but otherwise constitutes unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, electronic or physical conduct of a sexual nature when:

- The respondent is a non-employee and submission to such conduct is implicitly or explicitly a term or condition of an individual's participation in an educational program or activity;
- The respondent is a non-employee and submission to or rejection of such conduct by an individual is used as the basis for academic decisions, evaluation or advancement; or
- Such conduct creates a non-Title IX hostile environment ("non-Title IX hostile environment").

Examples of such conduct that may, depending on the facts and circumstances, constitute non-Title IX sexual harassment include, but are not limited to: making comments about someone's appearance in a sexually suggestive way; staring at someone or making obscene gestures or noises; repeatedly asking someone on a date; "flashing" or exposing body parts; sexual coercion; intentional sexual in nature touching that does not meet the definition of Title IX Sexual Harassment; disrobing, spreading sexual rumors; rating peers or colleagues with respect to sexual performance; non-consensual observation, photographing, or recording of sexual activity or nudity; non-consensual distribution or dissemination of photographs or recordings of sexual activity or nudity, including distribution or dissemination of photographs or recordings that were made consensually; allowing a third party to observe a sexual activity without the consent of all parties; and prostituting or trafficking another person. In evaluating allegations of sexual harassment, the University considers all relevant evidence, weighs a variety of factors, and evaluates the conduct at issue from both a subjective and objective perspective. These conduct examples may constitute Title IX Sexual Harassment if they are accompanied by additional facts and circumstances that bring them within the definition of the Title IX (e.g., the conduct occurred within the University's education program or activity and other criteria described in Section IX are satisfied.)

Sexual Assault: The term "sexual assault" includes the following actual or attempted acts;

- Rape (except Statutory Rape): The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Sodomy:** Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Sexual Assault with An Object:** To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. This includes digital penetration.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Consent: Sexual activity of any kind requires "consent," which consists of the following:

- Consent means clear and voluntary agreement between participants to engage in the specific act.
- Consent requires a clear "yes" verbal or otherwise; it cannot be inferred from the absence of a "no."
- Consent cannot be obtained from someone who is unconscious, asleep, physically helpless, or incapacitated (including, but not limited to, mentally incapacitated). A person is incapacitated when they are unable to make a rational decision because the person lacks the ability to understand their decision. A person who is incapacitated is unable to consent to the sexual activity. A person can become incapacitated as a result of physical or

mental disability, involuntary physical constraint, being asleep or unconscious, or consumption of alcohol or other drugs. A person can consume alcohol and/or drugs without becoming incapacitated. A person who engages in sexual activity with someone that person knows or reasonably should know is incapacitated does not have consent and will be found responsible for a Policy violation.

- Consent cannot be obtained by pressure, threats, coercion or force of any kind, whether mental or physical. Consent means actually agreeing to the specific sexual activity, rather than merely submitting as a result of pressure, threats, coercion or force of any kind, whether mental or physical.
- Consent cannot be obtained from an individual who is under the legal age of consent.
- Consent must be ongoing throughout a sexual encounter and can be revoked at any time.
- Consent to some sexual acts does not necessarily imply consent to others.
- Past consent does not mean ongoing or future consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.



Relationship Violence: The term "relationship violence" means dating violence and domestic violence.

Dating Violence: The term "dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, but excludes acts covered under domestic violence. Dating violence is covered by the Policy whether or not it involves sexual conduct.

Domestic Violence: The term "domestic violence" means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies. Domestic violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Domestic violence is covered by the Policy whether or not it involves sexual conduct.

Non-Title IX Sex-Based Harassment: The term "non-Title IX sex-based harassment," whether between people of different sexes, or the same sex, includes, but is not limited to, conduct that does not meet the definition of Title IX Sexual Harassment but otherwise constitutes unwelcome conduct based on sex (including, gender, sexual orientation, and gender identity/expression) that creates a non-Title IX hostile environment. Non-Title IX Gender-Based Harassment does not include unwelcome conduct of a sexual nature, which is considered non-Title IX Sexual Harassment.

Sex-Based Stalking: The term "sex-based stalking" means, on the basis of sex, engaging, in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Acts which solely create an annoyance or inconvenience are generally insufficient to meet this standard. For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with another person, or interferes with that person's property. Sex-Based Stalking was formerly referred to in this policy as "Title IX Stalking."

Non-Sex-Based Stalking: The term "non-sex-based stalking" means conduct that is not sex-based but still constitutes engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Acts which solely an annoyance or inconvenience are generally insufficient to meet this standard. For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates with another person, or interferes with that person's property. Non-Sex-Based Stalking was formerly referred to in this policy as "Non-Title IX Stalking."

The University's current policy, the Interim Sexual and Sex-Based Misconduct Policy and Procedures, applies to conduct reported to have occurred on or after August 1, 2024. The definitions are located in Appendix C of this document.

The pdf is available here: <https://oie.jhu.edu/wp-content/uploads/sites/22/Interim-Sexual-and-Sex-Based-Misconduct-Policy-and-Procedures-effective-August-1-2024-Present.pdf>

Homewood Campus

Background

The 140-acre Homewood Campus, located in North Baltimore City, is the primary location for the Zanvyl Krieger School of Arts and Sciences (“KSAS”), the G.W.C. Whiting School of Engineering (“WSE”), the Carey Business School and the School of Education (“SOE”). Combined full-time enrollment through KSAS and WSE for the 2023-2024 fall semester was over 5,000 undergraduates and over 8,000 graduate students. Over 2,700 students reside in University housing, dormitories, and apartment buildings. Supporting the Homewood Campus student population are approximately 2,600 faculty and staff.

Reporting Crimes and Other Emergencies

Crime and safety concerns may be reported to Johns Hopkins Public Safety by calling the on-campus emergency numbers 410-516-7777 or 911, or activating any of the 117 campus emergency phones for an immediate Johns Hopkins Public Safety officer response. To report non-emergency safety concerns, an email can be sent to security@jhu.edu or call 410-516-4600. Uniformed officers maintain highly visible patrols 24 hours a day and are accessible to anyone wishing to report any incident. The prompt reporting of crime is encouraged through various publications and program reminders.

Campus Law Enforcement

Johns Hopkins Public Safety is the recognized law enforcement agency of the Homewood Campus. It maintains the web site <https://publicsafety.jhu.edu/> for the daily publication of crimes known to have occurred on campus, in residential halls and in University-owned buildings, on public property contiguous to the campus, as well as in designated patrol zones. This web site, accessible through the University home page (www.jhu.edu), also provides crime prevention information and personal safety tips. A daily crime log is available for review during normal business hours at the front desk of Johns Hopkins Public Safety headquarters. Johns Hopkins Public Safety embraces a community-based philosophy, striving to prevent crime, provide assistance to victims and investigate reported incidents in cooperation with other campus authorities and city, State, and

Reporting Crimes

Johns Hopkins Public Safety

Emergency: 410-516-7777 Non-

Emergency: 410-516-4600

Baltimore Police Department

Emergency: 911

Non-Emergency: 410-396-2455

Federal law enforcement agencies. Johns Hopkins Public Safety has the authority to enforce campus policies and violations of the law that occur on JHU owned or controlled property. A close working relationship is maintained with the Baltimore Police Department (“BPD”), and when appropriate Maryland State Police, and in any serious or major criminal incident on the Homewood Campus, the BPD would be the investigative agency as they have primary jurisdiction. Public Safety would serve in a support role in assisting in the investigation. Public Safety does not have a written memorandum of understanding pertaining to the investigation of criminal incidents with BPD or any other law enforcement agency.

Under the direction of an Assistant Vice President, Johns Hopkins Public Safety employs 44 special police officers or Campus Police Officers (“CPOs”). All are commissioned by the State of Maryland with full arrest powers and jurisdiction on University property throughout Maryland. A large number of these uniformed, highly trained professionals have graduated from accredited law enforcement academies. They do not carry firearms. All newly hired CPOs receive formal entry level training, which includes laws of arrest, evidence collection, community policing, crime prevention, cultural diversity, hate crimes, sexual harassment, and first aid/AED. Annual refresher training provided to all staff enables them to keep pace with the varied security service demands. A senior department coordinator, administrative coordinator and a hi-tech Homewood Communication Center support Campus Safety and Security operations. The Homewood Communication Center is operational 24 hours a day under the supervision of a Security Systems Manager and a staff that includes a technical systems analyst and 12 security systems specialists.

For incidents on the Homewood Campus, the Investigative Services of Homewood Public Safety will make every effort to identify the person(s) responsible for criminal or other incidents and to recover property and/or evidence. Investigators provide support for



student, faculty and staff victims through-out the reporting process and subsequent criminal proceedings. They encourage students to avail themselves of University physical and mental health services when appropriate. Investigators enjoy a close working relationship with the BPD and other law enforcement agencies and work in concert with them to solve crimes impacting students, faculty and staff, regardless of the agency to whom the crime may have been reported. Investigators work closely with University administrators and Student Affairs staff to handle student-related issues administratively when possible.

Contract security is also assigned to various on and off-campus locations. These officers have no arrest authority, but do maintain the authority to enforce JHU policies on campus. They provide a visible uniformed presence targeted at preventative patrol and provide extra eyes and ears for campus police officers and BPD. The contract officers attend a pre-deployment entrance-level training program as prescribed by the University and security service company. They also attend an annual in-service training through their agency.

Off duty armed uniformed BPD officers and off duty armed uniformed Baltimore Deputy Sheriffs are employed during specific times and assigned to areas adjacent to campus along Charles Street, St. Paul Street, University Parkway and the Charles Village. Off-duty BPD officers and Deputy Sheriffs maintain arrest authority with jurisdiction on all JHU property when employed by the University.

All members of Public Safety, regardless of job title or position, are held to the same high standard of professional conduct.

Johns Hopkins Public Safety provides full security services to the Homewood Campus community around the clock. It functions in concert with several other service-oriented offices to ensure a safe and secure environment in which students, faculty and staff may enjoy rewarding academic and social experiences. To this end, Public Safety maintains an open-door policy and works in partnership with students, faculty, staff and the community. A close working relationship exists between Public Safety, the Dean of Student Life, the directors of Residential Life, Housing, Counseling and Student Development, and Multicultural Student Affairs. In keeping with its community-based philosophy, Public Safety strives to keep officers on regular posts and foster positive rapport with all members of the campus community.

Public Safety maintains Visible Uniformed Patrols, including:

- 24-hour foot, motorized, and club cars coverage on and adjacent to campus.
- 24-hour uniformed presence at the entrance/turnstiles and perimeter of the on-campus Alumni Memorial Residence Halls ("AMRs").
- 24-hour uniformed presence at the front desks/turnstiles of the Wolman, McCoy and Charles Commons residence halls and the entrances to the desks at the Homewood and Bradford Apartments (off campus University-owned residence halls). Positive identification of all guests and visitors is required before allowing entry. Of note, the Bradford Apartment building is equipped with an intercom system that requires guests to speak with a tenant before being allowed to enter the building. This system is also paired with a video cam-

era, allowing residents to use their computers and positively identify their guests at the door before allowing the guest entrance into the building.

- 24-hour foot patrols adjacent to campus in the Charles Village community, a popular student gathering and shopping area.
- Dedicated off campus community patrols in marked Public Safety patrol vehicles, fulfilling a University commitment to the surrounding neighborhoods where many students, faculty and staff from Homewood Campus, The Peabody Institute and the Medical Institutions reside.

Security and Access of Campus Facilities

At the Homewood Campus, academic and research halls are open during normal business hours, 8:00 AM to 5:00 PM, Monday through Friday, and at other times to accommodate scheduled classes and activities. Faculty, staff, and students may also be granted after-hours access to buildings by Johns Hopkins Public Safety officers for study, research or other legitimate purposes.

Non-commuting freshmen and sophomores are required to live in University housing. Student residence halls are secured at all times and may be entered only by key and/or electronic access card or when escorted by a hall resident. Residence halls are equipped with fire and access door alarm systems. On-campus residence halls have contract security guards at the turnstiles on duty 24 hours a day. Johns Hopkins Public Safety patrol the perimeter and common areas of these buildings. Three undergraduate residence halls (Wolman, McCoy, and Charles Commons) across the street from campus have security guards stationed at the desk/turnstiles with a campus police officer patrolling the perimeter and common areas of these facilities as well as adjacent University-owned property 24 hours a day. University-owned apartment buildings (Homewood and Bradford) are staffed by contract security guards 24 hours a day. The Housing Department's Lock Shop ensures the proper functioning of all residential door locks and is on emergency call 24 hours a day.

Access Control

JHU students must use a J-Card to access all residence halls. Guests can be admitted after signing in and showing a photo-ID. Johns Hopkins Public Safety, through the computer terminal located at the Homewood Communication Center, deactivates lost access cards during periods when the J-Card office is closed.

Security Systems (Smart CCTV, Emergency Phones)

The Homewood Communication Center, is staffed 24 hours a day with Security Systems Specialists who are responsible for taking calls and dispatching requests for security-related services, monitoring over 890 CCTV cameras mounted in and around the Homewood Campus, monitoring intrusion and fire alarms on University properties, and maintaining constant communications with the Baltimore Police Department and Baltimore City Fire Department.



The University continues installing “Smart CCTV” systems using behavioral recognition software to identify suspicious or unusual behaviors, focusing primarily on the exterior of residence halls and their surroundings and areas where students congregate. The behavioral recognition software reacts to persons, vehicles, or objects according to parameters defined by Campus Safety and Security, and alerts the CCTV operator

whenever an event occurs and facilitates an appropriate level of response. The current number of “Smart CCTV” cameras has increased to 190, with additional cameras planned as the area of coverage expands.

There are 117 blue light emergency phones on and around campus. Students, faculty and staff are encouraged to familiarize themselves with their locations and operation. The push of the red button activates the siren, light and phone and the location is displayed to the Security Systems Specialist who immediately dispatches Public Safety officers. Emergency phones are tested regularly and any service requirement is promptly reported to the Telecommunications Department. An out-of-service phone is clearly marked and promptly repaired.



Maintenance of Campus Facilities

Johns Hopkins Public Safety encourages recommendations from its members, faculty, other staff and students for ways to better protect the University community as may be needed. Public Safety takes security into consideration in the maintenance of JHU facilities by scheduling evening walks around campus with the dean of student life, the director of plant operations, and student representatives to identify hazards and areas in need of improvements. Cooperative efforts and partnership is the keystone of providing the best possible security services to the Homewood campus. Facilities and landscaping are typically maintained in a manner that minimizes hazardous conditions. Public

Safety units regularly patrol campus and report malfunctioning lights and other unsafe physical conditions to the Facilities Management unit for correction. Other members of the JHU community at each campus are helpful when they report equipment problems to Public Safety or to Facilities Management directly.

Off-Duty Baltimore Police and Sheriffs Initiatives

Public Safety employs a cadre of off duty armed uniformed BPD officers and uniformed Deputy sheriffs to walk foot patrols on public streets contiguous to campus, most frequented by JHU students. These patrols add yet another layer of security to the JHU multi-layer security strategy. The patrols are employed throughout the week during targeted hours most susceptible to high student foot traffic. Regular assessments are conducted to determine where these valuable resources are most beneficial for student safety and adjusted accordingly.

Non campus Locations of Recognized Student Organizations

JHU has officially recognized student organizations that own or control housing facilities outside of the JHU core campus. If BPD is called by a citizen to respond to one of those locations, BPD will typically notify Public Safety to respond with them or they will notify Public Safety after they have responded to inform JHU of the situation. However, BPD does this out of courtesy and is not “required” to notify or involve Public Safety when they respond to a call involving private property.

Campus Safety Awareness Programs

At freshman orientation and throughout the school year, Johns Hopkins Public Safety addresses the student body on security matters and methods to enhance their personal safety. It also provides knowledgeable speakers for summer programs, resident advisors, the student council and others upon request. These speakers address a variety of timely campus security topics and encourage students to report crimes and other emergencies to Public Safety as quickly as possible and to become partners responsible for their own security and the security of others.

There are also security publications that include a weekly e-mail sent to resident advisors to post in their respective areas and to use in open discussions with students in their care. Seasonal bulletins published throughout the year and distributed on and around campus also provide a variety of timely safety tips.

Homewood Human Resources advises new University employees on security procedures and practices to enhance their personal safety on campus as well as crime prevention techniques. The department encourages all employees to report crimes in a timely fashion to the appropriate law enforcement authorities and to be responsible for their own safety and the safety of others.

“Meet and Greet” sessions with students and employees are held at different locations on campus throughout the school year. This affords interested persons the opportunity to speak directly with a campus police officer, ask questions, voice concerns or make suggestions. As an added feature, pens, bookmarks, security whistles, and other materials with emergency security and escort phone numbers are given to all that come to the session. Public Safety conducted 7 “Meet and Greet” sessions during the school year.

“Security Socials” are coordinated through Housing. These events allow students to meet and get to know officers in an informal setting. Two of these events occurred.

Public Safety also meets regularly with the Student Government Association, Safety and Development Committee. These meetings allow for an open and frank exchange of ideas to enhance student safety and security both on and off campus. Student recommendations have significant value and are seriously considered.

Shuttle Service to The Peabody Institute, the Medical Institutions and JHU at Eastern

Through the Office of Facilities Management’s oversight of a contract bus service, daily shuttle departures and returns provide transportation for students, faculty, staff, and guests between Homewood, The Peabody Institute, and the Medical Institutions. Security is ensured through the close cooperation of the security departments of these campuses, the BPD and the contract bus company. Shuttle schedules can be viewed at <http://ts.jhu.edu/shuttles>.

Blue Jay Shuttle Service

The “Blue Jay” shuttle service is operated through Parking Services. This is a free service, transporting more than 10,000 passengers during peak months. It is designed to enhance the safety and security of members traveling to and from the Homewood Campus and within the surrounding communities. Drivers provide an additional security watch throughout the off campus communities driven.



The “Blue Jay” shuttle service has different operating hours, service areas, and operating days for each campus. Shuttle schedules can be viewed at <http://ts.jhu.edu/shuttles>. Passengers can request a ride as early as 5:50 PM or dusk, whichever is later. Real-time shuttle tracking information is provided at <http://jhu.transloc.com>.

From 6:00 PM to 2:00 AM the “Blue Jay” shuttle reverts to Night Ride only, which is an on-demand curb-to-curb service to and from locations within the service area. While the regular Blue Jay Shuttle routes are running, Night Rides will be dispatched only to those who need service to locations not served by the fixed routes. To request a Night Ride call (410) 516-8700 and the dispatcher will provide an estimated time of arrival or directions as to which route(s) to take.

Walking Escorts

Walking escorts are available. Contact Public Safety for an escort by either calling 410-516-4600 or through the LiveSafe mobile app.

Emergency Taxi Cab Service

Through contract with local private cab services, stranded students (outside of the escort area) will be returned to campus by calling the security dispatcher at 410-516-4600.

Crime Prevention and Security Presentations

Public Safety provides presentations covering personal safety and campus security resources throughout the school year. Over 30 presentations were conducted during the school year. Public Safety also conducts these presentations during freshman orientation and for parents each fall.

LiveSafe Personal App

LiveSafe is a personal safety mobile app that Johns Hopkins Public Safety is providing to all students, faculty, and staff to download for free. The app provides a quick, convenient and discreet way to communicate directly with Public Safety. To download this app visit the Public Safety website at <http://publicsafety.jhu.edu/resources-services/livesafe-app/>.

Bicycle Rack Patrols

Johns Hopkins Public Safety monitors bicycle racks and encourages the use of U-bolt locks. A notice is placed on bicycles that are secured with thin type cable locks. The notice states that U-bolt locks are a more effective way of securing bicycles and gives general safety tips on where and how to secure a bicycle. In cases where bicycles are left unsecured, Public Safety may place a temporary U-bolt on the bicycle until the owner retrieves the bicycle.

Emergency Response and Prevention Procedures

In addition to the general University-wide information given, Homewood Campus-specific additional communication methods include the following:

Emergency Notification For JHU Guests

Visitors to campus can prepare for emergency or dangerous situations on campus and the surrounding area before they happen, so they can access up-to-the-minute alerts and advisories, by taking the following proactive steps:

We encourage all JHU staff, students, and non JHU-affiliated guests residing on or near campus to subscribe to our emergency text alert system. In cases

involving an imminent threat to safety and security on or near the Homewood campus, the university may send text message alerts. You are welcome to subscribe to Johns Hopkins Emergency Alerts now and for the duration of your time on campus.

To subscribe, text JHUPublicSafety to 226-787. Subscribers will receive a confirmation text message in return.

To unsubscribe when you leave campus, text STOP JHUPublicSafety to 226-787.

This enables staff, chaperones, and students the ability to receive any emergency alerts. JHU recommends everyone take advantage of this while you are near campus if you are not already a JHU affiliate and subscribed.

We also encourage Visitors and Affiliates to Register for text alerts and Twitter feeds from the following local and regional jurisdictions:

Baltimore City Police Department:

<https://www.baltimorepolice.org/baltimore-police-mobile-app>

Montgomery County (MD) Police Department: <https://www.montgomerycountymd.gov/oemhs/alert-montgomery/>

Washington DC Police Department:

<https://mpdc.dc.gov/service/dc-police-alert>

JHU encourages guests who do not have access to a smartphone to contact the department directly at 410-516-7777.

Siren/Public Address System

The Homewood Campus maintains three siren/public address mass notification devices on the roofs of Garland Hall, Whitehead Hall, and the O'Connor Recreational Center. These devices are strategically located around the campus to provide maximum coverage of the campus and the surrounding community.

In the event of a confirmed major incident that threatens the safety of the campus community, Johns Hopkins Public Safety will immediately send a text message alert to the students, faculty and staff who have subscribed to the service, notifying them of the incident.

At the Homewood campus, the Rave alert system is tested concurrently with the siren/public address system.

Should a confirmed incident that presents an immediate danger occur, the siren/public address system will be activated to sound a 60-second warning tone, followed by voice instructions notifying the campus community of an emergency. During the course of any emergency, additional instructions can be broadcast using any or all of these devices. Once the incident has been resolved, an all-clear tone and message will be broadcasted. This system is tested three times each year. The campus community is notified that siren/public address system is being tested.

Bull Horns

Select units patrolling the Homewood Campus are equipped with bull horns for announcing instructions and information to supplement the other technologies to ensure that maximum communication is achieved.

Evacuations

Building evacuation maps are located on all floors in all buildings on the Homewood Campus. Should there be a need to evacuate, follow the recommended evacuation route on the map. Once outside, adhere to the directions of Johns Hopkins Public Safety officers, BPD, or other local public safety official (Baltimore City Fire Department). Evacuation procedures in place meet ADA compliance.

In the event a particular evacuation requires evacuees to be relocated to an alternative shelter, shelter locations on campus have been designated. Evacuees will be directed to those locations by Public Safety, BPD or other local public safety officials (Baltimore City Fire Department).

In 2021, a Crisis Management table top exercise was completed with senior leadership. The purpose of the exercise was to test the University's Incident Command System and Business Continuity Planning.

Announced tests of the emergency notification system were conducted on February 15, 2023 and June 20, 2023.

Missing Student Procedures

If an individual has reason to believe that a residential student has been missing for 24 hours they should immediately report the situation to Johns Hopkins

Public Safety at 410-516-7777. Individuals who are concerned about someone who has not been missing for 24 hours but has failed to return to his/her residence are encouraged to contact the respective campus security office to report the situation.

In addition to registering a general emergency contact,



students residing in campus housing will be informed annually that each student has the option to identify one or more confidential missing person contacts. If designated, the missing person contact(s) will be notified by the University no later than 24 hours after the time the student is determined to be missing by either the designated campus official(s) authorized to make that determination or local law enforcement. This confidential information is accessible only to authorized campus officials who have the responsibility of notification as well as law enforcement officers in furtherance of a missing person investigation.

In the case that the missing student is under the age of 18 and not emancipated, his or her custodial parent(s) or guardian(s) will be notified within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

In all cases, local law enforcement will be notified within 24 hours of the determination that the student is missing even if the student is above the age of 18, is an emancipated minor, or has not provided a missing

person contact, unless local law enforcement made the determination that the student was missing. The University will provide the necessary information to assist in locating the missing student.

If the circumstances related to a student's disappearance appear to be related to foul play, i.e., kidnapping or other criminal acts, then the appropriate notifications and actions will be initiated immediately, even if the student has been missing for less than 24 hours.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at https://www.communitynotification.com/cap_main.php?office=56622

Resources

Johns Hopkins Public Safety

Non-Emergency 410-516-4600

Emergency 410-516-7777

<http://publicsafety.jhu.edu>

Baltimore Police Department

Northern District Non-Emergency

410-396-2455

Emergency 911

Blue Jay Shuttle Service

Transportation services for students, Faculty and staff

410-516-8700

<http://ts.jhu.edu/Shuttles/>

Homewood Student Affairs Student

Health and Wellness

Provides high quality, confidential health care to eligible students of the Homewood and Peabody Campus communities.

1 E. 31st Street

Baltimore, MD 21218

410-516-8270

<https://wellbeing.jhu.edu/primarycare/>

Union Memorial Hospital

Serves the Baltimore Community

201 E. University Parkway

Baltimore, MD 21218

410-554-2000

<https://www.medstarhealth.org/locations/medstar-union-memorial-hospital#q=>

The Hopkins Emergency Response Organization (HERO)

HERO is a collegiate emergency medical service providing care to the Johns Hopkins University.

410-516-7777

<http://heru.jhu.edu/>

Homewood Student Affairs Student Conduct and Academic Ethics

Oversees all student misconduct violations of the Student Conduct Code and the Ethics Board for undergraduate students for the Homewood campus and all non-academic violations for graduate students.

3400 N. Charles Street

AMR II- Ground Level

Baltimore, MD 21218

410-516-8208

<http://studentaffairs.jhu.edu/>

<http://studentaffairs.jhu.edu/viceprovost/student-conduct-ethics/resources-for-student-conduct-academic-ethics/>

Homewood Campus—Baltimore, Maryland**Clery Crime Statistics (By Offense & Year)**

	On-Campus (Includes Residence Halls)	Noncampus	Public Property	Total Crimes Reported	Residence Halls ¹
Murder & Non-negligent Manslaughter					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Manslaughter by Negligence					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Rape					
2023	3	0	0	3	3
2022	2	0	0	2	2
2021	9	0	0	9	9
Fondling					
2023	6	1	0	7	2
2022	3	2	0	5	0
2021	1	2	0	3	1
Incest					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Statutory Rape					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Robbery					
2023	2	3	6	11	0
2022	4	0	13	17	0
2021	3	0	8	11	0
Aggravated Assault					
2023	3	1	8	12	1
2022	8	0	12	20	3
2021	0	2	8	10	0
Burglary					
2023	5	11	0	16	1
2022	5	3	0	8	0
2021	7	0	0	7	1
Motor Vehicle Theft					
2023	6	0	19	25	0
2022	4	0	6	10	0
2021	2	0	6	8	0
Arson					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Domestic Violence					
2023	4	0	3	7	3
2022	7	2	5	14	6
2021	3	0	5	8	0
Dating Violence					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	1	0	0	1	1
Stalking					
2023	18	1	3	22	3
2022	15	0	0	15	4
2021	13	0	2	15	5
Liquor Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Drug Law Violations					
2023	0	0	1	1	0
2022	0	1	0	1	0
2021	0	0	0	0	0
Weapons Law Violations					
2023	0	0	0	0	0
2022	1	0	1	2	1
2021	0	0	0	0	0
Liquor Law Violations					
2023	68	0	0	68	49
2022	71	8	0	79	71
2021	31	0	0	31	31
Drug Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Weapons Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0

Domestic Violence / Dating Violence / Stalking

Arrests

Referrals for Disciplinary Action

Additional information may be obtained from: Director of Security
Johns Hopkins University, 3001 Remington Avenue, Baltimore, MD 21211 / 410-516-4612

¹ Of the crimes identified as On Campus, the number of crimes that took place in dormitories or other residential facilities on campus.

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

2021: Five hate crimes reported

- One intimidation cases reported on public property characterized by a race basis.
- One intimidation cases reported on public property characterized by a religion basis.
- One intimidation cases reported on on-campus characterized by a sexual orientation basis.
- One stalking case reported on on-campus residence hall characterized by a religious basis.
- One assault case reported on public property characterized by a race basis.

2022: One hate crime reported

- One aggravated assault case reported on public property characterized by a race bias.

2023: Three hate crimes reported

- One intimidation cases reported on-campus residence hall characterized by a religion basis.
- One intimidation cases reported on-campus characterized by a race basis.
- One larceny cases reported on-campus residence hall characterized by a religion basis.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes in 2023.

2021: There was one crime, an aggravated assault, that was unfounded by the Baltimore Police Department.

2022: There were two crimes, robberies, were unfounded by the Baltimore Police Department.

ANNUAL FIRE SAFETY REPORT

On-Campus Fire Safety Systems

For residential facilities on the Homewood Campus, fire drills are conducted in every University owned and operated residential building four times per year as required by Baltimore City fire codes. Additional fire alarm tests and drills occur as necessary.

Smoke detectors have been installed in each student room for protection in case of fire. In addition

to detectors, all Homewood campus residence halls have sprinkler systems. It is unlawful to tamper with this equipment or any other fire safety equipment.

The University contracts for certain systems and equipment to be inspected to include; all sprinkler systems are inspected quarterly, Fire Alarm systems are inspected annually, and fire extinguishers are inspected yearly (monthly by JHU mechanics).

If a fire occurs in a residential building, community members should immediately notify their local campus security office or the local agency emergency services. If campus security is contacted, campus security will initiate a response and contact the local fire department. If a member of the JHU community finds evidence of a fire that has been extinguished, and the person is not sure whether campus security has already responded, the community members should immediately notify campus security to investigate and document the incident.

Evacuation Procedures for Fire and Number of Mandatory Fire Drills

Procedures Students and Employees Should Follow In Case of a Fire

Your worst enemy during a fire is smoke. If you're surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Never use an elevator. Here are a few simple fire safety tips in case of a fire:

- Learn the location of fire exits and alarm pull stations near you and know the campus security and local agency emergency call number for assistance.
- Sound the fire alarm if you see smoke or detect a burning odor.
- Have a prepared escape plan and know your escape route.
- Remember to remain calm.
- Use exit stairs. Never use elevators.
- Close doors behind you as you escape. In most cases, this will prevent smoke damage and fire from entering the room you are exiting.
- Do not re-enter a fire-damaged building until it has been declared safe.
- If you become trapped, seal off cracks around doors and vents with cloth or rugs. (Soak them in water if possible.)
- Shut off fans and air conditioners.

On Campus Student Housing Facilities Fire Safety Systems

Campus	Building Name	Street Address	Alarm System	Fire Extinguishers	Evacuation Plans/Placard	Number of Drills	Smoke Alarm	Security System	Fire Sprinkler
Homewood	AMR I	3400 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	AMR II	3400 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	Building A	3400 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	Building B	3400 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	Bradford	3301 St. Paul St.	Offsite / Notifier	Yes	Yes	4	Yes - Suites	Yes	Full
Homewood	Homewood Apartments	3003 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Suites	Yes	Full
Homewood	McCoy	3401 N. Charles St.	Offsite / Notifier	Yes	Yes	4	Yes - Suites	Yes	Full
Homewood	Rogers	3506 Greenway	Offsite/ Notifier	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	Wolman Hall	3339 N. Charles St.	Offsite/ Notifier	Yes	Yes	4	Yes - Suites	Yes	Full
Homewood	Scott-Bates Common	3301 N. Charles St.	Offsite/ Simplex Grinnell	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	Hopkins Inn-unoccupied	3304 N. Charles St.	Offsite/ Siemens	Yes	Yes	0	Yes - Bdrms	Yes	None
Homewood	The Charles Apartments	3333 N. Charles St.	GE Graphic Annunciator	Yes	Yes	4	Yes - Bdrms	Yes	Full
Homewood	The Blackstone Apartments	3215 N. Charles St.	GE Graphic Annunciator	Yes	Yes	N/A	Yes - Bdrms	Yes	Full
Homewood	Nine East 33rd Apartments	9 E. 33rd St.	Onyx Annunciator	Yes	Yes	N/A	Yes	Yes	Full

- Signal for help from a window. If a campus phone is still operational or you have access to a cell phone, call local Campus Security or local agency emergency services.

Additionally, individuals should follow these procedures:

If You See or Smell Fire:

- Remember the acronym RACE:
Rescue– Remove yourself and anyone in immediate danger if safe to do so.
Alarm– Activate the fire alarm and call for help from a safe distance.
Confine– Close doors and windows to prevent spread of smoke and fire.
Evacuate or Extinguish– Evacuate the building to a safe location. Only if you are trained to use a fire extinguisher, attempt to put out incipient fires.

Procedures Students and Staff Should Follow in Case of Evacuation

Residents are required by law and University policy to evacuate their residences immediately when the fire alarm sounds. Procedures include:

1. If you hear the fire alarm sound, you must prepare to evacuate. Students found in the building during an evacuation will be subject to disciplinary action.
2. Feel your room door. If it is hot, stay in your room

and signal for help from your window. Put a towel under your door.

3. If there are no flames or heavy smoke, close your room door behind you and walk quickly to the nearest exit.
4. Homewood Campus AMR residents should remember that there are multiple fire exit stairs in the rear of the Clark and Hollander and the front of Royce and Wood. Homewood Campus' Wolman, McCoy, Charles Commons, Bradford, and Homewood apartments residents must use the stairs only. Do not use elevators. Resident Assistants will conduct a student head count.
5. Remain a safe distance from the building until you are told by Housing or Residential Life staff members that you may go back inside.

It is essential for each student to know what to do if and when an evacuation of a complex is necessary; a minimum of one fire evacuation drill is conducted each semester and is mandatory for students.

University Organizations that should be Informed of Fire

The University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. To report a fire that has already been extinguished contact Campus Safety and Security non-emergency number 410-516-4600. When calling,

please provide as much information as possible about the location, date, time, and cause of the fire.

The University's Policies on Portable Electrical Appliances, Smoking, and Open Flames

Students are informed in applicable handbooks and policies that guidelines have been established in the interest of individuals' safety and the preservation of University housing property. At the Homewood campus within their handbook and policies, students are informed that the following portable electrical appliances, flammable liquids and other sources of open flames are not permitted within the facility:

- halogen lamps of any type
- flammable liquids
- space heaters
- hookahs
- lamps with plastic covers

Regarding decorating personal space, the following are prohibited:

- items that could create a fire hazard
- hanging of sheets, blankets or any object obstructing emergency evacuation
- hanging posters or other decorations that cover large portions of wall or other surfaces that could present a fire hazard
- candles, incense or any other open flame/heat producing items
- anything hung from the sprinkler heads.

Smoking is prohibited in University housing. Specifically, smoking is prohibited inside University housing buildings, including but not limited to, student rooms, suites, lounges, bathrooms, common areas, stairwells, lobbies and elevators.

Residents who smoke must do so outside of the building and must be far enough away from the building that smoke will not filter into the building via exterior doors, windows or the building ventilation systems.

Full cooperation with these policies is expected. Any violation of these policies will result in disciplinary action.

Limited types of cooking appliances are allowed in residence halls. All appliances must have an automatic shut off and may not contain an external heating element. For the Homewood Campus, all appliances must be Underwriters Laboratory ("UL") approved. Refrigerators and freezers leased or brought from home may not exceed 4 cubic feet or 15 amps. Microwaves must not exceed 1100 watts.

Fire Safety Education and Training

During student orientation and new employee orientation programs, students, faculty, and staff are provided education on fire safety and information on how to report a fire, or evidence of a fire, to whom, and procedures to be followed for non-residential buildings on campus when a fire alarm signals.

Each building has fire evacuation plans posted in common areas. All students and employees are encouraged to become familiar with the escape routes for all buildings and floors and the locations of fire extinguishers, hoses and alarms. In the event of a fire or evacuation, every student and employee should follow the fire safety evacuation route and vacate the premises until the officials in charge declare the premises safe to enter. Exits and areas around fire extinguishers must be kept clear at all times. Periodic fire safety inspections and drills are held to test equipment and procedures.

Resident Advisors ("RAs") are trained and given specific information on the following:

- who to contact in emergency
- how to assess an emergency situation
- how to respond using general response steps
- how to respond to fire emergencies

In addition at the Homewood Campus, RAs receive a Resident Advisor Training Manual from the Office of Residential Life that contains information for future reference. This training is put into practice by Resident Advisors when drills are conducted.

Any Plans for Improving Fire Safety

JHU continuously monitors and makes upgrades as required to its life safety systems. Training and fire safety information is reviewed on an annual basis.

Resources

Residential Community Standards & Judicial Policies and Residential Guidebook

<https://studentaffairs.jhu.edu/community-living/residential-life/community-standards/>

Smoking Policy

<https://hpo.johnshopkins.edu/doc/fetch.cfm/Y49F2mlk>

Fire Statistics (By Residential Facility & Year)

Residential Facilities	Total fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
AMR I / 3400 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
AMR II / 3400 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Building A / 3400 N. Charles St.						
2023	1	1	Cooking	0	0	\$0-\$99
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Building B / 3400 N. Charles St.						
2023	1	1	Cooking	0	0	\$0-\$99
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Bradford / 3301 St. Paul St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Homewood Apts. / 3003 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
McCoy / 3401 N. Charles St.						
2023	1	1	Cooking	0	0	\$0-\$99
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Rogers / 3506 Greenway						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Wolman Hall / 3339 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	1	1	Cooking	0	0	\$0-\$99
Scott-Bates Commons / 3301 N. Charles St.						
2023	0	0	N/A	N/A	N/A	N/A
2022	2	2	Cooking	0	0	\$0-\$99
		1	Cooking	0	0	\$0-\$99
2021	1	1	Cooking	0	0	\$0-\$99
The Charles Apartments / 3333 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Blackstone Apartments / 3215 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Nine East 33rd Apartments / 9 E. 33rd St.						
2023	1	1	Cooking	0	0	\$0-\$99
2022	0	N/A	N/A	N/A	N/A	N/A
2021	1	1	Candle	0	0	\$0-\$99

The Peabody Institute

Background

The Johns Hopkins Peabody Institute ("Peabody") is located in the center of Baltimore City's historic Mount Vernon section. The main campus occupies one entire city block. It contains six buildings in this one square block, with an additional two buildings across a public street on the campus' south side. The main campus covers 407,791 square feet. A one-story satellite branch, used by the Peabody Preparatory department, is located in the Towson area of Baltimore County at 949 Dulaney Valley Road and covers 11,880 square feet. The city campus consists of the Conservatory, Preparatory, Residence Halls, and several other buildings, including a parking garage. The campus has approximately 800 Conservatory students with a resident student capacity of 250. The campus has a faculty and staff of over 482 and a Preparatory student population of approximately 2,200.

Reporting Crimes and Other Emergencies

Johns Hopkins Public Safety and/or local emergency services, including Baltimore Police Department ("BPD"), fire or ambulance, can be obtained via the Campus Security Dispatcher from any emergency campus telephone or by calling 667-208-6608 or by calling 911. Emergency contact with the dispatchers can also be made by simply picking up one of the direct security ring-down telephones, located throughout campus hallways or by using any of the intercoms located at all exterior entrances.

Public Safety

Emergency: 667-208-6608

Non-Emergency: 667-208-6608

Baltimore Police Department

Emergency: 911

Non-Emergency: 410-396-2411

Reporting
Crimes

Campus Law Enforcement

Johns Hopkins Public Safety ("Public Safety") provides a full range of security services to the campus community 24 hours a day. Campus Security maintains the web site <http://peabody.jhu.edu/life-at-peabody/campus-safety/> and provides daily

publication of crimes known to have occurred both on and off campus, in the residential halls and in Peabody owned buildings, as well as on public property contiguous to the campus. A daily crime log is available for review during normal business hours at the dispatch desk at the Public Safety Office. The operation of Public Safety is based on a community-oriented approach to law enforcement. A close working relationship is maintained with the BPD and in any serious or major criminal incident at Peabody, BPD would be the primary investigative agency. Public Safety would serve in a support role in assisting in the investigation. Public Safety does not have a written memorandum of understanding pertaining to the investigation of criminal incidents with BPD or any other law enforcement agency.

Community focus is greatly enhanced through Public Safety's continuous contact with other service-oriented offices, and many other security agencies in the surrounding downtown area of the city. As members of the Public Safety Coalition of the Downtown Partnership and The Midtown Community Benefits District's Security Committee, Campus Security actively participates in this multi-agency network to reduce the threat of off campus crimes to faculty, staff, students and guests of Peabody.

Headed by the Director of Security, Public Safety supports a staff of 30. This number consists of 15 full-time uniformed security officers, two (2) full-time dispatcher, two (2) part-time dispatchers, and 11 casual/part-time officers who assist with special events, dispatching and other security activities on the campus. Campus Security officers are unarmed, trained professionals, some having graduated from law enforcement academies and possessing many years of practical law enforcement experience. All of the officers undergo annual training conducted by qualified in-house professionals or local law enforcement agencies. Officers also attend training sessions on the Clery Act, the impact of crime reporting, the officers' responsibility in taking reports, cultural diversity, sexual harassment, rape crisis, first aid, CPR and public relations communi-

cation. Campus Security has a close working partnership with the faculty, staff and students toward ensuring a safe campus environment. A close working relationship is maintained with the Dean of Academic Affairs, Counseling, the Director of Student Affairs and the Coordinator for International Student Affairs.

Every attempt is made to identify the person(s) responsible for criminal or other incidents and to recover property and/or evidence. Public Safety identifies and implements crime prevention measures and informs the community of these strategies.

Public Safety actively pursues and accepts recommendations from all Campus Security employees, faculty, staff and students on methods to better protect the Peabody Community.

The Director, three sergeants, and twelve full-time officers have powers of arrest. Officers have the authority to enforce State and Local laws and University policies. The officers have jurisdiction to operate on JHU owned and controlled property.

Public Safety maintains a 24-hour communication center that is staffed with two (2) full-time and two (2) part-time security dispatchers. The center is located in the Shapiro House. All members of Public Safety are held to the same standard of professional conduct and are held accountable for the safety and security of the campus community.

Security and Access of Campus Facilities

The regular business hours for campus buildings are 8:00 AM to 10:00 PM, Monday through Saturday, and 12:00 PM to 10:00 PM on Sunday. Access to campus for all authorized personnel is 24 hours. Entrances to the campus are secured at all times and are equipped with an intercom system connecting directly to the campus security office. Campus access is made through the use of an individual's "Key-Card Access" identification card. Public Safety monitors the use of these cards. The student dormitories have additional access card readers that only permit entrance to the students living in the dormitories, appropriate Student Affairs staff, appropriate Facilities staff, and Campus Security personnel. Individual guests and/or visitors without a "Key-Card," are granted access to the campus through the main entrance, located at 17 East Mt. Vernon Place, only after presenting satisfactory identification to ensure their identity. Public Safety maintains

a 24-hour foot patrol of the entire campus while also monitoring campus activity on electronic surveillance equipment. The Public Safety office force is supplemented on most evenings during the academic year by a uniformed, off duty BPD officer who patrol both the interior and exterior of the campus. The only static-posts are at the main entrance and the dispatcher desk. All other officers conduct roving patrols and are free to respond to issues requiring their attention.

Operation & Monitoring of Identification "Key-Card"

Campus Access System & CCTV System

- Activating and deactivating access cards based on authorization, registration, and loss of cards or for location purposes.
- 24-hour monitoring of the computer access system and all alarms indicating any unauthorized entry attempts.
- Maintaining accurate records of individual and area use and/or special needs.
- 24-Hour monitoring and recording of the CCTV system, which consists of 170 cameras located both internally and externally throughout the campus.

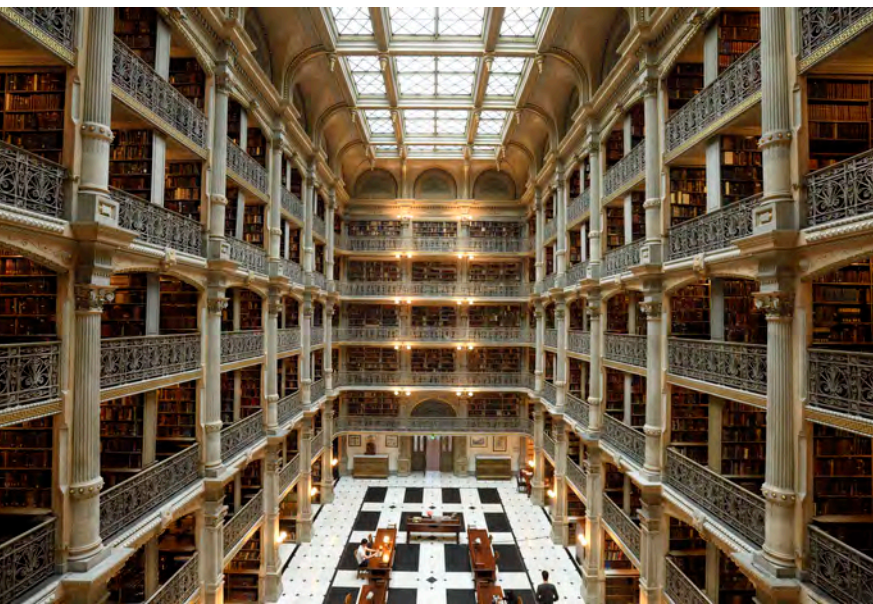


Security Escort Van Service

This free escort service is part of the Blue Jay Shuttle service and is provided through the use of University owned vans. This service provides transportation for community members traveling to and from the Peabody campus and their off-campus residence. It is designed to enhance the safety and security of those members traveling within the area of service, which is

approximately a one-mile radius from the center of campus. Passenger safety is the primary concern of this service. Features of the escort van service include:

- In service during the academic year from 6:00 PM to 2:00 AM.
- Covers an area within a one-mile (approximately 12 city blocks) radius of the center of campus.
- Use the TransLoc App or call 410-516-8700.
- Limited to those traveling between the campus and an off campus place of residence.
- Information regarding the escort vans can be found at: <https://peabody.jhu.edu/life-at-peabody/campus-safety/escort-van/>



Maintenance of Campus Facilities

The Public Safety conducts routine patrols of the facility to identify hazardous areas in need of repair. Referrals are promptly made to Facilities Management for attention. Public Safety officers routinely check the status of lighting both on and adjacent to campus and alert Peabody Facilities for any needed adjustments or repairs. Officers also check the operation of elevators on campus for proper operation. Public Safety maintains an on-call list for facilities personnel at the Public Safety dispatch desk. The Peabody Institute does not have any officially recognized student organizations that own or control off campus housing facilities and therefore does not monitor off campus criminal activity.

Campus Safety Awareness Programs

At the start of and throughout each school year, information is provided to students and staff concerning

campus security procedures. Each security alert and advisory published by Public Safety also contains crime prevention tips. Safety tips are also listed on the Peabody Campus Security website.

Crime Prevention and Security Presentations

During the 2022-2023 academic year, JHU offered approximately 2 crime prevention and security awareness programs. A presentation on security is delivered to prospective students and parents of prospective students during Audition Week. In addition, undergraduate and graduate students are presented with a CitySafe crime prevention program during orientation. During one semester each academic year, the Public Safety Department conducts an alcohol awareness day, when information about the effects of alcohol and general crime prevention information is disseminated. Crime prevention tips are made available at various events on campus throughout the academic year.

LiveSafe Personal App

LiveSafe is a personal safety mobile app that Public Safety is providing to all students, faculty, and staff to download for free. The app provides a quick, convenient and discreet way to communicate directly with Campus Safety and Security. To download this app visit the Campus Safety and Security website at <http://publicsafety.jhu.edu/resources-services/livesafe-app/>.

Emergency Response and Prevention Procedures

The campus emergency response is based on the National Incident Management System (NIMS) Incident Command System (ICS) model. Building evacuation maps are located on all floors in all buildings of Peabody. Should there be a need to evacuate, students, faculty, and staff are instructed to follow the recommended evacuation route on the map. Once outside students, faculty, and staff are instructed to follow the directions of Campus Security or the local public safety officials (fire/police). Unannounced fire drills are held in the residence halls at least once per semester. These drills are evaluated by the Director of Public Safety for the speed, completeness, and general organization of the drill. The results are shared with the Residential Life Administrator.

Fire drills were held in the Residence Hall (dorm) and Peabody Living Center (formerly called the Peabody Inn) on 5/26/2021, 9/23/2021, 11/02/2022, 10/5/23, and 12/7/23. The RAVE system was tested on 6/21/22. An active shooter tabletop was held on 10/2/23, and BPD presented active assailant training on 11/8/23.

Fire alarms will sound in the buildings if fire is detected or if a pull station is activated. Once an alarm is sounded or there is a determination that an evacuation is necessary, a Rave alert is sent via text message, email, and information displays informing of the danger and providing direction. There is also a bull horn in the Campus Security office that can be used to provide instruction during an evacuation. In the event of an emergency requiring an evacuation that is not triggered by a fire alarm, the Director of Public Safety, or in his/her absence, the on-duty Public Safety Supervisor, will determine the need for an evacuation. Students or staff will be notified via a Rave alert and will be directed by Campus Security staff. In the event of an extended or long-term evacuation, the Director of Public Safety will notify Peabody's Incident Commander, who will activate Incident Command.

All resident students are advised of fire safety procedures via the Residence Hall and Peabody Living Center Handbooks. Incoming freshman, transfer, and graduate students are also advised on fire safety and evacuation procedures during orientation. Students or staff can report fires or other emergency situations via phone by calling 911. Students and staff may also call Public Safety at 667-208-6608 to report such emergencies. The Residence Hall and other buildings are equipped with emergency call-down phones which ring directly to the security office. Information on fire safety will be available on the revamped Peabody website and will be provided via email during the course of the academic year.

Emergency Notification for Guests at The Peabody Institute of the Johns Hopkins University

Non-affiliates who are visiting The Peabody Institute of the Johns Hopkins University now have the option to Opt In for RAVE notifications. In the event of a confirmed major incident that threatens the safety of the campus community, the University will immediately send a text message alert through the RAVE system.

To sign up for RAVE notifications at The Peabody Institute of the Johns Hopkins University:
Text "JHUPeabodyAlerts" to 226-787 to sign up.
When you leave campus- or at any time- text "STOP JHUPeabodyAlerts" 226-787 to unsubscribe from alerts.

Missing Student Procedures

If an individual has reason to believe that a residential student has been missing for 24 hours, they should immediately report the situation to Public Safety at 667-208-6608. Individuals who are concerned about someone who has not been missing for 24 hours but has failed to return to his/her residence are encouraged to contact the campus security office to report the situation.

In addition to registering a general emergency contact, students residing in campus housing will be informed annually that each student has the option to identify one or more confidential missing person contacts. If designated, the missing person contact(s) will be notified by the University no later than 24 hours after the time the student is determined to be missing by either the designated campus official(s) authorized to make that determination or local law enforcement. This confidential information is accessible only to authorized campus officials who have the responsibility of notification as well as law enforcement officers in furtherance of a missing person investigation.

In the case that the missing student is under the age of 18 and not emancipated, his or her custodial parent(s) or guardian(s) will be notified within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

In all cases, local law enforcement will be notified within 24 hours of the determination that the student is missing even if the student is above the age of 18, is an emancipated minor, or has not provided a missing person contact, unless local law enforcement made the determination that the student was missing. The University will provide the necessary information to assist in locating the missing student.

If the circumstances related to a student's disappearance appear to be related to foul play, i.e., kidnapping or other criminal acts, then the appropriate notifications and actions will be initiated immediately, even if the student has been missing for less than 24 hours.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at https://www.communitynotification.com/cap_main.php?office=56622

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the year 2023.

2021: One hate crimes reported

- One Vandalism on-campus characterized by a religion bias.

2022: One hate crimes reported

- One Intimidation on-campus characterized by a race bias.



UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported in 2021.

2022: There was one crime, robbery, that was unfounded by the Baltimore Police Department.

2023: There was one crime, motor vehicle theft, that was unfounded by the Baltimore Police Department.

Resources

Public Safety

667-208-6608

<http://www.peabody.jhu.edu/life-at-peabody/campus-safety/>

Baltimore Police Department

Central District Non-Emergency

410-396-2411

Emergency 911

Blue Jay Shuttle Service

410-516-8700

JHU Counseling & Student Development Center

410-516-8278

<http://www.jhu.edu/counselingcenter/>

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)

888-978-1262

Johns Hopkins Hospital

410-955-5000

Bayview Medical Center

410-550-7900

TurnAround (Rape Crisis Hotline)

443-279-0379

Emergency preparedness

information (from Campus Security website):

<http://peabody.jhu.edu/life-at-peabody/campus-safety/emergency-preparedness/>

Peabody Institute—Baltimore, Maryland**Clery Crime Statistics (By Offense & Year)**

	On-Campus (Includes Residence Halls)	Noncampus	Public Property	Total Crimes Reported	Residence Halls ¹		On-Campus (Includes Residence Halls)	Noncampus	Public Property	Total Crimes Reported	Residence Halls ¹
Murder & Non-negligent Manslaughter						Domestic Violence / Dating Violence / Stalking	Arson				
2023	0	0	0	0	0		2023	0	0	0	0
2022	0	0	0	0	0		2022	0	0	0	0
2021	0	0	0	0	0		2021	0	0	0	0
Manslaughter by Negligence							Domestic Violence				
2023	0	0	0	0	0		2023	0	0	0	0
2022	0	0	0	0	0		2022	0	0	0	0
2021	0	0	0	0	0		2021	0	0	0	0
Rape							Dating Violence				
2023	0	0	0	0	0		2023	0	0	0	0
2022	2	0	0	2	2		2022	0	0	0	0
2021	0	0	0	0	0		2021	0	0	0	0
Fondling						Stalking					
2023	0	0	0	0	0	2023	5	0	1	6	
2022	1	0	0	1	1	2022	4	0	0	4	
2021	0	0	0	0	0	2021	2	0	0	2	
Incest						Arrests	Liquor Law Violations				
2023	0	0	0	0	0		2023	0	0	0	0
2022	0	0	0	0	0		2022	0	0	0	0
2021	0	0	0	0	0		2021	0	0	0	0
Statutory Rape							Drug Law Violations				
2023	0	0	0	0	0		2023	0	0	0	0
2022	0	0	0	0	0		2022	0	0	0	0
2021	0	0	0	0	0		2021	0	0	0	0
Robbery							Weapons Law Violations				
2023	0	0	4	4	0		2023	0	0	0	0
2022	0	0	1	1	0		2022	0	0	0	0
2021	0	0	3	3	0		2021	0	0	0	0
Aggravated Assault						Referrals for Disciplinary Action	Liquor Law Violations				
2023	0	1	1	2	0		2023	2	0	0	2
2022	0	0	2	2	0		2022	0	0	0	0
2021	0	0	1	1	0		2021	3	0	0	3
Burglary							Drug Law Violations				
2023	4	0	0	4	0		2023	0	0	0	0
2022	1	0	0	1	1		2022	0	0	0	0
2021	1	0	0	1	0		2021	0	0	0	0
Motor Vehicle Theft							Weapons Law Violations				
2023	0	0	9	9	0		2023	0	0	0	0
2022	0	0	0	0	0		2022	0	0	0	0
2021	0	0	3	3	0		2021	0	0	0	0

Additional information may be obtained from: Director of Security

Peabody Institute, One East Mount Vernon Place, Baltimore, MD 21202, 410-234-4609

¹ Of the crimes identified as On campus, the number of crimes that took place in dormitories or other residential facilities for students on campus.

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

Annual Fire Safety Report

On-Campus Fire Safety Systems

For residential facilities on the Peabody Institute campus, fire drills are conducted in every residential building four times per year as required by Baltimore City fire codes. Additional fire alarm tests and drills occur as necessary.

Smoke detectors have been installed in each student room for protection in case of fire. In addition to detectors, the Peabody Living Center has a fire sprinkler system. It is unlawful to tamper with this equipment or any other fire safety equipment.

If a fire occurs in a residential building, community members should immediately notify Public Safety office at 667-208-6608 or Baltimore City Fire Department at 911. If campus security is contacted, campus security will initiate a response, and contact the local fire department. If a member of the JHU community finds evidence of a fire that has been extinguished, and the person is not sure whether campus security has already responded, the community member should immediately notify campus security to investigate and document the incident.

Evacuation Procedures for Fire and Number of Mandatory Fire Drills

Procedures Students and Employees Should Follow In Case of a Fire

Your worst enemy during a fire is smoke. If you're surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Never use an elevator. Here are a few simple fire safety tips in case of a fire:

- Learn the location of fire exits and alarm pull stations near you and know the campus security and local agency emergency call number for assistance.
- Sound the fire alarm if you see smoke or detect a burning odor.
- Have a prepared escape plan and know your escape route.

- Remember to remain calm.
- Use exit stairs. Never use elevators.
- Close doors behind you as you escape. In most cases, this will prevent smoke damage and fire from entering the room you are exiting.
- Do not re-enter a fire-damaged building until it has been declared safe.
- If you become trapped, seal off cracks around doors and vents with cloth or rugs. (Soak them in water if possible.)
- Shut off fans and air conditioners.
- Signal for help from a window. If a campus phone is still operational or you have access to a cell phone, call Campus Security or local agency emergency services.

Additionally, individuals should follow these procedures:

If You See or Smell Fire:

- Remember the acronym RACE:
Rescue– Remove yourself and anyone in immediate danger if safe to do so.
Alarm – Activate the fire alarm and call for help from a safe distance.
Confine– Close doors and windows to prevent spread of smoke and fire.
Evacuate or Extinguish– Evacuate the building to a safe location. Only if you are trained to use a fire extinguisher, attempt to put out the incipient fires.

Procedures Students and Employees Should Follow in Case of Evacuation

Residents are required by law and University policy to evacuate their residences immediately when the fire alarm sounds. Procedures include:

- If you hear the fire alarm sound, you must prepare to evacuate. Students found in the building during an evacuation will be subject to disciplinary action.
- Feel your room door. If it is hot, stay in your room and signal for help from your window. Put a towel under your door.
- If there are no flames or heavy smoke, close your room door behind you and walk quickly to the nearest exit.

On Campus Student Housing Facilities Fire Safety Systems

Campus	Building Name	Street Address	Alarm System	Fire Extinguishers	Evacuation Plans/Placard	Number of Drills	Smoke Alarms	Security System	Fire Sprinkler
Peabody	Residence Hall	606 St. Paul St.	Offsite / Simplex Grinnell	Yes	Yes	4	Yes	Yes	None
Peabody	Peabody Living Center	605 N. Charles St.	Onsite / BFPE	No	Yes	4	Yes	Yes	Full

- At The Peabody Institute residents must use the stairs only. Do not use elevators. At The Peabody Institute, proceed to Joe Byrd Hall in the Arcade unless directed to another location by Campus Security officers. Resident Assistants will conduct a student head count.
- Remain a safe distance from the building until you are told by Housing or Residential Life staff members that you may go back inside.

It is essential for each student to know what to do if and when an evacuation of a complex is necessary; a minimum of one fire evacuation drill is conducted each semester and is mandatory for students.

University Organizations that should be Informed of Fire

The University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. To report a fire that has already been extinguished contact Campus Security non-emergency number, 667-208-6608. When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

The University's Policies on Portable Electrical Appliances, Smoking, and Open Flames

Students are informed in applicable handbooks and policies that guidelines have been established in the interest of individuals' safety and the preservation of University housing property. At The Peabody Institute, within their handbook and policies, students are informed that the following portable electrical appliances, flammable liquids and other sources of open flames are not permitted within the facility:

- flammable liquids
- space heaters
- items that could create a fire hazard
- anything hung from the sprinkler heads
- Microwaves are not allowed in residence hall rooms, with the exception of those specifically provided by the Conservatory
- George Foreman grills or similar cooking appliances
- Toasters, toaster ovens, smokeless indoor grills, etc.
- Hotplates, electric skillets, crock pots, electric tea kettle without automatic shut-off, etc.
- Coffee Pots without automatic shut-off
- Refrigerators over 4 cubic feet
- Air Conditioners & All portable heating devices (space heaters of any kind)
- Halogen Lamps
- Plastic or paper shade decorative lamps
- Candles, lanterns, incense, or anything else that produces an open flame
- Hookahs (decorative or otherwise), water pipes, bowls, bongos, or other smoking paraphernalia
- All combustible materials (gas, lighter fluid, charcoal, propane, solvents, etc.)
- All items powered by combustible fuels (such as motorcycles)
- All fireworks, explosives, etc.
- All corrosive (or poisonous) chemicals and hazardous materials

Regarding decorating personal space, the following are prohibited:

- Decorative string lights (cannot be near curtains or hanging from ceiling)
- Multiple power strips connected together ("chaining")
- Wire across floors that are not held down by a carpet or tape
- Curtain/drapes and anything covering ceilings (tapestries, banners, posters, or other flammable materials)
- Wall decorations covering more than 50% of the walls (tapestries, banners, posters, or other flammable materials)
- All tapestries or cloth decorations must be clearly labeled "Flame resistant"
- Crepe paper, plastic or Mylar decorations, ribbons, streamers, etc. hanging from light fixtures or ceiling
- Food lying open on desks, floors, etc.
- Baltimore City Property
- City or University Signage
- Lounge or Common Area Furniture
- Weapons
- Pets

Smoking is prohibited in University housing. Specifically, smoking is prohibited inside University housing buildings, including but not limited to, student rooms, suites, lounges, bathrooms, common areas, stairwells, lobbies and elevators.

Residents who smoke must do so outside of the building and must be far enough away from the building that smoke will not filter into the building via exterior doors, windows or the building ventilation systems.

Full cooperation with these policies is expected. Any violation of these policies will result in disciplinary action.

Limited types of cooking appliances are allowed in residence halls. All appliances must have an automatic shut off and may not contain an external heating element. For the Peabody Institute, all appliances must be Underwriters Laboratory (“UL”) approved. Refrigerators and freezers leased or brought from home may not exceed 4 cubic feet or 15 amps. Microwaves must not exceed 1100 watts.

Fire Safety Education and Training

Students, faculty, and staff are provided education on fire safety and information on how to report a fire, or evidence of a fire, to whom, and procedures to be followed for non-residential buildings on campus when a fire alarm signals. New students receive information on fire safety during orientation. Students, faculty, and staff have access to information on what to do in the event of fire at this link: <https://peabody.jhu.edu/life-at-peabody/campus-safety/emergency-preparedness/>

Each building has fire evacuation plans posted in common areas. All students and employees are encouraged to become familiar with the escape routes for all buildings and floors and the locations of fire extinguishers, hoses and alarms. In the event of a fire or evacuation, every student and employee should follow the fire safety evacuation route and vacate the premises until the officials in charge declare the premises safe to enter. Exits and areas around fire extinguishers must be kept clear at all times. Periodic fire safety inspections and drills are held to test equipment and procedures.

Resident Advisors (“RAs”) are trained and given specific information on the following:

- who to contact in an emergency
- how to assess an emergency situation

Fire Statistics (By Residential Facility & Year)

Residential Facilities	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Residence Hall 606 St. Paul St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A
Peabody Living Center 605 N. Charles St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A

Resources

Residential Community Standards & Judicial Policies and Residential Guidebook

<https://peabody.jhu.edu/life-at-peabody/student-handbook/policies>

Peabody Student Handbook

<http://www.peabody.jhu.edu/life-at-peabody/student-handbook>

Peabody Campus Security website

<http://peabody.jhu.edu/life-at-peabody/campus-safety/>

Smoking Policy

<https://hpo.johnshopkins.edu/doc/fetch.cfm/Y49F2mlk>

- how to respond using general response steps
- how to respond to fire emergencies

Any Plans for Improving Fire Safety

JHU continues to monitor its life safety systems. The current fire alarm system in the Peabody Living Center was upgraded to a state of the art fully addressable system with audible and strobe features in fiscal year 2022.

East Baltimore Campus

Background

The Johns Hopkins University School of Medicine, the Bloomberg School of Public Health, the School of Nursing, Kennedy Krieger Institute and the Johns Hopkins Hospital (collective, the “Medical Institutions” or “JHMI”) are located within the eastern sector of Baltimore City. The Medical Institutions comprise more than 59 buildings located on 53.4 acres. Approximately 1,500 students are enrolled with a full complement of faculty and staff.

Reporting Crimes and Other Emergencies

Public Safety and/or local emergency services, including the Baltimore Police Department (“BPD”), fire or ambulance, can be requested via the Security Communication Center by calling 410-955-5585, or x5-5585 using any of the in-house phones. Uniformed officers maintain highly visible posts and are accessible to anyone wishing to report any incident. The prompt reporting of crime is encouraged through various publications and program reminders.

Campus Law Enforcement

The Johns Hopkins Public Safety Department (“Public Safety”), a staff of over 500 uniformed (unarmed) officers providing interior, exterior and mobile patrols, operates on a 24-hour basis to assist and respond to emergency or security related incidents. Public Safety enforces corporate policy and assists law enforcement in the enforcement of local and state criminal laws for Johns Hopkins University, Johns Hopkins Hospital and all entities of the Johns Hopkins Health System Corporation. Strategically placed electronic surveillance equipment and a radio communications center support Public Safety’s response to security incidents. This system increases the ability of security personnel to pinpoint areas of concern. Public Safety officers may be summoned via any number of in-house phones by calling x5-5585. The x5-5585 number may also be used to summon local police or emergency services through the central Security Communications Center. Public Safety documents and departmental

Reporting Crimes

Public Safety

Emergency: 410-955-5585

Non-Emergency: 410-614-3473

Baltimore Police Department

Emergency: 911

Non-Emergency: 410-396-2422



publications prominently display this information. Public Safety maintains the website <https://publicsafety.jhu.edu> and provides daily publication of crimes known to have occurred on campus, in the residential halls and in JHU owned buildings, as well as on public property contiguous to the campus. A daily crime log is available for review during normal business hours at the front desk in the Public Safety Office, Harvey 109. Public Safety works in close concert with the BPD concerning the apprehension of criminal offenders, investigations, crime awareness programs and crime prevention programs. In addition, Public Safety attends Intel meetings at the BPD Southeast District Police Station to discuss current crime patterns that may directly affect the East Baltimore campus as well as solutions to deter crime. Although Public Safety officers do not have arrest powers, a contingent of uniformed and plain-clothed off-duty BPD officers with full arrest powers, paid by the University, perform duties at various inside

and outside locations of the complex. A close working relationship is maintained with the BPD and in any criminal incident on the East Baltimore Campus, the BPD would be the investigative agency as they have primary jurisdiction. Public Safety would serve in a support role in assisting in the investigation. Public Safety does not have a written memorandum of understanding pertaining to the investigation of criminal incidents with BPD or any law enforcement agency.



Security and Access of Campus Facilities

Most campus buildings remain open 24 hours a day. Students, faculty and staff may gain access to restricted areas, e.g. laboratories or libraries, by key or access card, depending on the location and their approved access. All areas are patrolled by security officers in addition to security officers assigned to specific access locations. All unusual or suspicious activities or persons are investigated and appropriate action is taken, when necessary. Security mobile units, bike patrol units, K-9 units, and the Special Response Unit (“SRU”) support interior and exterior security officers. Personal escorts by security officers are available for all faculty, staff and students. The 929 Apartments are only accessible to building residents and their authorized guests and visitors. The apartment complex employs concierge officers at the courtesy Desk who have walkie-talkies to contact Public Safety.

Security related information is published regularly in the “Hopkins Hotline” and via Security Alerts and Advisories.

Public Safety further provides the following services:

- Publishes crime incidents on Public Safety’s Intranet website at <https://publicsafety.jhu.edu>
- The general public and prospective students and employees can find information about security and crime statistics on the internet at <https://publicsafety.jhu.edu>
- Conducts preliminary crime investigations and follow-up.
- Conducts crime prevention and security awareness programs for students and employees on various topics, including Clery reporting.
- Conducts student orientation on security and safety matters and prevention, including Clery reporting.
- Conducts nursing unit security talks and advises staff of ongoing security resources and initiatives.
- Informs Medical Institutions leadership of crime patterns through use of crime statistics by providing monthly, quarterly and annual comprehensive reporting.
- Maintains a 24-hour communications center that receives information by phone, CCTV cameras, computers and direct alarm connections as well as a centrally located security business office for walk-ins.
- Provides a 24-hour recorded, anonymous Security Tip Line (410-614-3903) for reports of security offenses or information concerning criminal or suspicious activity.
- Maintains a close liaison between The National Crime Prevention Council, the BPD and the Maryland Community Crime Prevention Association. Provides brochures and pamphlets on security and crime prevention and participates in crime prevention and awareness seminars.
- Provides a 24-hour walking escort service.
- Provides security surveys with security recommendations.
- Provides mobile, bicycle, Segway, K-9, and foot patrol security units to patrol the grounds.
- Maintains an ongoing partnership with local and federal law enforcement agencies to immediately address and coordinate investigations and appro-

priate notifications or incidents involving missing students. Public Safety in cooperation with the designated Associate Deans of Student Affairs at the JHU Schools of Medicine, Public Health and Nursing has mirrored the established University policy of the Homewood Campus.

Maintenance of Campus Facilities

Public Safety participates in identifying and reporting facility hazards to the Facilities Department for maintenance and repair. The East Baltimore Campus does not have any officially recognized student organizations that own or control off campus housing facilities and therefore does not monitor off campus criminal activity.

Campus Safety Awareness Programs

In 2021, due to COVID-19 restrictions, Public Safety participated in 14 virtual presentations. Public Safety provided narrated Power Point presentations for new students, faculty, and staff. Public Safety personnel participate in all student and employee orientations and provide information about the services provided, to include, how the office communicates with students and employees during an emergency, how they can reach the office in an emergency, and how and when the office may communicate with them in a non-emergency situation. Public Safety also presents basic crime prevention strategies during orientation to students and employees. In these programs, students and employees are encouraged to be aware of their surroundings at all times and to minimize personal distractions, i.e. on the phone.

Public Safety attends student government meetings and staff meetings on an as-needed or as-requested basis and distributes general safety information emails at least twice a year.

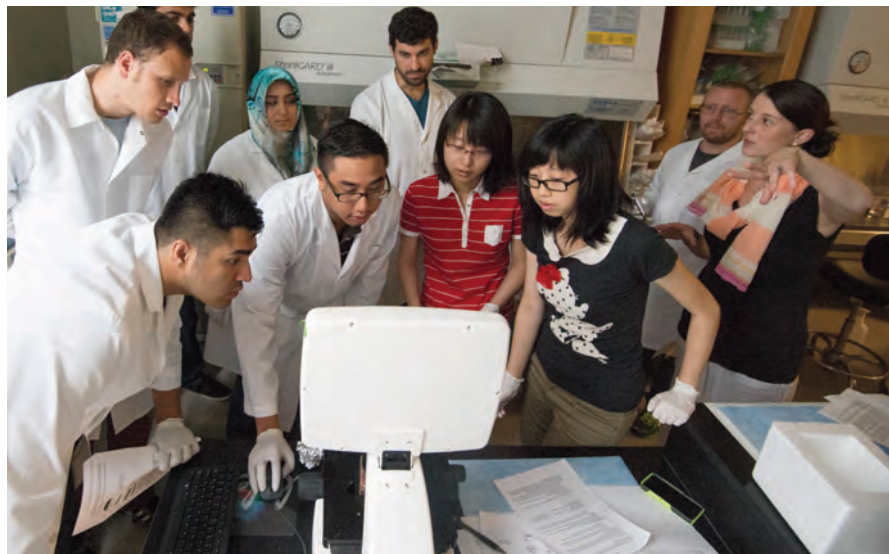
Crime Prevention and Security Presentations

Public Safety conducts various security presentations for Johns Hopkins students, residents and employees on an annual basis. These presentations are customized for the audience and provide educational and safety awareness resources. The frequency of programs is based upon an identified need of the requesting party, or on an annual basis such as student orientations. Student orientations consist of general safety guidelines, security escort services, and personal safety. Public Safety also participates at new employee orientations, which are conducted on a weekly basis.

Educational programs are offered frequently throughout the year at venues such as Town Hall meetings, Career Fairs, Visitors Day and Summer Job Programs to include Active Shooter Responses and Security on Campus programs.

Emergency Response and Prevention Procedures

The Johns Hopkins Hospital (JHH) has a department of Emergency Management which chairs the JHH the Emergency Management Committee (EMC). The EMC is a multi-disciplinary team to include all clinical and non-clinical departments as JHH such as Johns Hopkins Public Safety, Legal, Supply Chain Management, and Facilities. The Johns Hopkins Hospital's



Emergency Management Program is composed of three guiding documents: Program Foundations, Emergency Operations Plan, and Mission Continuity Plans (MCP)/Recovery Plan. Collectively, these documents cover JHH as an organization, to include all patients, staff, and visitors at JHH. The program is designed to provide guidance and direction for the establishment, management, maintenance and oversight of JHH's emergency preparedness, response and recovery activities.

Emergency Notification for Guests at Johns Hopkins Hospital and East Baltimore Campus

Non-affiliates who are visiting the Johns Hopkins Hospital and the East Baltimore Campus now have the option to Opt In for RAVE notifications. What RAVE is for and how to activate the system on a personal cell

phone is provided via posters, visitors cards that are handed out as visitors check in and on our video display monitors.

To sign up for RAVE notifications:

Text “JHEastBaltimoreAlerts” to 226-787 to sign up. When you leave campus- or at any time- text “STOP JHEastBaltimoreAlerts” 226-787 to unsubscribe from alerts.

In 2023, the Johns Hopkins Hospital conducted 7 emergency preparedness exercises ranging from table-tops to full-scale. Topics that were covered included incident command center activation, highly infectious disease events, and mass casualty incidents. The RAVE system is tested via text message. These exercises are a mix of announced and unannounced.

Missing Student Procedures

If an individual has reason to believe that a residential student has been missing for 24 hours, they should immediately report the situation to Public Safety at 410-955-5585 for the East Baltimore Campus. Individuals who are concerned about someone who has not been missing for 24 hours but has failed to return to his/her residence are encouraged to contact Public Safety office to report the situation.

In addition to registering a general emergency contact, students residing in campus housing will be informed annually that each student has the option to identify one or more confidential missing person contacts. If designated, the missing person contact(s) will be notified by the University no later than 24 hours after the time the student is determined to be missing by either the designated campus official(s) authorized to make that determination or local law enforcement. This confidential information is accessible only to authorized campus officials who have the responsibility of notification as well as law enforcement officers in furtherance of a missing person investigation.

In the case that the missing student is under the age of 18 and not emancipated, his or her custodial parent(s) or guardian(s) will be notified within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

In all cases, local law enforcement will be notified within 24 hours of the determination that the student is missing even if the student is above the age of 18, is an emancipated minor, or has not provided a missing person contact, unless local law enforcement made the

Resources

Public Safety

Non-Emergency 410-614-3473

Emergency 410-955-5588

Security Administration 410-614-34473

Baltimore Police Department

Southeastern District Non-Emergency

410-396-2422

Emergency 911

JHU Student Assistance Program (JHSAP)

443-287-7000

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)

888-978-1262

UHS University Mental-Health Services

410-955-1892

Johns Hopkins Hospital

410-955-5000

Bayview Medical Center

410-550-0100

TurnAround (Rape Crisis Hotline)

443-279-0379

determination that the student was missing. The University will provide the necessary information to assist in locating the missing student.

If the circumstances related to a student's disappearance appear to be related to foul play, i.e., kidnapping or other criminal acts, then the appropriate notifications and actions will be initiated immediately, even if the student has been missing for less than 24 hours.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at https://www.communitynotification.com/cap_main.php?office=56622

East Baltimore Campus—Baltimore, Maryland

Clery Crime Statistics (By Offense & Year)

	On-Campus (Includes Residence Hall)	Noncampus	Public Property	Total Crimes Reported	Residence Hall ¹
Murder & Non-negligent Manslaughter					
2023	1	0	2	3	0
2022	1	0	2	3	0
2021	0	0	1	1	0
Manslaughter by Negligence					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Rape					
2023	5	0	0	5	1
2022	1	0	0	1	0
2021	1	0	0	1	0
Fondling					
2023	14	0	2	16	0
2022	10	0	0	10	0
2021	7	0	0	7	0
Incest					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Statutory Rape					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Robbery					
2023	3	0	6	9	0
2022	3	0	10	13	0
2021	1	0	8	9	0
Aggravated Assault					
2023	30	0	16	46	0
2022	23	0	13	36	0
2021	25	0	5	30	0
Burglary					
2023	4	0	0	4	0
2022	7	0	0	7	0
2021	10	0	0	10	0
Motor Vehicle Theft					
2023	10	0	19	29	0
2022	3	0	1	4	0
2021	2	0	2	4	0
Arson					
2023	2	0	0	2	0
2022	0	0	1	1	0
2021	0	0	1	1	0
Domestic Violence					
2023	12	0	8	20	0
2022	20	0	10	30	0
2021	16	0	7	23	0
Dating Violence					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Stalking					
2023	9	0	0	9	0
2022	15*	0	2	17*	0
2021	10	1	0	11	0
Liquor Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Drug Law Violations					
2023	8	0	2	10	0
2022	3	0	0	3	0
2021	1	0	0	1	0
Weapons Law Violations					
2023	1	0	5	6	0
2022	3	0	2	5	0
2021	2	0	3	5	0
Liquor Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0
Drug Law Violations					
2023	5	0	0	5	0
2022	22	0	0	22	0
2021	0	0	0	0	0
Weapons Law Violations					
2023	0	0	0	0	0
2022	0	0	0	0	0
2021	0	0	0	0	0

Domestic Violence / Dating Violence / Stalking

Arrests

Referrals for Disciplinary Action

Additional information may be obtained from: Senior Director of Public Safety

Johns Hopkins Medical Institutions, 550 N. Broadway, Suite 503, Baltimore, Maryland 21205-2003, 410-614-3473

¹ Of the crimes identified as On campus, the number of crimes that took place in dormitories or other residential facilities for students on campus.

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

* Two additional case were identified as on campus stalkings for 2022.

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

2021: One hate crime reported

- One Aggravated Assault reported on campus characterized by a race bias.

2022: Two hate crimes reported

- One Assault reported on public property characterized by a nationality bias.
- One Intimidation reported on public property characterized by a nationality bias.

2023: Five hate crimes reported

- Two Vandalisms reported on campus characterized by a race bias.
- One Vandalism reported on public property characterized by a race bias.
- One Intimidation reported on campus characterized by a nationality bias.
- One Intimidation reported on campus characterized by a religion bias.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported in 2023.

2021: There were 5 crimes, rapes, fondling, robbery, and aggravated assault, were unfounded by Baltimore Police Department. One unfounded incident had two Clery categories.

2022: There were 3 crimes, a sex offense, aggravated assault and motor vehicle theft, were unfounded by the Baltimore Police Department.

ANNUAL FIRE SAFETY REPORT

On-Campus Fire Safety Systems

The 929 Apartments is managed by EDR Trust, however the School of Nursing and Public Health have an agreement for rooms for students and visiting faculty. For the residential facility on the East Baltimore Campus, smoke detectors have been installed in each apartment to alert residents in case of fire. In addition to detectors, the 929 Apartments has a sprinkler system. It is unlawful to tamper with this equipment or any other fire safety equipment.

If a fire occurs in a residential building, community members should immediately notify Public Safety or call 911. If Public Safety is contacted, Public Safety will initiate a response, and contact the local fire department. If a member of the JHU community finds evidence of a fire that has been extinguished, and the person is not sure whether Public Safety has already responded, the community member should immediately notify Public Safety to investigate and document the incident.

Evacuation Procedures for Fire and Number of Mandatory Fire Drills

Procedures Students and Employees Should Follow in Case of a Fire

Your worst enemy during a fire is smoke. If you're surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Here are a few simple fire safety tips in case of a fire:

- Learn the location of fire exits and alarm pull stations near you and know the campus security and local agency emergency call number for assistance.

On Campus Student Housing Facilities Fire Safety Systems

Campus	Building Name	Street Address	Alarm System	Fire Extinguishers	Evacuation Plans/Placard	Number of Drills	Smoke Alarm	Security System	Fire Sprinkler
East Baltimore	929 Building	929 N. Wolfe St.	VSC	Yes	Yes	2	Yes	Yes	Full

- Sound the fire alarm if you see smoke or detect a burning odor.
- Have a prepared escape plan and know your escape route.
- Remember to remain calm.
- Use exit stairs. Never use elevators.
- Close doors behind you as you escape. In most cases, this will prevent smoke damage and fire from entering the room you are exiting.
- Do not re-enter a fire-damaged building until it has been declared safe.
- If you become trapped, seal off cracks around doors and vents with cloth or rugs. (Soak them in water if possible.)
- Shut off fans and air conditioners.
- Signal for help from a window. If a campus phone is still operational or you have access to a cell phone, call local Campus Security or local agency emergency services.

Additionally, individuals should follow these procedures:

If You See or Smell Fire:

- Remember the acronym RACE:
 - R** – Remove yourself from contact with smoke or fire.
 - A** – Alarm – Pull the nearest fire alarm.
 - C** – Call campus security from a safe location.
 - E** – Evacuate the building to a safe location.
- Do NOT use elevators.

Procedures Students and Employees Should Follow in Case of Evacuation

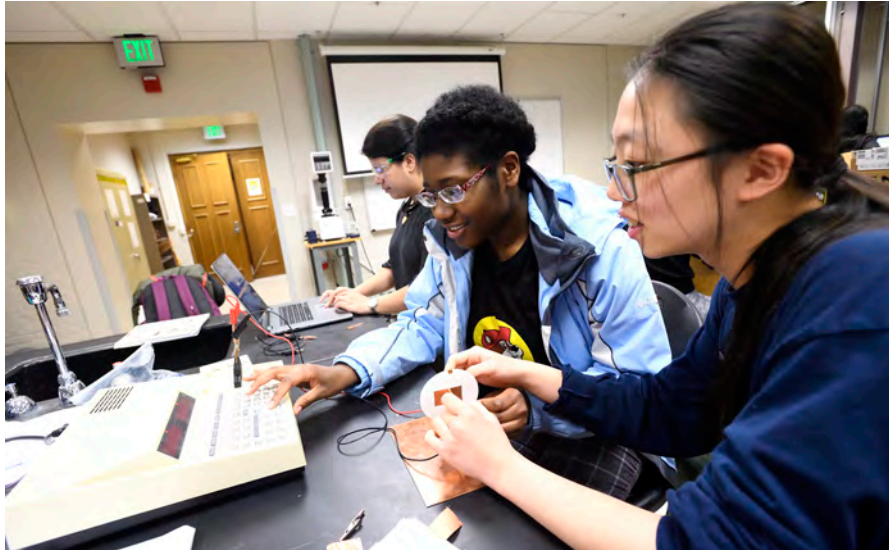
Residents are required by law and University policy to evacuate their residences immediately when the fire alarm sounds. Procedures include:

- If you hear the fire alarm sound, you must prepare to evacuate. Failure to do so is not only dangerous and illegal, but it also may result in criminal prosecution and the initiation of eviction proceedings.
- Feel your room door. If it is hot, stay in your room and signal for help from your window. Put a towel under your door.
- If there are no flames or heavy smoke, close your room door behind you and walk quickly to the nearest exit.
- Remain a safe distance from the building until you are told by the fire department that you may go back inside.

It is essential for each student to know what to do if and when an evacuation of a complex is necessary.

University Organizations that should be Informed of Fire

The University is required to annually disclose statis-



tical data on all fires that occur in on-campus student housing facilities. To report a fire that has already been extinguished contact Public Safety at 410-955- 5585. When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

The University's Policies on Portable Electrical Appliances, Smoking, and Open Flames

Students are informed in the Resident Handbook for the 929 Apartments that guidelines have been established in the interest of individuals' safety and the preservation of the property. At the 929 Apartments, within their handbooks, students are informed that the following portable electrical appliances, flammable liquids and other sources of open flames are not permitted within the facility:

- candles
- space heaters
- incense
- hot plates

Regarding decorating personal space, the following are prohibited:

- items that could create a fire hazard
- hanging of sheets, blankets or any object obstructing emergency evacuation

- hanging posters or other decorations that cover large portions of wall or other surfaces that could present a fire hazard
- anything hung from the sprinkler heads.

Smoking is prohibited in University housing. Specifically, smoking is prohibited inside University housing buildings, including but not limited to, student rooms, suites, lounges, bathrooms, common areas, stairwells, lobbies and elevators.

Residents who smoke must do so outside of the building and must be far enough away from the building that smoke will not filter into the building via exterior doors, windows or the building ventilation systems.

Full cooperation with these policies is expected. Any violation of these policies will result in disciplinary action.

Fire Safety Education and Training

Students, faculty, and staff are provided education on fire safety and information on how to report a fire, or evidence of a fire, to whom, and procedures to be followed for non-residential buildings on campus when a fire alarm signals.

Each building has fire evacuation plans posted in common areas. All students and employees are encouraged to become familiar with the escape routes for all buildings and floors and the locations of fire extin-

guishers, hoses and alarms. In the event of a fire or evacuation, every student and employee should follow the fire safety evacuation route and vacate the premises until the officials in charge declare the premises safe to enter. Exits and areas around fire extinguishers must be kept clear at all times. Periodic fire safety inspections and drills are held to test equipment and procedures.

Any Plans for Improving Fire Safety

JHU continues to monitor its life safety systems.

There are no future improvements currently planned. Training and fire safety information is reviewed on an annual basis.

Resources

929 Resident Handbook

<https://www.canva.com/design/DAFq4VJNB1/pcwxKT4BIHOMnBs4RhP3kQ/edit>

Health, Safety & Environment Policies

<https://www.hopkinsmedicine.org/hse/>

Fire Statistics (By Residential Facility & Year)

Campus/ Locations	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
929 Building 929 N. Wolfe St.						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A

Harbor East Campus

Background

Johns Hopkins University Carey Business School is located in the Franklin Templeton building situated in the Harbor East area of Baltimore. The school occupies 150,000 square feet of space on seven floors. The first floor serves as an entrance to the school. The second floor contains classrooms, breakout spaces for students and faculty, group study rooms, a library, and offices. There are no student organizations that have sanctioned off campus housing facilities. The 6th, 12th and 13th floors house offices for the dean, faculty and staff. On the 24th floor there are classrooms and a student study space. The Franklin Templeton building serves 474 full-time students and 1350 part-time students. There are 200 full and part-time staff located at the Franklin Templeton building.

Reporting Crimes and Other Emergencies

Crime and safety concerns may be reported to Security by calling Campus emergency at 410-234-9300 or 911. To report non-emergency safety concerns, contact Campus Security at 410-234-9301. Uniformed officers are accessible to anyone wishing to report any incident during the Center's operating hours. The prompt reporting of crime is encouraged through various publications and program reminders.

Campus Law Enforcement

Security Officers are on duty during all operating hours in order to respond to emergencies and incidents. Detailed reports on security matters are submitted to the Center Director. There are non-sworn security officers, who do not have arrests powers, who enforce University policy. The security officers attend training sessions, including Clery training. The Harbor East Campus building utilizes contract guard service to ensure that the building is adequately covered.

Reporting Crimes

Campus Security

Emergency: 410-234-9300

Non-Emergency: 410-234-9301

Baltimore Police Department

Emergency: 911

Non-Emergency: 410-396-2422

Johns Hopkins Public Safety maintains the web site <https://publicsafety.jhu.edu/> for the daily publication of crimes known to have occurred on campus and on public property contiguous to the campus at the Harbor East Campus. This web site, accessible through the University home page (www.jhu.edu), also provides crime prevention information and personal safety tips. A daily crime log is available for review during normal business hours at the first floor lobby security desk. The security officers have jurisdiction to operate on JHU owned or controlled property.

Excellent relationships are maintained with local law enforcement agencies and Johns Hopkins Public Safety. A close working relationship is maintained with Legg Mason building security as well as the Baltimore Police Department ("BPD") and in any serious or criminal incident at the Harbor East building, the BPD would be the primary investigative agency. The perimeter of the building is patrolled by Harbor East security.

Information regarding criminal incidents and other security-related matters is provided annually to Johns Hopkins Public Safety. All criminal activity is reported to the BPD. Emergency phones are located in the lobby of student populated floors for them to have immediate access to security. When a call is received the security team responds immediately to that location.

The University's policies, on the University's website (<https://www.jhu.edu/university-policies/>), concerning substance abuse and sexual misconduct information are commonly found in University catalogs and other widely circulated documents.

Security of Campus Facilities

The Harbor East campus is open Monday through Thursday, 7:30 AM to 10:00 PM, Friday 7:30 AM to 6:00 PM, and closed Saturday and Sunday. Students and visitors enter through the first floor lobby area. Students must present their J-card to the Public Safety office at the front desk. Visitors must present identification to the security officer. The Envoy Visitor Management system is used to document guest including contact information on whom they



are visiting prior to gaining entry. Faculty and staff members are issued an access card, granting them access to specified areas. Doors are controlled by access control cards, thus pre-venting unauthorized persons from gaining access to restricted areas. There are 80 cameras located throughout the seven floors of the school. These cameras are being monitored by Public Safety during normal business hours. Public Safety can also monitor access card usage, tracking individual cards, individual users, and individual doors. Through the access control system Public Safety can further access floor plans allowing them to view what doors are open and what doors are closed. This program allows Public Safety to unlock and/or lock doors in the event of an emergency.

Security officers inspect the entire facility, including classrooms, hallways and administrative offices at regular intervals. Security-related concerns such as lighting, fire safety, equipment security, and suspicious persons are reported immediately and promptly addressed. An email will be sent if there is need to

inform faculty, staff and students of a major incident. Harbor East security officers are not armed.

Maintenance of Campus Facilities

Public Safety encourages recommendations from its faculty, staff, and students for ways to better protect the community as may be needed. Security is taken into consideration in the maintenance of the facilities by scheduling periodic rounds by the Campus Director and CPOs to assess the safety conditions in the Center. A collaborative effort with the building engineer to report any hazardous conditions to the security team is completed daily. The Harbor East Campus does not have any officially recognized student organizations that own or control off campus housing facilities and therefore does not monitor off campus criminal activity.

Campus Safety Awareness Programs

Crime prevention and other security services offered by the Carey Business School at Harbor East include:

- Escort service to parking garages is available during business hours to students, faculty and staff.
- Information, guest speakers, etc. is provided to staff to promote security education and awareness.
- Bulletins are circulated to students, faculty and staff regarding matters of immediate security concern.
- Contacts are maintained with local, State and Federal law enforcement agencies, as well as Johns Hopkins Public Safety and Legg Mason Security.
- Orientation (Representatives from Johns Hopkins Public Safety conduct a presentation.)

Crime Prevention and Security Presentations

JHU offers crime prevention and security awareness programs during orientations. Students and employees are encouraged to be responsible for their own safety and to contact security to report any suspicious behavior.

Emergency Response and Prevention Procedures

In the event of an emergency, the building's fire alarm system will be activated that relays a message to evacuate the building depending on the floor of impact and all elevators will be automatically deactivated. Once

Public Safety identifies the alarm they must call the first floor front desk of the Franklin Templeton lobby to gather more information. If unable to reach the lobby, Public Safety must call the Harbor East Command Center at 410-605-0019 (this number is located at both security post). At this point, the Senior Associate Dean for Finance and Administration is contacted immediately, informing him/her of the pending emergency.

If evacuation is deemed necessary for the Carey Business School respective floors, the 1st and 2nd floor Public Safety should remain at their post sites to assist all students, staff, faculty and visitors to the nearest emergency exit. During this time, the roving Public Safety officer proceeds to vacate all work and study spaces on the 1st and 2nd floors and secures the doors behind them. The remaining floors (5th, 6th, 12th, 13th and 24th floors) have designated floor marshals to assist with evacuation on their respective floor. Everyone is directed by Public Safety to meet at the designated gathering point. During this time, a Rave alert is sent to students, faculty, and staff.

If for any reason someone is unable to vacate the building, they are instructed to wait in the stairwell for assistance. Public Safety must record the location and proceed with their evacuation. Once all of the remaining spaces are clear, Public Safety must inform the fire department and the Director of Campus Operations of the respective locations.

The annual unannounced evacuations of the entire Franklin Templeton building have occurred on October 5th of 2023. During the evacuations, Public Safety along with the fire marshals, vacate all floors occupied by the Carey Business School. Students, faculty, and staff are directed to a designated gathering point. All evacuations of the building are documented by Public Safety in an incident report. The Rave notification system is tested on the 2nd and 4th Thursday of each month.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at [https://](https://www.communitynotification.com/cap_main.php?office=56622)

www.communitynotification.com/cap_main.php?office=56622

Resources

Public Safety

Non-Emergency 410-234-9301

Emergency 410-234-9300

Baltimore Police Department

Southeastern District Non-emergency

410-396-2422

Emergency 911

JHU Student Assistance Program (JHSAP)

443-287-7000

Johns Hopkins Employee

Assistance Program (JHEAP
formerly mySupport)

888-978-1262

Johns Hopkins Hospital

410-955-5000

Bayview Medical Center

410-550-7900

TurnAround (Rape Crisis Hotline)

443-279-0379

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the years 2021, 2022, or 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years of 2021, 2022, or 2023.

Harbor East—Baltimore, Maryland**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Rape					Dating Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Fondling				Stalking			
2023	0	0	0	2023	1	1	
2022	0	0	0	2022	0	0	
2021	0	0	0	2021	0	0	
Incest				Arrests	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Statutory Rape					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Robbery					Weapons Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Aggravated Assault				Referrals for Disciplinary Action	Liquor Law Violations		
2023	0	1	1		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Burglary					Drug Law Violations		
2023	1	0	1		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Motor Vehicle Theft					Weapons Law Violations		
2023	0	0	0		2023	0	0
2022	0	1	1		2022	0	0
2021	0	1	1		2021	0	0

Additional information may be obtained from: Center Director

Johns Hopkins University, Carey Business School at Harbor East, 100 International Drive, Baltimore, Maryland 21202

The Harbor East Campus is a commuter campus with no residence halls, dormitories or non-campus buildings or property.

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

Applied Physics Laboratory

Background

The Applied Physics Laboratory (“APL”), a division of JHU, is located on a 412-acre complex in Howard County, Maryland. The campus-like setting employs about 9,476 part-time and full-time staff members. APL provides a vast array of scientific research in numerous disciplines for the U.S. Government, mainly the Department of the Navy. Designated as a “Prime Contractor” operating under the security cognizance of NAVSEA and the Defense Counterintelligence and Security Agency (DCSA), APL is involved in many task assignments vital to national defense. In addition to defense research, APL maintains strong academic relationships with other divisions of JHU through joint programs, seminars, exchange of lecturers and fellowships. The Whiting School of Engineering in partnership with the Applied Physics Laboratory, offers on-site Engineering for Professionals graduate classes to over 198 non-APL students. The following programs offer classes at the APL: Applied Biomedical Engineering, Applied and Computational Mathematics, Applied Physics, Civil Engineering, Computer Science, Cybersecurity, Electrical and Computer Engineering, Engineering Management, Information Systems Engineering, Materials Science and Engineering, Mechanical Engineering, Space Systems Engineering, Systems Engineering, and Technical Management.

Reporting Crimes and Other Emergencies

Crime and safety concerns may be reported to the Security Services Department by calling the emergency numbers 443-778-7575 or 911. Uniformed officers are accessible to anyone wishing to report any incident during the Lab’s operating hours. The prompt reporting of crime is encouraged through various publications and program reminders.

Security of Campus Facilities

The Kossiakoff Conference and Education Center is open and staffed by an APL security officer during normal business hours and when classes or events are being held at the center. The APL Main campus can be accessed by authorized personnel 24 hours each day, 7 days a week through Lobby One. The Security have a need- to know. The latter is in accordance with

Reporting Crimes

Security Services Department

Emergency/Non-Emergency:

443-778-7575

On-Site Medical Services:

443-778-5592

Howard County Police Department

Emergency: 911

Non-Emergency: 410-313-2200

Services Department (“SECD”) is tasked with ensuring the safety of the staff, to protect the APL facility and property and to instruct and assist staff members in preventing unauthorized disclosure of classified information to individuals who are not properly cleared or who do not have a need-to-know. The latter is in



accordance with National Industrial Security Program Operating Manual (attachment to 32 CFR* Part 117). Whenever unusual security situations develop, which vary from the written established guidance, SECD should be contacted.

SECD supervises and directs the physical and personnel security program at APL, promulgates necessary written and verbal presentations to ensure proper safeguarding of classified information at APL and at field test sites and coordinates all visit requests. The Campus is patrolled by Security 24 hours/7 days a week.

SECD is an integral part of APL’s overall security program. In addition to their duties of loss prevention, the Security Group performs daily security

inspections to ensure that classified material is properly safeguarded.

SECD is made up of 89 non-sworn officers who have jurisdiction on APL-owned and -controlled property and enforce APL policies. This force is supplemented by two armed off-duty law enforcement officers. There are four members of the SECD professional staff who are armed on campus to provide a force multiplier in an active assailant situation. Reports of irregularities and after-hours security infractions are submitted to the Security Office for corrective action. Although SECD does not have arrest powers, it enjoys an excellent relationship with the Howard County Police Department (“HCPD”); in any serious or major criminal incident on the APL campus, HCPD would be the primary investigative agency. SECD would serve in a support role in assisting in the investigation. APL does not have any officially sanctioned off-campus locations and, therefore, does not monitor off-campus criminal activity.

The Clery regulations are reviewed by the security managers and disseminated to the appropriate staff at APL. In emergency situations involving the limited number of students attending classes at APL, several options to notify them are available. Personal notification by a SECD officer, as well as the public address system are used for ensuring information reaches the appropriate people. Other SECD responsibilities include:

- Liaising with Federal and local law enforcement agencies
- Monitoring of all security surveillance equipment to include fire, perimeter and classified area alarms, CCTV and access control systems
- Enforcing parking regulations
- Assisting motorists to start their cars when requested
- Providing after-hours escort service to the parking lots
- Providing Visitor Control functions for classified meetings
- Escorting cleared and uncleared personnel when required
- Providing security and escort protection when classified material is in transit
- Supervising property being hand-carried into or out of APL
- Conducting security and safety inspections
- Administering basic first aid and CPR as required

SECD conducts an in-house review of all Departments and Sectors to evaluate their respective security posture. These reviews occur throughout the year. Staff interviews are conducted during the reviews to gauge overall staff security awareness. A detailed findings report noting all vulnerabilities discovered during the assessment is provided to APL management, and mitigation actions for vulnerabilities must be reported.

APL provides an anonymous Compliance Hotline for staff to report concerns regarding APL policy, contract obligations, or laws and regulations. The Compliance Hotline is managed by an independent organization and can be reached by calling 1-888-266-7593 or 1-888-COMPLY3.

Maintenance of Campus Facilities

SECD conducts weekly inspections of the perimeter lighting and reports any deficiencies to APL’s Facilities Maintenance and Operations Group for corrective action. Any structural or infrastructure deficiencies are also addressed by this group. Facilities Maintenance has a Service Call system that staff can use to report any issues.

Campus Safety Awareness Programs

SECD is able to notify all students, staff and faculty who attend the Whiting School of Engineering of emergencies at APL through the mass e-mail system.

APL provides mandatory online security training each year to all staff. In addition, SECD issues quarterly Security Bulletins via e-mail, posts security reminders throughout the Laboratory, and maintains a website on APL’s internal network.

SECD posts security awareness and updates on an as needed basis to the APL internal website.

SECD also maintains a website on APL’s internal network.

Crime Prevention and Security Presentations

Each of the 12 APL departments has a designated Department Security Representative (“DSR”) who distributes security-related materials to their respective departments as-needed and holds an annual security refresher for each department. SECD holds a quarterly meeting with all DSRs to discuss any relevant security changes.

All APL staff are required to complete an annual Refresher Compliance and Security Training Course, which provides staff with reminders and updates concerning APL’s compliance and security policies and procedures.

Emergency Response and Prevention

Procedures

APL uses the Incident Command System (ICS structure for emergency management. Laboratory-wide emergency response and evacuation procedures/policies are posted in an online policy library where all staff can access them. APL also has an emergency home page on the internal internet where all emergency response procedures are listed for staff to access. Procedures include information on evacuations, reporting medical emergencies, active assailant procedures, shelter-in-place, and lock-downs. In an emergency situation, staff would contact an emergency line at the SECD security console. SECD staff would then notify 911 as appropriate.

APL annually conducts unannounced fire alarm and evacuation exercises. Additionally, from March 25th through April 5th, SECD conducted active assailant exercises in 45 buildings. These exercises tested both the staff's ability to respond to mass notifications and the Security force's internal processes, procedures, and mass notification equipment performance. There were also three staff presentations held both in person and via Zoom focusing on the Run, Hide, Fight philosophy entitled Active Assailant Awareness, Do you know what to do? New this year, SECD developed and held two in-person only, "Hands-on Active Assailant Preparedness" presentations. The focus of this training was to teach staff how to prepare and react to three active assailant scenarios; conference room, office, and preparing an evacuation plan.

Notifications: Emergency notifications will be made by the Everbridge Notification system, Alertus system, mass e-mail, and the PA system. The Everbridge system sends notifications to cell phones, email, and home phones. This system is tested weekly and with periodic unannounced tests. The Alertus system provides network notifications of emergency incidents to desktop and laptop computers and Cisco phones. Annual tests of the PA system are conducted, these are completed during the active assailant exercises. Exterior emergency notifications are made by the Alertus Mass Notification System with exterior speakers positioned throughout campus.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at https://www.community-notification.com/cap_main.php?office=56622

Resources

Security Services Department

Emergency/Non-Emergency

443-778-7575

On-Site Medical Services 443-778-5592

Howard County Police Department

Non-Emergency 410-313-2200

Emergency 911

Howard County Fire

Non-Emergency 410-313-6000

JHU Student Assistance Program (JHSAP)

443-287-7000

www.jhsap.org

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)

888-978-1262

Baltimore Washington Medical Center 410-787-4000

Howard County General Hospital 410-740-7890

Sexual Assault & Domestic Violence Center of Howard County

410-997-2272

www.wearehopeworks.org

Howard County Emergency Management

410-313-6030

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the years 2021, 2022, or 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years 2021, 2022, or 2023.

Applied Physics Laboratory, Howard County, Maryland**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	1
Rape					Dating Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Fondling				Stalking			
2023	0	0	0	2023	0	0	
2022	0	0	0	2022	0	0	
2021	0	0	0	2021	0	0	
Incest				Arrests	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Statutory Rape					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Robbery					Weapons Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Aggravated Assault				Referrals for Disciplinary Action	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Burglary					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Motor Vehicle Theft					Weapons Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0

APL is a commuter campus with no residence halls, dormitories or noncampus buildings or property. Additional information may be obtained from: Group Supervisor – Facilities Security

Security Services Department, Applied Physics Laboratory, 11100 Johns Hopkins Road, Laurel, MD 20723-6099, 443-778-7575

Because of new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

Washington Centers

Background

The Washington Centers were permanently moved to 555 Pennsylvania Ave in the summer of 2023. The new location deepens Johns Hopkins presence in the nation's capital, bringing experts, students, and researchers from all of JHU's Baltimore and D.C.-based divisions together on one of America's most iconic avenues. As a nexus for trusted academic experts, global leaders, policymakers, artists, and scholars, Hopkins in D.C. will create a bustling hub for multidisciplinary education and training for the next generation of innovators and civic leaders.

The Johns Hopkins University Carey Business School, the Zanvyl Krieger School of Arts and Sciences ("KSAS"), and the Paul H. Nitze School of Advanced International Studies ("SAIS") (collectively, the "Washington Center") offer programs at one building located at 555 Pennsylvania Avenue, N.W. in Washington, D.C. The building is open a minimum of normal business hours Monday through Friday and at other times to accommodate scheduled classes and activities.

Faculty, staff, and students may also be granted after-hours access to buildings by Public Safety officers for study, research, or other legitimate purposes. The school is closed on University holidays. Closing times are listed in catalogues and posted periodically.

The Carey Business School offers an average of 127 classes each semester. Approximately 37 staff and faculty members are employed at this facility. In addition, approximately 54 full-time and practitioner faculty teach at 555 Pennsylvania Avenue, N.W. in Washington, D.C. Faculty and staff are located on floors 3 and 4.

KSAS Advanced Academic Programs offers approximately 133 D.C.-based classes each year with over 1,665 students per semester. 23 full-time administrative staff and 28 full-time faculty have offices on site. Approximately 106 adjunct faculty travel to and from the center to teach during the year. Faculty and staff are located on floor 4.

The School of International Studies (SAIS) has Faculty and Staff located on floors 4-7.

Reporting Crimes

Campus Security

Emergency/Non-Emergency:

202-663-5808

Metropolitan Police Department

Emergency: 911

Non-Emergency: 311

555 Pennsylvania Avenue, N.W. in Washington, D.C. is a commuter facility and has no residence halls or dormitories. Forty-five classrooms, an executive board room, a computer laboratory, a library resource center, student lounges, faculty lounges, twenty-seven group study rooms, a 375-seat theatre, a student health and wellness center, a multimedia center, four reflection/tranquility rooms, and three lactation rooms are available in the building for use by students, faculty, and staff. A fitness center, five outdoor terraces, and administrative and faculty offices are located in approximately 420,000 sq. ft. of a ten-story building. Public transportation is close by, although faculty and students may elect to park at multiple parking garages close by.

Reporting Crimes and Other Emergencies

Crime and safety concerns may be reported to the D.C. Security Operations Center by calling the emergency numbers 202-663-5808 or police at 911. Uniformed security officers are accessible to anyone wishing to report any incident. The prompt reporting of crime is encouraged through various publications and program reminders.

Centers Law Enforcement

Public Safety (both JHU employed and contracted) responds to minor emergencies, such as the reported presence of an unauthorized person in the building. As Public Safety does not have arrest powers, the Metropolitan Police Department (“MPD”) is called for all crimes and other emergencies. Officers have jurisdiction to operate on JHU owned or controlled property. A close working relationship is maintained with the MPD and for all criminal incidents at the Washington Center, MPD would be the primary investigative agency. Public Safety would serve in a support role in assisting in the investigation. Relationships with the D.C. Fire



Department and MPD are excellent. Public Safety does not have a written memorandum of understanding pertaining to the investigation of criminal incidents with MPD or any other law enforcement agency.

Security information and University policies are available from the University website, and KSAS Advanced Academic Programs catalog. Johns Hopkins Public Safety Department maintains the website <https://publicsafety.jhu.edu> for the daily publication of crimes known to have occurred on campus, in University-owned buildings, and on public property contiguous to the campus. This web site, accessible through the University home page (www.jhu.edu), also provides crime prevention information and personal safety tips. A daily crime log is available for review during normal business hours in the Security Operations Center.

Building Security Operations Center is on the B2 level. Excellent relations are maintained with local law enforcement agencies and Johns Hopkins Public Safety. The Washington Center does not have any officially-sanctioned off campus locations and therefore does not monitor off campus criminal activity.

Security and Access of Centers Facilities

Public Safety mans a communication center on the B2 level. This facility, named the Security Operations Center, is staffed 24 hours a day with security officers who are responsible for taking calls and dispatching requests for security-related services, monitoring of the CCTV cameras mounted in and around the Washington D.C. Center, fire alarms on University properties, and maintaining constant communications with the Washington D.C. Police and Fire Departments. Evacuation routes are posted on all floors of the building. Upkeep and maintenance, especially in security-related areas such as locks, windows, and lighting are promptly addressed. Crimes are reported to MPD. Full-time staff and faculty have security card access to the premises at all times.

The Administrative staff works with non-JHU building management, housekeeping, maintenance, garage operations and security provided under a University contract. Upkeep and maintenance of security-related areas, such as locks, windows, and lighting are reported to building management. A contract, uniformed officer, who does not have arrest powers, greets students, staff and faculty, tenants and visitors in the lobby to allow entrance and egress from the building. Students, faculty and staff show the J-Card for access. Those who do not have a J-Card, sign in with identification at the officer's desk in the lobby. The building is open seven days a week. University holidays are listed in semester schedules and on the JHU website. There is a security officer at the main lobby during normal operating hours.

For more information about building hours:

- <https://sais.jhu.edu>
- <https://advanced.jhu.edu>
- <https://carey.jhu.edu>

Security services offered include:

- Video monitors the interior and exterior locations around the building.
- Identification cards (J-cards) are issued to faculty, staff, and students to gain access to all doors.
- Hourly rounds by uniformed security officers.
- Security presentations are held as required at new student orientation sessions and informational briefings.
- Special bulletins are circulated when threatening security matters arise.
- Visible security presence in building lobby.
- Visitor passes are issued for visitors.
- Free van service during the fall and spring semesters to transport students to nearby Metro stations is coming soon.

Maintenance of Centers Facilities

Public Safety encourages recommendations from its members, faculty, staff and students for ways to better protect the Washington Center community as may be needed. The department takes security into consideration in the maintenance of JHU facility by encouraging proactive patrols by Public Safety officers and conducting campus inspections with a member of the engineering department. Cooperative efforts and communication is the keystone of providing the best possible security services to the Washington D.C. Campus. The Director of Security attends scheduled staff meetings with all schools represented at the Washington Center to gather updated information and address their concerns. Students are continually encouraged by staff and Public Safety to report safety issues to Campus Security directly.



Centers Safety Awareness Programs

New initiatives and security procedures are passed along to the schools at the Washington Center by the Director of Security. Student Affairs representatives from each school have been instrumental in passing along new security initiatives and procedures to the student population. The Director of Security attends staff meetings at all three schools where security related information is conveyed to the representative school staff members.



During the 2022-2023 academic year, JHU offered approximately 10 crime prevention and security awareness programs. All crime prevention and security programs encourage students and employees to be responsible for their own security.

Students and employees are informed about campus security procedures and practices and advised about personal safety and crime prevention at least once per year, during the initial orientation week in August by the Director of Security. The SAIS website also contains campus security procedures and this information is emailed during the academic year.

Crime prevention measures provided include:

- Visible security presence in the lobby of the building;
- Video monitors of the elevators and terraces;
- JHU identification cards are issued to students;
- Bulletin boards containing current announcements and general information;
- Underground parking established in cooperation with a nearby commercial garage for students, staff and faculty.
- LiveSafe Mobile App, which offers students and staff the ability to report tips, request emergency assistance and request SafeWalk. To download this app visit the SAIS website at <https://publicsafety.jhu.edu/resource-services/livesafe-app/>

Crime Prevention and Security Presentations

An annual orientation briefing covers topics such as personal safety, reporting suspicious activity, emergency procedures, Campus Security capabilities, and contact information.

Emergency Response and Prevention Procedures

In an emergency situation, faculty or staff should contact 911.

Students in the KSAS Advanced Academic Program are guided to report emergency and non-emergency incidents via a student information guide distributed each semester. Notification of emergency information can be disseminated by email to students, faculty and staff. The KSAS Advanced Academic Programs web page is updated with pertinent information for students and faculty. Security Officers are instructed to call 911 for crimes and emergencies.

In the event of an emergency within the SAIS facility, Public Safety will notify leadership. The Senior Dean of Finance and Operations is immediately advised of the situation and will initiate emergency response directives.

In addition to the emergency notifications from all three schools representative of the Washington Center to their students and staff, notification will be made to Public Safety. This information will be immediately passed on to the Senior Associate Dean of Operations for SAIS. A decision will then be made between the Director of Security and the Senior Associate Dean as to which emergency procedure to enact. This emergency procedure can either entail a shelter in place combined with lockdown procedures or an evacuation of the facilities.

Notifications: Emergency notifications will be made via the Rave alert system, mass email, school website and overhead building page systems.

The Washington Center has conducted two announced fire drills on February 8, 2024 and February 21, 2024. All documentation of the evacuation drills will be retained in the security office.

Information regarding the emergency procedure guidelines for the Washington Center schools will be disseminated to the students through the individual school websites and through mass email.

Information about Registered Sex Offenders

In the District of Columbia, convicted sex offenders must register with the Metropolitan Police Department. A listing of registered sex offenders in the District of Columbia is available at <https://www.mpdc.dc.gov/service/sex-offender-registry>.

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the years 2021, 2022, or 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years of 2021, 2022, or 2023.

Resources

Johns Hopkins Public Safety (24 hours)
Emergency/Non-Emergency 202-663-5808

Metropolitan Police Department
Non-Emergency 311
Emergency 911

JHU Student Assistance Program (JHSAP)
443-287-7000
www.jhsap.org

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)
888-978-1262

George Washington University Hospital
202-715-4000

Washington Hospital Center
202-877-7000

Georgetown University Hospital
202-444-2119

Sibley Memorial Hospital
202-537-4195

DC Rape Crisis Hotline (24 hours)
202-333-RAPE(7273)

DC Coalition Against Domestic Violence
202-299-1181
www.dccadv.org

Washington Centers, Washington, D.C.**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	0	1
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	1
Rape					Dating Violence		
2023	0	0	0		2023	0	0
2022	0	1	1		2022	0	0
2021	0	0	0		2021	0	0
Fondling				Stalking			
2023	0	1	1	2023	1	0	
2022	0	2	2	2022	1	0	
2021	0	0	0	2021	0	0	
Incest				Arrests	Liquor Law Violations		
2023	0	0	0		2023	0	1
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Statutory Rape					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Robbery					Weapons Law Violations		
2023	0	6	6		2023	0	6
2022	1	2	3		2022	0	0
2021	0	1	1		2021	0	1
Aggravated Assault				Referrals for Disciplinary Action	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Burglary					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Motor Vehicle Theft					Weapons Law Violations		
2023	2	1	3		2023	0	0
2022	1	0	1		2022	0	0
2021	3	0	3		2021	0	0

Additional information from the Washington D.C. Center may be obtained from:

Public Safety, Johns Hopkins University, Washington D.C. Center, 555 Pennsylvania Ave., N.W., Washington, D.C. 20036, 202-633-5808

The Washington Center are commuter facilities with no residence halls or dormitories.

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

SAIS Europe, Bologna, Italy

Background

SAIS Europe is a full-time, non-resident graduate school situated in the historic area of Bologna, a thriving city in northern Italy, within driving distance of Venice, Milan, Florence, and Rome. SAIS Europe occupies a five-story building (The Bologna Center, or “Center”) on Via Andreatta 3, a suite of offices in Via Andreatta 7 (next door to the main building) which contains the Business and Technology Services (BaTS) as well as work and meeting space for visiting professors (the Adjunctory), and a suite of offices in Via Zanolini 15 (about 300 yards from the main building), which houses the Language Department. The Center’s 5th floor penthouse has a terrace with a large conference room, four small conference rooms, and a dining and food preparation area. An auditorium and a snack bar are located on the 1st floor as is a library, which spans part of the 1st and 2nd floors. There are a total of 49 offices, 9 classrooms and a language lab.

The Center is open to the general public during normal business hours on weekdays, and is closed on Saturday and Sunday. The Library, which is situated inside the Center facility, has the following operating hours for students:

Mon - Thurs	8:30 AM to 11:00 PM
Friday	8:30 AM to 10:00 PM
Saturday	10:00 AM to 10:00 PM
Sunday	10:00 AM to 10:00 PM

The Center is open to the general public during normal operating hours. The BaTS and the Adjunctory are located on the ground floor of a residential building just to the left of the main building. Students arrive there by exiting the main building, turning right and walking about 40 yards, then another right into the Andreatta 07 courtyard. BaTS is the first door on the right, the Adjunctory on the left. The areas in and around this location are covered by centrally controlled CCTV cameras and access is only allowed with JHU badges.

The SAIS Language Faculty (consisting of seven offices) is on the 3rd floor of an office building approximately two blocks from the main Center. It is not open to the public and no classes are held in this

Reporting Crimes

Finance and Administration

Emergency/Non-Emergency:
+39.051.2917.811

State Police

Emergency: 112

Non-Emergency: 112

location. Students occasionally visit faculty during office hour and engage in work study programs. Access to the building is gained through a gated front entrance, through a courtyard area to the front door of the building. Once inside there are stairs leading to the language department lobby door. The gate entrance and front door are opened by a buzzer control from inside each of the offices. These entrances are monitored by a CCTV enabling the staff member opening the gate and front door to see who is being granted access. The 3rd floor lobby door (which is kept locked) needs to be physically opened by a staff member. The building’s elevator is restricted from stopping at the 3rd floor (staff members have a key to allow the elevator to the 3rd floor when needed). Fire exits are clearly marked as well as a host of other precautions for the safety of staff and students.

Both of the above locations are surveilled by private security outside of office hours, and a security guard

Approximately 185 students attend classes per academic year representing up to 40 countries. Each year, about 50 percent are from the United States. Of these students, several Arts & Sciences undergraduate students are enrolled in the “Junior Year Abroad” program at SAIS Europe. This is a commuter campus and housing is the responsibility of the students, who generally rent apartments in the area. SAIS Europe does not have any officially-sanctioned noncampus locations, including those with student organizations with noncampus housing facilities, and therefore does not monitor off campus criminal activity.

SAIS Europe is headed by a Director and operates under the same policies and guidelines as SAIS in Washington, D.C., to the extent that Italian law and business practice allows.

Reporting Crimes and Other Emergencies

Crime may be reported to State Police by calling the emergency number 112. The prompt reporting of crime is encouraged through various publications and program reminders.

Security and Access of Facilities

SAIS Europe maintains excellent rapport with the local authorities with an open line of communication and a history of effective and fruitful collaboration. They have agreed to provide additional security in the event of political turmoil or times of anti-American sentiment. Petty crimes are reported to the authorities by telephone, fax or in person and all appropriate reports are compiled either at the Bologna Center or at the local police headquarters. A closed-circuit television and



a receptionist whose office faces the front door monitors the front entranceway. In the event of any abnormal activity or entry of unauthorized persons, the receptionist alerts management. During non-business hours, the Center is patrolled by a private security agency. The security officers are non-sworn and does not have any arrest powers. A custodial staff member resides in the building and is present during the day and most evenings. When the library remains open past normal business hours, the staff locks up upon leaving. In the event of criminal activity, faculty, staff and students would be informed of all

relevant details through the Director of Finance and Administration, who is responsible for the security of SAIS Europe facilities. Should a student at SAIS Europe require or feel a need for counseling, they have access to a local, English-speaking, licensed psychologist.

After being open to the public for almost 50 years, SAIS Europe has taken a number of steps to restrict access to the facility and to increase perimeter surveillance. While there have been no specific threats against SAIS Europe, the administration recognizes that as one of the few U.S. activities in the area, SAIS Europe must increase its awareness and tighten its security, at least for the time being. Therefore, additional security cameras (with 24-hour recording) have been added to cover a greater area of the building perimeter, and split-screen monitors have been installed at the front desk, in the Library, at the Snack Bar, and in the Custodian's apartment. In addition, a proximity card reader system has been installed at a number of key entryways throughout the building, and students and staff have been issued programmable access cards. Members of the general public must ring a doorbell and identify themselves to the video camera before they are granted access. Guests with business on the upper floors of the facility who do not have JHU or University of Bologna ID must register at the front desk and are issued a temporary visitor ID. A private security firm has been engaged to cover the front desk in the evenings. Significant landscaping work has been done in the front of the building to create a more open space with less area for loitering or hiding. Blast proof laminate has been applied to front windows to increase the safety of those inside the building.

Given the nature of the SAIS Europe program, with a relatively tight geographic concentration of its students and limited dispersion (all students live within walking or biking distance of the Center), emergencies are usually handled on a personal basis. For immediate notification purposes during an emergency when it is necessary to communicate with the entire class/building occupants, email is used as well as a broadcast text messaging system.

Additionally, the Center was completely renovated in 2006/2007, and currently meets all Europe-wide mandated safety and disability access requirements.

This includes clear marking of fire exits, extinguishers, seismic compliance, and a host of other precautions for the safety of staff and students. All side exit doors have panic bars so that it is easy to exit during an emergency. In SAIS Europe's crisis response plan, specific personnel have been designated to assist with evacuation to ensure that everyone is evacuated from the premises. A specific area outside the complex has been designated as a meeting place for evacuees.

Maintenance of SAIS Europe Facilities

SAIS Europe is required by Italian and European Community law to have in place a formal safety infrastructure, which includes nominating management and labor safety representatives. This legally mandated process includes extensive staff training on fire safety, evacuation, first responder, and other emergency treatments, as well as the installation and upkeep of alarms, evacuation signage, fire and flood equipment, and other infrastructure throughout our facility. SAIS Europe's insurance underwriter also inspects SAIS Europe's facilities periodically to ensure that the highest standards of safety are met. Finally, the Center's Facilities Maintenance coordinator lives in the building, and works with subcontractors and maintenance consultants to ensure that the campus facilities are safe and comfortable for students, faculty and staff, and that they comply with all applicable regulations.

Safety Awareness Programs

During Orientation, students are provided with Student Welcome Packets; these packets include an "Evacuation Flyer" that includes maps, lists evacuation instructions, and provides students with contact information for police as well as local and internal emergency numbers.

Crime Prevention and Security Presentations

As part of Orientation, all students receive a PowerPoint presentation on safety and security both via email and through an in-person discussion. Students receive the same PowerPoint a month later in advance of the "Opening Ceremony" and are again presented with a short speech concerning safety and security. Students receive the presentation once again at the beginning of the spring semester and are encouraged to refresh their

understanding of the steps they can take towards safety and security. All crime prevention and security awareness programs encourage students and employees to be responsible for their own security.

Emergency Response and Prevention Procedures

At the beginning of each academic year, SAIS provides all Bologna campus students with a flier containing Center evacuation procedures and contact information. They also receive both an email and a briefing at orientation that reinforces the safety procedures,



as well as an indication that the Administration will conduct at least one unannounced "fire drill" per year. An evacuation drill was conducted on September 15, 2023. SAIS Europe is required by Italian law to evaluate and document the unannounced evacuation test(s); documentation is prepared by the SAIS Safety Committee and provided to SAIS Europe's safety consultant, but is not made publically available. In addition, the campus is required to provide a document, "Documento Valutazione Rischi" (DVR), that cataloges all possible health and safety risks to its employees and students, the creation and updating of which is managed by a legally mandated committee composed of an employer safety representative, a labor union safety representative, and a medical doctor (its structure is primarily aimed at worker and student occupational safety, not criminal security).

SAIS Europe, Bologna, Italy**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Rape					Dating Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Fondling				Arrests	Stalking		
2023	0	0	0		2023	1	1
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Incest					Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Statutory Rape					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	1
2021	0	0	0		2021	0	0
Robbery				Referrals for Disciplinary Action	Weapons Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Aggravated Assault					Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Burglary					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Motor Vehicle Theft				Weapons Law Violations			
2023	0	0	0	2023	0	0	
2022	0	5	5	2022	0	0	
2021	0	0	0	2021	0	0	

Additional information may be obtained from: Director of Finance & Administration, SAIS Europe, via Belmeloro 11, 40126 Bologna, Italy, +39 051-2917811

SAIS Europe is a commuter campus with no residence halls, dormitories or non-campus buildings or property.
2021 and 2022 crime statistics were provided by the Bologna, Italy Police Department.

Information about Registered Sex Offenders

In Bologna, Italy, sex offender registries are not known to exist.

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the years 2021, 2022, or 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years of 2021, 2022, or 2023.

Resources

Unified Italian Emergency Number
112 (equivalent to U.S. 9-1-1)

SAIS Europe Emergency Number
351-2443570 (On-campus)
346-5295178 (Off-campus)

Maintenance
Dial 4001 on any internal phone

JHU Student Assistance Program (JHSAP)
443-287-7000

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)
888-978-1262

US Consulate General in Florence
(+39) 055.266.951

Taxi Service in Bologna
051-4590

U.S. State Department Website with comprehensive information for U.S. students studying abroad
<https://studyabroad.state.gov>

Information for U.S. citizens and others traveling abroad
<http://www.state.gov/travel/>

Hopkins-Nanjing Center, Nanjing, China

Background

The Johns Hopkins University–Nanjing University Center for Chinese and American Studies (“Hopkins-Nanjing Center” or “Center”) is a joint-venture educational institution located in a Nanjing University compound adjacent to the University’s urban Gulou campus in Nanjing, China. The street address of the Center is 162 Shanghai Road, Gulou District, Nanjing 210008. The Center offers two full-time residential graduate-level programs: a Master of Arts in International Studies and a graduate certificate in Chinese and American Studies.

Established in 1986, the Center is jointly managed by American and Chinese co-directors who are hired by, and represent, their respective parent institutions.

The Center faculty consists of 8 non-Chinese professors hired by JHU, and up to 30 Chinese professors hired by Nanjing University. The Center’s administrative staff comprises four Americans and nine Chinese citizens. Library, housekeeping, physical plant, maintenance, and cafeteria personnel total 50, all Chinese nationals. Janitorial and physical security services are provided by a building management company that employs 24 personnel on site.

The Center facility consists of approximately 200,000 square feet of floor space in two connected U-shaped buildings (a newer, 10-story “East” building and an older, five-story “West” building) comprising an interior courtyard, a 100-room student dormitory, five floors of faculty, staff, and guest apartments (34 apartments in total), a cafeteria, a library, two auditoriums, five classrooms, five conference rooms, 30 faculty offices, nine administration offices, an underground parking garage, four rooftop terraces, two laundry rooms, a student lounge, a recreation center (billiards, ping pong, and music rooms), a fitness room, and an outdoor basketball court.

The Center is situated in a Nanjing University compound at the northwest corner of the Nanjing University’s Gulou campus. It shares roughly one city block with three other Nanjing University entities: the Foreign Students Department (two buildings), the Sciences Laboratories (one building), and the School of Business (one building). The compound is bordered

Reporting Crimes

Nanjing Public Security Bureau

Emergency: 110

Non-Emergency: 86.25.8442.1494

Hopkins-Nanjing Security Office

Emergency/Non-Emergency:

86.25.8359.3031

Nanjing University Security Office

Emergency/Non-Emergency:

86.25.8359.5110

on all four sides by Nanjing city streets and is separated from them by walls and fences. The Center does not have any officially-sanctioned off campus locations.

There are two main entrances into the Nanjing University compound: one entrance primarily for vehicles, and one entrance primarily for pedestrians. The vehicle entrance is manned around the clock and provides electronic gated vehicle access to surface and underground parking. Pedestrian and bicycle traffic can also enter the compound through pedestrian lanes at this gate. The primary pedestrian entrance is not guarded and is open to pedestrians around the clock. Although it is closed to normal vehicle traffic, it is designed to provide emergency vehicle access to the compound when necessary.

Reporting Crimes and Other Emergencies

Crime may be reported to Nanjing Public Security Bureau by calling the emergency numbers 110. Uniformed officers are accessible to anyone wishing to report any incident. The prompt reporting of crime is encouraged through various publications and program reminders.

Center Law Enforcement

The Center employs a 14 security guard force around the clock, with at least three security officers on duty at all times. The security officers primary mission is to control access, as well as making hourly inspection rounds of the entire facility, interior and exterior. The security office also have fire suppression and evacuation responsibilities in the event of a fire on the premises.

The security guards are hired and trained by a building management company under contract to the Center. The security officers are certified to have undergone basic

training by the Nanjing municipal police, but they are not armed and are not qualified to interdict armed or violent intruders.

The Center relies on the Nanjing University security officers as first responder for the investigation of break-ins or damage to Center property, or for routine situations involving Center participants and the surrounding community. The security office hotline number is 86-25-8359-5110. The Nanjing University security office is staffed by security professionals who have detention authority and are capable of conducting limited investigations on campus, but they are not armed. Campus security does not have the authority to conduct criminal investigations or arrest anyone. They can detain individuals until police arrive. Chinese campuses are closed compounds, and campus security mans access points, conducts fire and public safety patrols throughout campus, and enforces university policies.

In the event of a violent crime on or near campus involving students, faculty, or staff of the Center, the Nanjing University security office and the Nanjing municipal police would be contacted immediately. The Nanjing University security incident hotline is 8359-5110; the Nanjing municipal police crime incident hotline is 110.

Within the municipal police department, the Foreign Affairs (“FA”) Office is responsible for handling incidents involving foreigners. The FA office is subdivided along city district lines, with a specific FA officer assigned to cover each district. In cases involving international Center personnel, the municipal police FA office would be brought in as soon as the involvement of a foreigner was confirmed. The Center maintains excellent rapport with the local authorities and has a long history of effective collaboration with the police official responsible for foreigners in our district.

The Gulou District, in which the Center is situated, is also home to three other major universities with large foreign student populations: Nanjing Normal University, Southeast University, and Hohai University. Given the large concentration of foreign students in their district, the Gulou District municipal police are extremely sensitive to political or social circumstances that might pose a threat to the safety of the foreigners in their charge. In times of high tension in the relations between the United States and China, the municipal police have taken the initiative to increase the security of the Center. After the missile attack on the Chinese embassy in Belgrade,

and again after the collision of a U.S. navy aircraft and a Chinese Air Force jet, the municipal police consulted with the joint leadership of the Center to plan for the protection of Center facilities and personnel in the event of violent protests against perceived American assets in China.

Break-ins, thefts, vandalism, or other serious crimes are reported by telephone to the Nanjing University security office and simultaneously to the Center administration (Deputy Director for Administration and the American Deputy Director); the nature of the case determines whether the municipal police will become involved.

Official records of criminal incidents are held by the Nanjing University security office or the municipal police. Official police records are not available to the Center.

Security and Access of Center Facilities

All external doors are fitted with electronic locks to control access to the Center. Center students, faculty, staff, and registered residents are issued key cards for all entrances. At the Shanghai Road entrance to the compound, an external gate with an electronic lock is manned around the clock by security officers who screen guests who wish to enter the Center. Pedestrians using this gate cross a small external courtyard and enter the building through the West Lobby entrance (ground floor), where a reception desk is staffed by reception staff personnel during normal business hours. The receptionist at this desk is trained to greet and direct non-Center individuals who enter the lobby via the west entrance. The West Lobby ground floor entrance, as well as entrances to the lobby from the interior courtyard, are equipped with electronic locks that require key cards for access during hours of darkness.

Access through the East Lobby main entrance is controlled by electronic key card and by reception desk personnel. The East Lobby reception desk is staffed by reception office personnel or a security office during business hours. The reception desk staff controls the doors for non-Center individuals who have business in the building during business hours. After 10:00 PM, non-Center individuals may enter the Center only with the assistance of Center residents or security guards,

through the manned gate at the West Lobby entrance. Non-resident guests are required to leave the Center no later than midnight. No unregistered guests are allowed in the Center between the hours of midnight and 8:00 AM daily.

Video Surveillance System

The Center has a CCTV monitoring and recording system composed of 12 infrared-assisted color video cameras that allow for the surveillance of high-priority common areas, including the underground garage, the garage-level stairwell exits, basketball court, and approaches to the Center within the Nanjing University compound. An additional surveillance camera is situated to record unauthorized exits through the library's emergency exit when that door's theft alarm is triggered.

Intrusion Detection System

An infrared intrusion detection system is installed on the outside walls of the West building. The older West building has ground-level windows that are designed to be opened to provide ventilation to dormitory rooms, faculty offices, recreation rooms, and the fitness and laundry rooms. Eight sets of window-level infrared-beam sensors are activated at dusk to warn the Center security guards of activity in these areas during the night. The newer East building has no ground-level windows that can be opened.

Interior motion detectors are located in the West building at entrances that are not covered by the exterior infrared sensors, and in the East building at all external door locations.

Maintenance of Center Facilities

The Center routinely cleans and repairs surveillance cameras and infrared sensors, and notifies Nanjing University when university lights in the area need to be replaced or repaired. The Center also routinely checks to ensure that the wall and fence along Beijing West Road and Shanghai Road are in good condition and secure. Students, faculty, and staff are encouraged to notify the maintenance staff if they notice that security lighting (including stairwell and fire exit lights) or electronic locks in any area are broken or malfunctioning.

Center Safety Awareness Programs

The General Handbook issued at the beginning of the orientation week contains a section that describes the Center's security procedures and gives basic guidance about safety and security in the Center.

Crime Prevention and Security Presentations

An in-person personal safety and fire safety presentation on September 12, 2023 by local fire officials, public security bureau, and HNC staff. The presentation covers personal safety issues and risky behaviors (pickpocketing, night-clubbing, etc.) as well as security procedures like locking doors and securing personal property. The presentation also includes advice about how to avoid unsafe situations and explains what a student should do if he or she is the victim of a crime. Periodically throughout the year the administration issues reminders about travel safety and physical security as well, particularly during holiday periods.

Emergency Response and Prevention Procedures

Instructions for student, faculty, and staff responses to security incidents and fires are included in the General Handbook. In the event of a Center-wide emergency, the fire alarm public address system can be used to disseminate information and instructions in all areas of the Center, including the dormitories. In an emergency other than fire, the decision to use the public address system would be made jointly by the Chinese and American co-directors or their representatives. To notify the community about an ongoing emergency, a message will be sent to the community via email and using the mobile messaging platform WeChat. Once an emergency has been identified, designated administrators will compose a message in English and Chinese and disseminate the message to contacts pre-sorted as current HNC students. A fire emergency evacuation drill was conducted on March 7, 2023, announced and September 12, 2023, announced.

Because the Center is a self-contained academic and residential compound with administrative office and residential facilities in immediate proximity, all incidents during business hours will immediately involve administration leadership and building security personnel. During non-business hours, American administration leaders are resident in the facility, and the immediate reporting chain between security personnel and administration leadership is maintained. The primary after-hours emergency contact is the Deputy American Co-Director, but all four resident American staff members are on-call for emergencies 24 hours a day.

Missing Student Procedures

If an individual has reason to believe that a residential student has been missing for 24 hours, they should immediately report the situation to American Co-Director at 86.25.8359.2436 for the Hopkins-Nanjing Center. Individuals who are concerned about someone who has not been missing for 24 hours but has failed to return to his/her residence are encouraged to contact the American Co-Director to report the situation.

In addition to registering a general emergency contact, students residing in campus housing will be informed annually that each student has the option to identify one or more confidential missing person contacts. If designated, the missing person contact(s) will be notified by the University no later than 24 hours after the time the student is determined to be missing by either the designated campus official(s) authorized to make that determination or local law enforcement. This confidential information is accessible only to authorized campus officials who have the responsibility of notification as well as law enforcement officers in furtherance of a missing person investigation.

In the case that the missing student is under the age of 18 and not emancipated, his or her custodial parent(s) or guardian(s) will be notified within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

In all cases, local law enforcement will be notified within 24 hours of the determination that the student is missing even if the student is above the age of 18, is an emancipated minor, or has not provided a missing person contact, unless local law enforcement made the determination that the student was missing. The University will provide the necessary information to assist in locating the missing student.

If the circumstances related to a student's disappearance appear to be related to foul play, i.e., kidnapping or other criminal acts, then the appropriate notification and actions will be initiated immediately, even if the student has been missing for less than 24 hours.

Information about Registered Sex Offenders

In Nanjing, China sex offender registries are not known to exist.

Resources

Nanjing Public Security Bureau

Emergency: 110

Hopkins-Nanjing Center American

Co-Director 86.25.8359.2436

JHU Student Assistance Program

(JHSAP)

443-287-7000

Johns Hopkins Employee Assistance

Program (JHEAP formerly

mySupport)

888-978-1262

Hopkins-Nanjing Security Office

Emergency/Non-Emergency:

86.25.8359.3031

Nanjing University Security Office

Emergency/Non-Emergency:

86.25.8359.5110

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for the years 2021, 2022, or 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years of 2021, 2022, and 2023.

ANNUAL FIRE SAFETY REPORT

The University provides on-campus student housing facilities at the Hopkins-Nanjing Center in Nanjing, China. Except where specified below, all of these facilities follow the same University-wide policies and procedures for ensuring fire safety.

Hopkins-Nanjing Center, Nanjing, China**Clery Crime Statistics (By Offense & Year)**

	On-Campus (Includes Residence Halls)	Public Property	Total Crimes Reported	Residence Halls		On-Campus (Includes Residence Halls)	Public Property	Total Crimes Reported	Residence Halls
Murder & Non-negligent Manslaughter					Domestic Violence / Dating Violence / Stalking	Arson			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Manslaughter by Negligence						Domestic Violence			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Rape						Dating Violence			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Fondling					Stalking				
2023	0	0	0	0	2023	0	0	0	
2022	0	0	0	0	2022	0	0	0	
2021	0	0	0	0	2021	0	0	0	
Incest					Arrests	Liquor Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Statutory Rape						Drug Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Robbery						Weapons Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Aggravated Assault					Referrals for Disciplinary Action	Liquor Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Burglary						Drug Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0
Motor Vehicle Theft						Weapons Law Violations			
2023	0	0	0	0		2023	0	0	0
2022	0	0	0	0		2022	0	0	0
2021	0	0	0	0		2021	0	0	0

Additional information may be obtained from: Nitze School of Advanced International Studies
555 Pennsylvania Avenue, N.W., Washington, D.C. 20036-1983, 202-663-5808

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

On-Campus Fire Safety Systems

At the Center, the HNC Handbook issued at the beginning of the orientation week contains sections that describe the Hopkins-Nanjing Center's fire safety systems and tell students what to do in the event of a fire. In addition, fire safety orientation is provided to all residents by the Nanjing Fire Department during the first-week orientation sessions, and fire drills are conducted once each semester.

Smoke detectors have been installed in each student room to alert residents in case of fire.

At the Center, in addition to smoke detectors and sprinkler systems, all dormitory rooms are equipped with two personal smoke hoods for emergency use. It is unlawful to tamper with this equipment or any other fire safety equipment.

If a fire occurs in a residential building, community members should immediately notify their local campus security office or the local agency emergency services (see contact information on page 3). If campus security is contacted, campus security will initiate a response, and contact the local fire department. If a member of the JHU community finds evidence of a fire that has been extinguished, and the person is not sure whether campus security has already responded, the community member should immediately notify campus security to investigate and document the incident.

Evacuation Procedures for Fire and Number of Mandatory Fire Drills

Procedures Students and Employees Should Follow In Case of a Fire

Your worst enemy during a fire is smoke. If you're surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Here are a few simple fire safety tips in case of a fire:

- Learn the location of fire exits and alarm pull stations near you and know the campus security and

local agency emergency call number for assistance.

- Sound the fire alarm if you see smoke or detect a burning odor.
- Have a prepared escape plan and know your escape route.
- Remember to remain calm.
- Use exit stairs. Never use elevators.
- Close doors behind you as you escape. In most cases, this will prevent smoke damage and fire from entering the room you are exiting.
- Do not re-enter a fire-damaged building until it has been declared safe.
- If you become trapped, seal off cracks around doors and vents with cloth or rugs. (Soak them in water if possible.)
- Shut off fans and air conditioners.
- Signal for help from a window. If a campus phone is still operational or you have access to a cell phone, call local Campus Security or local agency emergency services.

Additionally, individuals should follow these procedures:

If You See or Smell Fire:

- Remember the acronym RACE:

R – Remove yourself from contact with smoke or fire.

A – Alarm – Pull the nearest fire alarm.

C – Call campus security from a safe location.

E – Evacuate the building to a safe location.

- Do NOT use elevators.

Procedures Students and Employees Should Follow in Case of Evacuation

Residents are required by law and University policy to evacuate their residences immediately when the fire alarm sounds. Procedures include:

- If you hear the fire alarm sound, you must prepare to evacuate. Students found in the building during an evacuation will be subject to disciplinary action.
- Feel your room door. If it is hot, stay in your room and signal for help from your window. Put a towel under your door.
- If there are no flames or heavy smoke, close your room door behind you and walk quickly to the nearest exit.

On Campus Student Housing Facilities Fire Safety Systems

Campus	Building Name	Street Address	Alarm System	Fire Extinguishers	Evacuation Plans/Placard	Number of Drills	Smoke Alarm	Security System	Fire Sprinkler
Hopkins-Nanjing Center									
Hopkins-Nanjing Center	Hopkins-Nanjing Center	162 Shanghai Road	Onsite/Gulf Safety Tech.	Yes	Yes	2	Yes	Yes	Full

- Remain a safe distance from the building until you are told by a member of the administration that you may go back inside.

It is essential for each student to know what to do if and when an evacuation of a complex is necessary; a minimum of one fire evacuation drill is conducted each semester and is mandatory for students.

University Organizations that should be Informed of Fire

The University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Listed below are non-emergency numbers to call to report fires that have already been extinguished. When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

Hopkins-Nanjing Center: Campus Security Authority - 86.25.8359.2436

The University's Policies on Portable Electrical Appliances, Smoking, and Open Flames

At the Hopkins-Nanjing Center, the following portable electrical appliances and other sources of open flames are not permitted within the facility:

- halogen lamps of any type
- space heaters
- multiple-outlet extension cords without self-contained circuit breaker
- incandescent bulbs in lamps with plastic covers
- cooking appliances
- refrigerators
- fireworks
- candles or incense
- e-cigarettes

Smoking is prohibited in University housing. Specifically, smoking is prohibited inside University housing buildings, including but not limited to, student rooms, suites, lounges, bathrooms, common areas, stairwells, lobbies and elevators.

Residents who smoke must do so outside of the building and must be far enough away from the building that

smoke will not filter into the building via exterior doors, windows or the building ventilation systems.

Full cooperation with these policies is expected. Any violation of these policies will result in disciplinary action.

Fire Safety Education and Training

Students, faculty, and staff are provided education on fire safety and information on how to report a fire, or evidence of a fire, to whom, and procedures to be followed for non-residential buildings on campus when a fire alarm signals.

Each building has fire evacuation plans posted in common areas. All students and employees are encouraged to become familiar with the escape routes for all buildings and floors and the locations of fire extinguishers, hoses and alarms. In the event of a fire or evacuation, every student and employee should follow the fire safety evacuation route and vacate the premises until the officials in charge declare the premises safe to enter. Exits and areas around fire extinguishers must be kept clear at all times. Periodic fire safety inspections and drills are held to test equipment and procedures.

Any Plans for Improving Fire Safety

JHU continues to monitor its life safety systems. There are no future improvements currently planned.

Training and fire safety information is reviewed on an annual basis.

Resources

Smoking Policy

https://hpo.johnshopkins.edu/hse/policies/156/10899/policy_10899.pdf?_=.0.578468870152

Fire Statistics (By Residential Facility & Year)

Campus/ Locations	Total Fires in Each Building	Fire #	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
162 Shanghai Rd. Gulou District, Nanjing						
2023	0	N/A	N/A	N/A	N/A	N/A
2022	0	N/A	N/A	N/A	N/A	N/A
2021	0	N/A	N/A	N/A	N/A	N/A

Bayview Medical Center

Background

The Johns Hopkins Bayview Medical Center is located in the southeastern sector of Baltimore City. The campus comprises more than 15 buildings located on 140 acres. The Johns Hopkins University School of Medicine owns the Asthma and Allergy Center and frequently conducts educational seminars in several meeting rooms on the campus. There are approximately 1,150 Johns Hopkins University Faculty and staff on the Bayview campus and approximately 240 students that rotate through the campus during the year.

Reporting Crimes and Other Emergencies

The Johns Hopkins Public Safety ("Public Safety") and/or local emergency services, including Baltimore Police Department ("BPD"), fire or ambulance, can be requested via the Security Communication Center by calling 410-550-0333 or 0-0333 using any of the in-house phones. Uniformed officers maintain highly visible posts and are accessible to anyone wishing to report any incident. The prompt reporting of crime is encouraged through various publications and program reminders.

Campus Law Enforcement

Johns Hopkins Public Safety, a staff of over 100 uniformed (unarmed) officers providing interior, exterior, and mobile patrols, operates on a 24-hour basis to assist and respond to emergency or security related incidents. Public Safety enforces corporate policy and assists law enforcement in the enforcement of local and state criminal laws for Johns Hopkins University, Johns Hopkins Hospital and all entities of the Johns Hopkins Health System Corporation. The security officers have jurisdiction to operate on JHU owned and controlled property and have authority to enforce University policy. Strategically placed electronic surveillance equipment and a radio communications center support Public Safety's response to security incidents. This system increases the ability of security personnel to pinpoint areas of concern. Public Safety officers may be summoned via any number of in-house phones by calling 410-550-0333. The 410-550-0333 number may also be used to summon local police or emergency services through the central Security

Reporting Crimes

Public Safety

Emergency: 410-550-0333

Non-Emergency: 410-550-3179

Baltimore Police Department

Emergency: 911

Non-Emergency: 410-396-2422

Communications Center. Public Safety documents and departmental publications prominently display this information. Public Safety maintains the website <https://publicsafety.jhu.edu> and provides daily publication of crimes known to have occurred on campus, in the residential hall and in JHU owned buildings, as well as on public property contiguous to the campus. A daily crime log is available for review during normal business hours at the security administrative office located in the ASC building. Public Safety works in close concert with the BPD concerning the apprehension of criminal offenders, investigations, crime awareness programs and crime prevention programs. A close working relationship is maintained with the BPD and in any criminal incident on the Bayview Medical Center campus, the BPD would be the investigative agency as they have primary jurisdiction. Public Safety would serve in a support role in assisting in the investigation. Public Safety does not have a written memorandum of understanding pertaining to the investigation of criminal incidents with BPD or any law enforcement agency.

The Bayview Medical Center does not have any officially-sanctioned off campus locations and therefore does not monitor off campus criminal activity.

Security and Access of Campus Facilities

Most campus buildings remain open 24 hours a day. Students, faculty and staff may gain access to restricted areas, e.g. laboratories or libraries, by key or access card, depending on the location and their approved access. All areas are patrolled by security officers in addition to security officers assigned to specific access locations. All unusual or suspicious activities or persons are investigated and appropriate action is taken, when necessary. Security mobile units support interior and exterior

security officers. Personal escorts by security officers are available for all faculty, staff and students.

Security related information is published regularly in the “Hopkins Hotline” and via Security Alerts and Bulletins.



Public Safety further provides the following services:

- Publishes crime incidents on Public Safety’s Internet website at <https://publicsafety.jhu.edu/clery-and-crime-data/crime-fire-logs/>.
- The general public and prospective students and employees can find information about security and crime statistics on the internet at <https://publicsafety.jhu.edu/community-safety>.
- Conducts preliminary crime investigations and follow-up.
- Conducts nursing unit security talks and advises staff of ongoing security resources and initiatives.
- Informs Medical Institutions leadership of crime patterns through use of crime statistics by providing monthly, quarterly and annual comprehensive reporting.
- Maintains a 24-hour communications center that receives information by phone, CCTV cameras, computers and direct alarm connections as well as a centrally located security business office for walk-ins.

- Provides a 24-hour recorded, anonymous Security Tip Line (410-614-3903) for reports of security offenses or information concerning criminal or suspicious activity.
- Maintains a close liaison between The National Crime Prevention Council, the BPD and the Maryland Community Crime Prevention Association. Provides brochures and pamphlets on security and crime prevention and participates in crime prevention and awareness seminars.
- Provides a 24-hour walking escort service.
- Provides security surveys with security recommendations.
- Provides mobile and foot patrol security units to patrol the grounds.
- Maintains an ongoing partnership to immediately address and coordinate investigations and appropriate notifications for incidents involving missing students. Public Safety in cooperation with the designated Associate Deans of Student Affairs at the JHU Schools of Medicine, Public Health and Nursing has mirrored the established University policy of the Homewood Campus.

Maintenance of Campus Facilities

Security participates in identifying and reporting facility hazards to the Facilities Department for maintenance and repair.

Campus Safety Awareness Programs

Public Safety provides information that is included in Human Resource mandatory training for all new faculty and staff orientations. This includes information about the services provided, how the office communicates with students and employees during an emergency, how they can reach the office in an emergency, and how and when the office may communicate with them in a non-emergency situation. Also included is basic crime prevention strategies. Public Safety attends student government meetings and staff meetings on an as-needed or as-requested basis.

Crime Prevention and Security Presentations

Public Safety can conduct a security presentation for Johns Hopkins students, faculty and employees upon request. These presentations can be customized for

the audience and provide educational and safety awareness resources. The frequency of programs is based upon an identified need of the requesting party. For more information or to request a program contact Public Safety at (410) 550-0333.

Emergency Response and Prevention Procedures

The Johns Hopkins Bayview Medical Center maintains a robust Emergency Preparedness Committee, overseen by the Department of Emergency Management. The committee includes a multi-disciplinary approach with representation from Public Safety, Trauma Services, various clinical nursing representatives, Materials/Logistics, Outpatient Services, Facilities, Environmental Health and Safety, as well as many others. The EPC annually assesses risks to the campus through a Hazard Vulnerability Assessment, and adapts Emergency Operations Plans and Continuity of Operations Plans based on that information. Of particular focus is loss of information technology access, and multiple/mass casualty incidents; the EM Department coordinated two exercises around those topics on April 19, 2023 and July 13, 2023. Additionally, the department coordinated eight (8) extensive Hospital Emergency Response Team 8-hour training courses, with associated hands-on exercises for an influx of contaminated patients. The EM Department has also implemented a Hospital Incident Management TEam (HIMT) concept for Incident Command during events that stress the facility; this model has streamlined effective response management in over half a dozen planned and unplanned events in 2023.

Information about Registered Sex Offenders

In Maryland, convicted sex offenders must register with the Department of Public Safety and Correctional Services. A listing of sex offenders in Maryland is available at the Department of Public Safety and Correctional Services website, at https://www.communitynotification.com/cap_main.php?office=56622

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

Resources

Public Safety

Non-Emergency: 410-550-3179

Emergency 410-550-0333

Baltimore Police Department

**Southeastern District Non-Emergency:
410-396-2422**

Emergency: 911

JHU Student Assistance Program (JHSAP)

443-287-7000

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)

888-978-1262

UHS University Mental-Health Services

410-955-1892

Johns Hopkins Hospital

410-955-5000

TurnAround (Rape Crisis Hotline)

443-279-0379

2021: Two hate crimes reported

- One Vandalism reported on campus characterized by a race bias.
- One Simple Assault reported on campus characterized by a race bias.

2022: One hate crimes reported

- One Simple Assault reported on campus characterized by a race bias.

2023: One hate crimes reported

- One Simple Assault reported on campus characterized by a race bias.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for the years of 2021, 2022, and 2023.

Bayview Medical Center, Baltimore, Maryland**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	6	6
2022	0	0	0		2022	2	2
2021	0	0	0		2021	3	3
Rape					Dating Violence		
2023	2	0	2		2023	0	0
2022	0	0	0		2022	0	0
2021	1	0	1		2021	0	0
Fondling				Stalking			
2023	3	0	3	2023	2	2	
2022	3	0	3	2022	4	4	
2021	2	0	2	2021	4	4	
Incest				Liquor Law Violations			
2023	0	0	0	2023	0	0	
2022	0	0	0	2022	0	0	
2021	0	0	0	2021	0	0	
Statutory Rape				Drug Law Violations			
2023	0	0	0	2023	0	0	
2022	0	0	0	2022	0	0	
2021	0	0	0	2021	0	0	
Robbery				Weapons Law Violations			
2023	2	0	2	2023	2	3	
2022	1	0	1	2022	1	3	
2021	2	2	4	2021	0	0	
Aggravated Assault				Liquor Law Violations			
2023	17	1	18	2023	0	0	
2022	21	2	23	2022	0	0	
2021	13	1	14	2021	0	0	
Burglary				Drug Law Violations			
2023	0	0	0	2023	0	0	
2022	3	0	3	2022	0	0	
2021	0	0	0	2021	0	0	
Motor Vehicle Theft				Weapons Law Violations			
2023	2	0	2	2023	0	0	
2022	1	0	1	2022	0	0	
2021	0	2	2	2021	0	0	

Additional information may be obtained from: Director of Security, Johns Hopkins Medical Institutions, 4940 Eastern Ave, Administrative Service Center, Baltimore, MD 21224, 410-550-3179

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

The Johns Hopkins University Public Policy Center, Barcelona, Spain

Background

The Johns Hopkins University Public Policy Center, established in Spring 2013, builds upon a long standing collaborative relationship between the Bloomberg School of Public Health and the Universitat Pompeu Fabra ("UPF"). The Center resides within the Universitat Pompeu Fabra Ciutadella campus in Barcelona, the capital city of Catalonia, Spain. The Center occupies the fourth floor of the Mercè Rodoreda Building. There are 10 offices on the floor and classrooms used during the Hopkins Fall Institute vary according to need.

The Johns Hopkins Bloomberg School of Public Health runs the Fall Institute in Health Policy and Management out of the Center. The Fall Institute is sponsored by The Agència De Salut Pública de Barcelona (the Public Health Agency of Barcelona) and attracts public health professionals and students from around the globe to participate in the offerings by faculty from the Johns Hopkins University and the Public Health Agency of Barcelona. The Center is open to the general public during the hours of 8:00 AM to 1:00 AM on weekdays, 10:00 AM to 9:00 PM on Saturdays and is closed Sunday. The Universitat Pompeu Fabra maintains the website <https://www.upf.edu/web/campus/campus-ciutadella>

Reporting Crimes and Other Emergencies

Crime may be reported to local Police by calling the emergency number 112. The prompt reporting of crime is encouraged through various publications and program reminders.

Security and Access of Center Facilities

The campus is open to the public. The UPF security is managed by the private company, Prosegur. They are located in the concierge of the building, Jaume 1 Building, Ramon Trias Fargas, 25-27. There are three security guards on campus 24 hours a day; all year round Prosegur officers have the authority to enforce State and Local laws and University policies. There are no written agreements or memorandums of understanding regarding any topics, including the investigation of criminal incidents, between JHU and the local police department. There is, however, a

Reporting Crimes

Director of the Universitat Pompeu Fabra

Emergency: +34 93 542 2000

Non-Emergency: +34 93 542 1622

Local Police

Emergency: 112

Non-Emergency: 112

strong working relationship between the UPF, Prosegur, and local police agencies including the Mossos d'Esquadra. The Prosegur officers have the authority to detain individuals until the police arrive.

In the event of criminal activity, faculty, staff and students would be informed of all relevant details through the Director of the UPF Ciutadella Campus. Should a student at the Center require or feel a need for counseling, they have access to a local, English-speaking, licensed psychologist.

Security Considerations Used in the Maintenance of Campus Facilities

UPF maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated with lighting. There are security cameras and alarms in the entrance of the building, which are controlled in the Alarms Center Reception by security personnel. Security works closely with Facilities Management to address burned out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the University community are helpful when they report equipment problems to Security or to Facilities Management.

Center Safety Awareness Programs

During Orientation, students are provided with information in the Welcome to UPF packet; these packets provide students with contact information for police as well as local and internal emergency numbers. All students are given an introduction to campus safety on arrival, including information about protecting valuables, fire emergencies, and emergency contact numbers. Also, the Mobility Office invites the local police to come and speak to international students about safety in Barcelona and on campus at the start of the academic year. All crime prevention and security

awareness programs encourage students and employees to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious and involved and advised to contact the UPF reception to report suspicious behavior. There are also posters distributed around the campus with information on what to do in case of emergency (phone number, meeting points, etc.) as well as reminders to keep belongings safe to avoid theft. For additional questions regarding crime prevention, contact the UPF reception directly at 34-93-542-2000.

Emergency Response and Prevention Procedures

The UPF has a Self-Protection Plan with which students, staff and faculty should familiarize themselves. It includes basic information about programs aimed at ensuring that buildings are properly evacuated and fire-fighting appliances are used appropriately. In all University buildings panels can be located on the walls with instructions which will help students and staff to evacuate the buildings in case of emergency. The plan also includes UPF plans for emergencies that may occur as a result of its activities and the response measures in situations of risk, catastrophes, and public disasters that may affect the campus community. In the case of a fire or accident, the Ciutadella reception should be called at 34 93 542 20 00, or from an outside phone.

What to do in case of evacuation from a building:

1. Follow the marked evacuation route.
2. When you leave the building, avoid obstructing emergency exits.
3. Go to the designated meeting point and wait there for further instructions.

Current legislation requires that administrative and service staff as well as teaching and research staff at the Center must be aware of the prevention system and the risk prevention procedures in the various workplaces. With this in mind, UPF started the campaign, "Prevention is everybody's responsibility." Among other initiatives, each month staff and faculty will receive a short email containing the essential information they need to have about each specific topic in this area, which can be consulted in more depth on the Technical Office for Occupational Hazards Prevention website. A fire drill was conducted on October 31, 2023.

Information about Registered Sex Offenders

In Barcelona, Spain, sex offender registries are not known to exist.

Resources

Barcelona Emergency Number

Police: 112 (equivalent to U.S. 9-1-1)

Medical: 061

Fire: 112

UPF Emergency Number

+34 93 542 2000

UPF Alarm Reception Center

+34 93 542 27 10

UPF Medical Emergency

+34 93 542 15 60

JHU Center Administrator

+34 93 542 16 22

JHU Student Assistance Program (JHSAP)

443-287-7000

Johns Hopkins Employee Assistance Program (JHEAP formerly mySupport)

888-978-1262

UPF International Relations Services

+34 93 542 29 72

UPF Ciutadella Mobility and Welcome Office

+34 93 542 25 04

UPF Student Information Desk Roger de Lluria Building

Ramon Trias Fargas, 25-27

HATE CRIMES STATISTICS

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

There were no reported Hate Crimes for 2021, 2022, and 2023.

UNFOUNDED CRIME STATISTICS

A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were no unfounded crimes reported for 2021, 2022, and 2023.

JHU Public Policy Center, Barcelona, Spain**Clery Crime Statistics (By Offense & Year)**

	On-Campus	Public Property	Total Crimes Reported		On-Campus	Public Property	Total Crimes Reported
Murder & Non-negligent Manslaughter				Domestic Violence / Dating Violence / Stalking	Arson		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Manslaughter by Negligence					Domestic Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	1
Rape					Dating Violence		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Fondling				Stalking			
2023	0	0	0	2023	0	0	
2022	0	0	0	2022	0	0	
2021	0	0	0	2021	0	0	
Incest				Arrests	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Statutory Rape					Drug Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Robbery					Weapons Law Violations		
2023	0	1	1		2023	0	0
2022	0	1	1		2022	0	0
2021	0	1	1		2021	0	0
Aggravated Assault				Referrals for Disciplinary Action	Liquor Law Violations		
2023	0	0	0		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0
Burglary					Drug Law Violations		
2023	1	0	1		2023	0	0
2022	2	0	2		2022	0	0
2021	0	0	0		2021	0	0
Motor Vehicle Theft					Weapons Law Violations		
2023	0	1	1		2023	0	0
2022	0	0	0		2022	0	0
2021	0	0	0		2021	0	0

Additional information may be obtained from: Senior Director of Security, Johns Hopkins Medical Institutions, 550 N. Broadway, Suite 503, Baltimore, MD 21205, 410-614-3473

Due to new guidance from the U.S. Department of Education, Sexual Assaults, Domestic Violence, Dating Violence and Stalking are no longer included in the hierarchy rule, which means multiple offenses that occur in one incident are reported in the institution's Clery statistics.

Appendix A: Campus Crime Statistics

General Notes on Data

- The data reported in the charts in each campus section include reports of crimes made directly to Homewood Campus Safety and Security and other campus security offices reported to any campus security office by other CSAs, and obtained from local police jurisdictions for each campus or center.
 - The data reported in the charts include crime victims from the community at large.
 - In keeping with the Clery Act regulations (34 CFR § 668.46), crime statistics were compiled using the definitions of crimes provided in Appendix A to Subpart D of Part 668 of the CFR, and the Federal Bureau of Investigations Uniform Crime Reporting (UCR) Program, including the Summary Reporting System (SRS) User Manual, the National Incident-Based Reporting System (NIBRS) User Manual, and Hate Crime Data Collection Guidelines and Training.
 - In accordance with the Violence Against Women Act (“VAWA”) amendments to the Clery Act, the charts contain a section representing incidents of domestic violence, dating violence, and stalking. Incidents of sexual assault, domestic violence, dating violence, or stalking that involve any other Clery crimes are also counted under that particular category of crime. For 2021, the Homewood Campus had 1 rape that was also counted as stalking, 2 robberies also counted as domestic violence, and 1 aggravated assault also counted as domestic violence. On the East Baltimore Campus, there were 2 robberies and 4 aggravated assaults, 1 aggravated assault also counted as a weapons arrest, 1 domestic violence that was also counted as stalking, and 1 murder that was also counted as domestic violence. On the Bayview Medical Campus, there was 1 rape that was also counted as domestic violence and 1 robbery also counted as fondling.
- For 2022, the Homewood Campus had 1 rape that was also counted as stalking, 1 rape that was also counted as domestic violence and stalking, 7 aggravated assaults that were also counted as domestic violence, 1 aggravated assault also counted as a hate crime, and 2 stalkings that were also counted as domestic violence. On East Baltimore Campus, there were 2 aggravated assaults that were also counted as domestic violence, 1 arson that was also counted as a robbery, and 1 domestic violence that was also counted as stalking. On Bayview Medical Campus, there was 1 domestic violence also counted as an aggravated assault and 1 aggravated assault that was also counted as a fondling. For 2023, the Homewood Campus had 1 rape that was also counted as a stalking, 1 aggravated assault as robbery, and two stalkings also counted as domestic violence. On the East Baltimore Campus, there were 2 aggravated assaults that were also counted as domestic violence and a robbery also counted as a domestic violence. On the Bayview Medical Campus, there were 1 aggravated assault that was also counted as domestic violence and 1 robbery also counted as a domestic violence.
- All definitions of the criminal offenses listed in the charts are available in the “Appendix Definitions” at the end of this Report.

Appendix B: Definitions

Criminal Offenses Definitions

In accordance with the Clery Act regulations (34 CFR §668.46), the following definitions are used for reporting the statistics for the crimes in the campus or center charts in this report.

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed).

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Criminal Homicide- Manslaughter by Negligence

The killing of another person through gross negligence.

Criminal Homicide-Murder and Non negligent Manslaughter

The willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Dating Violence

Dating violence means violence committed by a person: who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be based on the reporting party's statement and with consideration of the following factors, namely, the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, damage, deface, or other-

wise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence

Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabited with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Hate Crimes

A crime reported to local police agencies or to a CSA that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Hate Crime Biases

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

Gender: A preformed negative opinion or attitude toward a group of persons because those persons are male or female.

Gender Identity: A preformed negative opinion or attitude toward a group of persons because the perceived gender of those persons may be different from the gender traditional-

ly associated with their gender at birth.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-Theft (Except Motor Vehicle Theft)

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Liquor Law Violations

The violation of State or local laws or ordinances prohibiting: the manufacture, sale, transportation, purchasing, furnishing, possession or use of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. Drunkenness and driving under the influence are not included in this definition.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle; includes all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Weapons Law Violations

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, purchase, transportation, sale, use, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Crime Reporting Areas

For the purpose of reporting statistics, institutions of higher education need to distinguish, by means of three separate geographic categories, certain criminal offenses that occur on campus; in or on a noncampus building or property; and on public property.

These three geographic categories are defined as:

On-Campus

(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

(2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

Noncampus Building or Property

(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

(2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Counselors

Under the Clery Act regulations, University "Pastoral Counselors" and "Professional Counselors" (defined below), when acting as such, are not considered to be a CSA and are not required to report crimes for inclusion into the annual disclosure of crime statistics. However, for statistical purposes, Pastoral and Professional Counselors may provide general information on crimes reported to them. No personally identifiable information can be provided so as to protect confidentiality. The University does not have procedures to encourage counselors to raise the subject of reporting statistics confidentially and instead leaves the issue to the professional judgment of the Pastoral or Professional Counselor.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

*Additional Primary Campus Security Authorities
(continued from page 3)*

Office of Institutional Equity

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The Johns Hopkins University

Interim Sexual and Sex-Based Misconduct Policy and Procedures¹ (“SMPP”)

EFFECTIVE AUGUST 1, 2024

Note Regarding Allegations That Pre-Date This Policy:

This policy and its procedures do not apply retroactively. For any matters reported to OIE prior to August 1, 2024, or which concern allegations of sexual or sex-based misconduct that allegedly occurred prior to August 1, 2024, the Office of Institutional Equity (OIE) will consider the nature and timing of the allegations to determine the appropriate policy and procedures to apply.

Note Regarding Pending Legal Challenges to the Title IX Regulations:

This policy complies with the August 1, 2024 Title IX regulations, however the Department of Education is currently enjoined from enforcing these regulations in some states. This does not impact the majority of JHU students and employees, because there are no such legal challenges or injunctions in Maryland or Washington, D.C. If the University receives allegations of sexual or sex-based misconduct that cannot be handled under this policy due to ongoing injunctions, OIE will apply the applicable policy that pre-dated the August 1, 2024 revisions.

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¹ This policy complies with the August 1, 2024 Title IX regulations and became effective on that date. The policy has been given the designation of “interim” due to the short implementation period and numerous legal challenges pending against the Title IX regulations. The University will continue to seek feedback and consider potential policy improvements to best serve our community. In addition, the University will monitor legal developments that may impact this policy.

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Section I

Purpose and Scope

The Johns Hopkins University (“JHU” or “the University”) is committed to providing a safe and non-discriminatory educational and working environment for its students, trainees, faculty, staff, post-doctoral fellows, residents, and other members of the University community. In particular, the University will not tolerate and is committed to providing members of its community with an environment that is free from any form of sexual and sex-based misconduct, including sexual and sex-based discrimination and harassment. This conduct is disruptive of the learning and working environment of the University’s community and deprives students, employees, and other community members of equal access to the University’s programs and activities. To that end, the University embraces its responsibility to increase awareness of sexual and sex-based misconduct, prevent its occurrence, support victims, deal fairly and firmly with offenders, diligently investigate complaints of such misconduct and retaliation, and comply with Title IX of the Higher Education Amendments of 1972 (“Title IX”), the Campus SaVE Act, and other applicable laws. The Johns Hopkins University Sexual and Sex-Based Misconduct Policy and Procedures (the “Policy” and these “Procedures”) implement the University’s commitment to investigate and resolve cases involving sexual and sex-based misconduct and retaliation promptly, fairly, equitably, impartially, and in compliance with law.²

This Policy and its Procedures apply equally regardless of an individual’s sex, gender, marital status, parental status, pregnancy (and related conditions), race, color, ethnicity, national origin, immigration status, age, disability, religion, sexual orientation, gender identity or expression, military status, veteran status, or other legally protected characteristic. All academic and administrative units of the University (including all schools, divisions, campuses, departments, and centers) must comply and ensure that their policies and procedures comply with this Policy and its Procedures. To the extent there is any inconsistency between unit policies and procedures and this Policy and its Procedures, this Policy and its Procedures control.

This Policy prohibits sexual and sex-based misconduct that:

- occurs on campus or other University property;
- occurs in connection with University programs or activities, whether on or off-campus, including academic, educational, extracurricular, athletic and other programs and activities;
- impedes equal access to any University educational program or activity or adversely impacts the education or employment of a member of the University community, regardless of where the conduct occurred; or
- otherwise threatens the health or safety of one or more students, trainees, faculty members, staff members, post-doctoral fellows, or residents.

All individuals who enter JHU campuses or property are prohibited from engaging in any form of sexual or sex-based misconduct as defined by this Policy, regardless of their affiliation with the University. When a report of such misconduct is received, OIE will assess the involved individuals’ relationship with the University as well as the type, location, and context of the reported conduct to determine whether it should be addressed using this Policy and these Procedures or by another University policy or process. In some instances where the alleged conduct involves employees who work and live overseas on an extended or full-time basis, some or all of the procedures outlined herein may not apply. The University maintains discretion to respond to the allegations in an appropriate manner that is consistent with local law and

² The University complies with federal, state, and local law regarding sexual and sex-based misconduct. This Policy sets forth University policy and procedure, which may be broader or more rigorous than what is required by law. Nothing in this Policy is intended to waive any legal protections, arguments, or defenses.

practice. Regardless of the policy or process applied, OIE will take reasonable and appropriate supportive and responsive measures to address prohibited conduct under this Policy.

In some instances where the reporting party (the “complainant”) or the accused party (the “respondent”) is *not* a student, staff member, faculty member, trainee, or resident, some or all of the procedures outlined herein may not apply. In other instances, the University may determine that some or all of the procedures outlined herein should be applied to third parties (e.g., visitors; volunteers; vendors and contractors while on University property, participating or attempting to participate in a University sponsored activity, or providing or receiving services to or from the University; applicants for admission to or employment with the University; and former affiliates of the University). Regardless, OIE will take reasonable and appropriate supportive and responsive measures to address prohibited conduct under this Policy.

Fundamental to the University’s purpose is the free and open exchange of ideas. It is not, therefore, the University’s purpose in promulgating this Policy to inhibit free speech or the free communication of ideas by members of the academic community.

The University may amend this Policy and these Procedures from time to time. Further, the Title IX Coordinator, in consultation with the General Counsel, may from time to time make revisions and updates to this Policy and these Procedures to comply with applicable laws, regulations, and governmental guidance and any amendments thereto. Nothing in this Policy and these Procedures shall affect the inherent authority of the University to take such actions as it deems appropriate to further the educational mission of the University or to protect the safety and security of the University community.

Questions regarding this Policy and these Procedures and any questions concerning Title IX should be referred to: Linda Boyd, JD, Assistant Vice Provost & Title IX Coordinator:

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Office of Institutional Equity
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3400 North Charles Street
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Section II

Prohibited Conduct

The University prohibits sexual and sex-based misconduct, as defined below. The University also prohibits any form of retaliation (including peer retaliation), intimidation, threats, coercion, or discrimination or attempts thereof, whether direct or indirect, and including via online communications and activities such as social media, by any officer, employee, faculty, student, trainee, post-doctoral fellow, resident, or agent of the University against a person because that person made a complaint or report of sexual and/or sex-based misconduct or participated or refused to participate in any way in the investigation or resolution of such a complaint or report, or who exercised their rights or responsibilities under this Policy, these Procedures, or the law.

Thus, sexual and sex-based misconduct and retaliation are violations of this Policy, and the Procedures set forth in [Appendix G](#) apply to the investigation and resolution of reports and complaints of violations as set forth herein, except where stated otherwise. Any person with a concern or complaint about a violation of this Policy is urged to contact the Title IX Coordinator. Each member of the community is responsible for

fostering mutual respect, for being familiar with this Policy, and for refraining from conduct that violates this Policy.

The University will take appropriate remedial action in response to violations of this Policy, up to and including expulsion and/or termination.

The University prohibits filing complaints or reports of sexual or sex-based misconduct or retaliation that the complainant knows to be false. OIE will review and forward complaints that are determined to be false to the relevant internal University department or authority such as Human Resources, Student Conduct, or the relevant department or dean to determine and implement appropriate responsive action.

Conduct that is not considered sexual or sex-based misconduct under the definitions of this Policy may nevertheless be inappropriate or unacceptable within the JHU community. When appropriate, OIE will report such conduct to the relevant internal University department or authority such as Human Resources, Student Affairs, or the relevant department or dean to determine and implement appropriate responsive action.

Some Other Forms of Prohibited Misconduct

- The University's [Discrimination and Harassment Policy and Procedures \("DHPP"\)](#) apply to complaints of discrimination and harassment based on race, color, ethnicity, national origin, immigration status, age, disability, religion, military status, veteran status or other legally protected characteristic. For complaints involving *both* allegations under the Sexual and Sex-Based Misconduct Policy and Procedures as well as the Discrimination and Harassment Policy and Procedures, the Vice Provost for Institutional Equity and the Title IX Coordinator will determine the appropriate procedures to be applied to the non-sexual/sex-based misconduct allegations, which may be the procedures specified in the Discrimination and Harassment Policy and Procedures or the Sexual and Sex-Based Misconduct Policy and Procedures.
- The [Student Conduct Code](#) applies to undergraduate and graduate students and sets forth various forms of prohibited conduct. If the facts surrounding a report of sexual or sex-based misconduct also involve alleged violations of the Student Conduct Code, the Title IX Coordinator or a designee may investigate such alleged violations of the Student Conduct Code or refer them to the appropriate authority, such as Student Conduct.
- The University's [Personal Relationships Policy](#) focuses on the conflict of interest that may exist when individuals simultaneously engage in both personal and professional relationships in which one individual has the potential to exert substantial academic or professional influence over the other. In the event that a personal relationship involves alleged sexual or sex-based misconduct, the Sexual and Sex-Based Misconduct Policy and Procedures will apply.

Section III **Definitions**

Definitions of Sexual and Sex-Based Misconduct

Sexual and Sex-Based Misconduct as prohibited by this Policy includes the following conduct:

Sex-Based Discrimination³: Sex based discrimination means treating an individual differently based on their sex characteristics, gender identity or expression, pregnancy or related conditions, sexual orientation, or sex stereotypes. Sex-based discrimination can also include treating an individual differently based on their parental or marital status, if such differential treatment is based on sex.

Sex-Based Harassment: The term “Sex-Based Harassment” means sexual and other harassment on the basis of sex,⁴ including based on sex characteristics, gender identity or expression, sexual orientation, sex stereotypes, pregnancy or related conditions, and parental or marital status, that satisfies one or more of the following:

1. *Quid pro quo harassment*. An employee, agent, or other person authorized by the University to provide an aid, benefit, or service under the University’s education program or activity explicitly or implicitly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct;
2. *Hostile environment harassment*.⁵ Unwelcome sex-based conduct that, based on the totality of the circumstances, unreasonably creates a work or academic environment that a reasonable person would perceive to be abusive or hostile; or
3. Sexual assault, dating violence, domestic violence and stalking as defined below.

When analyzing hostile environment harassment, the alleged unwelcome sex-based conduct need not be severe or pervasive. When assessing whether the alleged conduct unreasonably creates an abusive or hostile work or academic environment from the perspective of a reasonable person, the university considers the totality of the circumstances. This includes consideration of whether the unwelcome and offensive conduct interferes with, limits, or deprives a member of the community of the ability to participate in or benefit from the university’s education or employment programs and/or activities. Although the conduct need not be severe or pervasive to constitute an unreasonably hostile or abusive environment, the heightened seriousness of alleged severe or pervasive conduct will be considered during OIE’s process.

Examples of conduct that may, depending on the facts and circumstances, constitute sex-based hostile environment harassment include, but are not limited to: sexual advances; making lewd or sexual jokes; making comments about someone’s appearance in a sexually suggestive way; staring at someone or making obscene gestures or noises; repeatedly asking someone on a date; “flashing” or exposing body parts; sharing or displaying lewd or sexually charged material; sexual coercion; intentional sexual in nature touching that does not meet the specific offenses set forth in subsection 3 above; disrobing; spreading sexual rumors; rating peers or colleagues with respect to sexual performance; non-consensual observation, photographing,

³ In addition to sex-based discrimination, the University prohibits discrimination on the basis of: race, color, national origin, immigration status, ethnicity, age, disability, religion, military status, veteran status, genetic information, and other legally protected characteristics. For further information, see the [University Statement on Equal Opportunity and Discrimination and Harassment Policy and Procedures](#).

⁴ This includes conduct based on sex characteristics, sex stereotypes, sexual orientation, and gender identity or expression.

⁵ The University’s definition of “hostile environment harassment” is intentionally broader than, but fully encompasses, the definition of “hostile environment harassment” set forth by the Title IX regulations at 34 CFR Part 106, § 106.2.

or recording of sexual activity or nudity; non-consensual distribution or dissemination of photographs or recordings of sexual activity or nudity, including distribution or dissemination of photographs or recordings that were made consensually; allowing a third party to observe sexual activity without the consent of all parties; and prostituting or trafficking another person.

Sexual Misconduct: The term “sexual misconduct” means sex-based harassment (including quid pro quo harassment, hostile environment harassment, sexual assault, dating violence, domestic violence, and stalking) and sexual exploitation as defined in this policy.

Dating Violence:⁶ The term “dating violence” means violence or the threat of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, but excludes acts covered under domestic violence.

Domestic Violence:⁷ The term “domestic violence” means felony or misdemeanor crimes committed by a person who (1) is a current or former spouse or intimate partner of the victim, under the family or domestic violence laws of the relevant jurisdiction, or a person similarly situated to a spouse of the victim; (2) is cohabitating or has cohabitated with the victim as a spouse or intimate partner; (3) shares a child in common with the victim; or (4) commits acts against a youth or adult who is protected from those acts under the family or domestic violence laws of the jurisdiction. Domestic violence can include the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim.

Retaliation: The term “retaliation” means intimidating, threatening, coercing, harassing, taking adverse employment or educational action against, otherwise discriminating against an individual in any way and/or interfering with any right or privilege secured by Title IX or its implementing regulations, including through online communications and activities such as social media, because the individual made a report or complaint under this Policy or these Procedures, participated or refused to participate in any way in the investigation, adjudication, or resolution of such a report or complaint, opposed conduct that they reasonably believed to be prohibited under this Policy, these Procedures, or applicable law regarding sex-based discrimination or harassment, or exercised any right or responsibility under this Policy or these Procedures. Retaliation includes conduct that is reasonably likely to deter an individual from making a complaint or report under this Policy or from participating in the investigation or resolution of a complaint or report, or from opposing conduct that they reasonably believe to be prohibited under this Policy, these Procedures, or applicable law regarding sex-based discrimination or harassment. Retaliation includes peer retaliation.

Stalking:⁸ The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress. Acts which solely create an annoyance or inconvenience are generally insufficient to meet this standard. For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action,

³ Dating violence is covered by the Policy whether or not it involves sexual conduct.

⁷ Domestic violence is covered by the Policy whether or not it involves sexual conduct.

⁸ Stalking is covered by the Policy whether or not it involves sexual conduct.

method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with another person, or interferes with that person's property.

Although stalking does not require evidence that the respondent intended to cause fear or emotional distress, there must be evidence that the respondent intentionally engaged in a course of conduct directed at the complainant, as set forth above. Inadvertent, involuntary, or accidental conduct will not meet this standard. Likewise, incidental or routine contact and/or communications issued during the regular course of University business concerning legitimate academic or employment matters - for example, a supervisor issuing an annual performance review or a professor providing feedback on an essay – do not constitute stalking. Protected conduct – such as making a good faith complaint/report under this policy or participating in an OIE investigation – also will not be considered part of a course of conduct in evaluating alleged Stalking.

Sexual Assault: The term “sexual assault” includes the following actual or attempted acts:

- **Rape (except Statutory Rape):** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Sodomy:** Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Sexual Assault With An Object:** To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. This includes digital penetration.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Exploitation: The term “sexual exploitation” means engaging in unwelcome conduct that abuses or exploits another person's sexuality. Examples of sexual exploitation may include, but are not limited to, non-consensual and/or abusive photographing or recording of nudity or sexual activity; unauthorized sharing or distribution of images or recordings of nudity or sexual activity in any form; intentionally observing, spying on, recording, or listening to one or more person(s) involved in sexual contact or in any state of undress without their consent; exposing one's genitals or inducing another to expose the person's genitals in nonconsensual circumstances; knowingly exposing another person to a sexually transmitted infection or virus without their knowledge; or lying to a sexual partner about sexually transmitted infection or virus status or prophylactic/birth control use.

Other Relevant Definitions

Anonymous Reports: Reports of sexual and sex-based misconduct filed with the University, including the Title IX Coordinator or the University's Office of Institutional Equity (“OIE”), may be filed anonymously, meaning that the reporter files the report without identifying themselves. Anonymous reporters are encouraged

to speak with the Title IX Coordinator or another OIE staff member so as to understand the potential limitations for an investigation being conducted based on an anonymous report. See Section IV of this Policy for anonymous reporting options.

Complaint: The term “Complaint” means an oral or written request that objectively can be understood as a request for the University to investigate and make a determination about alleged sexual and/or sex-based misconduct under this Policy and Procedures.

Complainant: The term “complainant” refers to (1) a student or employee who is alleged to have been subject to conduct that could constitute sexual or sex-based misconduct even if reported by another party; or (2) a person other than a student or employee who is alleged to have been subject to sexual or sex-based misconduct while that person was participating or attempting to participate in the University’s education program or activity at the time of the alleged conduct.

Confidential Resources: A “Confidential Resource” is a formal University designation given to certain University employees who and departments that are not required to report to the University incidents of sexual or sex-based misconduct learned during the course of their Confidential Resource-designated employment. Confidential Employees must notify individuals reporting sexual or sex-based misconduct: (1) of their confidential employee status; (2) how to notify the Title IX Coordinator; (3) how to make a complaint of sexual or sex-based misconduct; and (4) that the Title IX Coordinator may be able to offer and coordinate supportive measures as well as initiate informal resolution or an investigation under this Policy and Procedures.

Confidential Resources include mental health providers and staff, healthcare providers and staff, pastoral counselors and staff, the Ombuds office and any other persons who have a legal obligation to protect confidentiality when acting in a professional capacity unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law. For a list of both JHU and off-campus Confidential Resources, see Appendix B. Confidential Resources are not Responsible Employees (defined below). All resources not specifically designated as Confidential Resources are considered non-confidential. If you have any question about whether you are a Confidential Resource or whether someone you would like to speak to is a Confidential Resource, please contact the [Title IX Coordinator](#) or [Office of Institutional Equity](#) for clarification.

Consent: Sexual activity of any kind requires “consent,” which consists of the following:

- Consent means clear and voluntary agreement between participants to engage in the specific act.
- Consent requires a clear “yes,” verbal or otherwise; it cannot be inferred from the absence of a “no.”
- Consent cannot be obtained from someone who is unconscious, asleep, physically helpless, or incapacitated (including, but not limited to, mentally incapacitated). A person is incapacitated when they are unable to make a rational decision because the person lacks the ability to understand their decision. A person who is incapacitated is unable to consent to sexual activity. A person can become incapacitated as a result of physical or mental disability, involuntary physical constraint, being asleep or unconscious, or consumption of alcohol or other drugs. A person can consume alcohol and/or drugs without becoming incapacitated. A person who engages in sexual activity with someone that person knows or reasonably should know is incapacitated does not have consent.
- Consent cannot be obtained by threats, fear, coercion or force of any kind, whether mental or physical. Consent means actually agreeing to the specific sexual activity, rather than merely submitting as a result of threats, fear, coercion or force of any kind, whether mental or physical.

A person who engages in sexual activity with someone that person knows or reasonably should know has submitted or agreed to the sexual activity as a result of threats, fear, coercion or force does not have consent.

- Consent cannot be obtained from an individual who is under the legal age of consent.
- Consent must be ongoing throughout a sexual encounter and can be revoked at any time.
- Consent to some sexual acts does not necessarily imply consent to others.
- Past consent does not mean ongoing or future consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

Economic Abuse: The term “economic abuse”, in the context of domestic violence and dating violence, means behavior that is coercive, deceptive, or unreasonably controls or restrains a person’s ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to (A) restrict a person’s access to money, assets, credit, or financial information; (B) unfairly use a person’s personal economic resources, including money, assets, and credit, for one’s own advantage; or (C) exert undue influence over a person’s financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.

Gender Expression: The external appearance of one’s gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender Identity: One’s innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One’s gender identity can be the same as or different from their sex assigned at birth.

Supportive Measures: The term “supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available, without unreasonably burdening a complainant or respondent, and without fee or charge to the complainant, respondent or other individuals involved in a matter, before or after the filing of any type of Sex-Based Misconduct report or complaint. Such measures are designed to restore or preserve equal access to a university program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment, or deter sexual and sex-based misconduct. For examples of supportive measures, see Section VII below. To discuss or request supportive measures, please contact the [Title IX Coordinator](#) or Deputy Title IX Coordinator.

Mandated Reporter: “Mandated reporter” is another term for “Responsible Employee,” which is defined below.

Parental Status: Parental status means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but incapable of self-care because of a physical or mental disability, is a biological parent, an adoptive parent, a foster parent, a stepparent, a legal custodian or guardian, in loco parentis with respect to such a person, or actively seeking legal custody, guardianship, visitation or adoption of such a person.

Pregnancy or related conditions: Pregnancy or related conditions means (1) Pregnancy, childbirth, termination of pregnancy, or lactation; (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) Recovery from pregnancy, childbirth, termination of

pregnancy, lactation, or related medical conditions.

Preponderance of the Evidence: A “preponderance of the evidence” means it is more likely than not that a policy violation occurred (or did not occur) based on the evidentiary record. The investigation and adjudication process determines whether the preponderance of the evidence supports a determination that the respondent is responsible for the alleged misconduct. Until and unless the decision-maker(s) issues a final determination of responsibility, the respondent is presumed to be not responsible.

Relevant: The term “relevant” means information related to the allegations of sexual or sex-based misconduct under investigation as part of this Policy and these Procedures. Evidence is considered relevant when it may aid a decisionmaker in determining whether the alleged sexual or sex-based misconduct occurred.

Respondent: The term “respondent” refers to an individual who has been alleged to have engaged in sexual or sex-based misconduct as defined by this Policy and Procedures.

Responsible Employee⁹: “Responsible Employee” is a designation given to certain University employees who have a duty to report potential sexual and sex-based misconduct that they learn of to the University’s Title IX Coordinator. Responsible Employees are designated based on the University’s determination that they have the authority to redress sexual and sex-based misconduct, have the duty to report sexual and sex-based misconduct to the [Title IX Coordinator](#), or are employees who a student reasonably believes have such authority or duty. Confidential Resources are not Responsible Employees. Responsible Employees designated by the University include academic administrators, academic advisors, non-confidential employees serving in a supervisory role, all faculty (including deans and department directors, heads and chairs), student affairs staff, Office of Institutional Equity staff, faculty, teaching assistants¹⁰, Human Resources personnel, campus security officers, resident advisors, and athletic coaches. **Responsible Employees must promptly report all known relevant information to the Title IX Coordinator, including the name of the complainant, respondent, and any witnesses and any other relevant facts, including the date, time, and location of the misconduct.** Faculty who are also licensed medical providers do not have a Responsible Employee obligation when providing patient care where the patient information that constitutes a report of potential sex-based misconduct is protected by applicable patient privacy laws. Employees conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination do not have Responsible Employee obligations to report information received while conducting the study. If you have any question about whether you are a Responsible Employee or questions regarding your Responsible Employee duties, please promptly contact the [Title IX Coordinator](#) or the [Office of Institutional Equity](#) for clarification.

All other non-confidential employees (including student employees¹¹) who learn of conduct that may reasonably constitute sexual or sex-based misconduct are obligated to give the individual who shares this information the following: (1) Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu; phone: 410-516-8075); and (2) Information about how to make a complaint of sexual or sex-based misconduct.¹²

⁹ Another term for “Responsible Employee” is “Mandated Reporter.”

¹⁰ Teaching Assistants are only considered Responsible Employees with respect to information they learn in the course of executing the duties and responsibilities associated with the Teaching Assistant role. OIE is available to address questions about the extent of the reporting obligations.

¹¹ Resident Advisors (RAs) and Teaching Assistants (TAs) are Responsible Employees. All other student-employees must adhere to the below requirement to provide information if, *while serving in their employment capacity*, they learn of potential sexual or sex-based misconduct.

¹² The various ways to make a complaint of sex-based or sexual-misconduct are described in Section IV below.

Student: A student is a person who has gained admission to Johns Hopkins University. Admission means selection for part-time, full-time, special, associate, transfer, exchange, or any other enrollment, membership, or matriculation in or at the University's education program or activity.¹³

Technological Abuse: The term "technological abuse" means an act or pattern of behavior that occurs within domestic violence, sexual assault, dating violence or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

Section IV **Reporting Sexual and Sex-Based Misconduct**

1. *Making A Report*

Reporting to the University: Reports of sexual and sex-based misconduct and retaliation may be brought to the Assistant Vice Provost/Title IX Coordinator, Linda Boyd, and/or the Deputy Title IX Coordinator, Julie Yura:

The Johns Hopkins University
Office of Institutional Equity
Wyman Park Building, Suite 515
3400 North Charles Street
Baltimore, MD 21218
Telephone: (410) 516-8075
TTY: Dial 711
E-mail: titleixcoordinator@jhu.edu

Online complaint submission:

- OIE [Sexual and Sex-Based Misconduct Online Reporting Form](#)
- Johns Hopkins Speak-2-Us Compliance Reporting:
 - 844-SPEAK2US (844-773-2528)
 - Online Report: <https://secure.ethicspoint.com/domain/media/en/gui/65464/index.html>

Reports versus Complaints: A Complaint is an oral or written request that objectively can be understood as a request for the University to investigate and make a determination about alleged sexual or sex-based misconduct. A Report occurs when, *without requesting that the University investigate and make a determination*, an individual shares information about allegations of sexual or sex-based misconduct, asks questions about OIE policy, processes and options, and/or seeks supportive resources or measures. If OIE is not certain whether an individual is seeking to file a Complaint, OIE will seek to clarify directly with that individual.

Anonymous Reports: Reports may be made using any of the reporting options above. To make an anonymous report by any method above, do not provide any personally identifiable information (such as

¹³ For students under the age of 18 who have gained admission to a Johns Hopkins education program or activity that does *not* award a JHU undergraduate or graduate degree, e.g., Center for Talented Youth, Peabody Preparatory School, the following adjudication procedures will apply to allegations of sexual and sex-based misconduct: [Interim adjudication procedures for Title IX sexual and sex-based misconduct involving minor participants in non-degree programs](#).

name, University email, personal e-mail that discloses your name, University phone number) when making the report. If the anonymous reporter has provided a way for OIE to send information and resources to them, OIE will do so. Anonymous reporters are encouraged to speak with the Title IX Coordinator or an investigator so as to understand the potential limitations of an investigation being conducted based on an anonymous report. JHU will review anonymous reports to determine whether preventive or remedial action should be taken, such as prevention or educational programs or increased safety patrols or monitoring.

Reporting to Law Enforcement: In an emergency, contact 911 to reach local law enforcement. A listing of campus security and local law enforcement contact information is available in Appendix A. [JHU Public Safety](#) and/or the Title IX Coordinator or designee can also provide assistance with contacting local law enforcement.

Speaking with Confidential Resources: If a complainant does not wish to make a report or complaint to the University, the complainant may contact a Confidential Resource, which includes the JHU Sexual Assault Helpline (students may talk with an on-call counselor 24/7, Telephone: (410) 516-7333). See Appendix B for a list of other Confidential Resources, both on and off-campus.

2. *The Office of Institutional Equity and the Title IX Coordinator*

The [University's Office of Institutional Equity](#) ("OIE") is tasked with receiving and handling complaints of sexual and sex-based misconduct. OIE is a neutral resource available to all students, faculty and staff.

The Vice Provost for Institutional Equity (the "Vice Provost") oversees OIE.

The University's Title IX Coordinator works within OIE and coordinates the University's efforts to comply with laws governing sexual and sex-based misconduct, including Title IX; oversees related policies and procedures; explains the operation of the complaint resolution process; ensures that the University responds appropriately to complaints of sexual and sex-based misconduct and retaliation; coordinates training related to Title IX; and provides or oversees the provision of information to members of the University community, including the complainant and the respondent, concerning Title IX and this Policy and its Procedures, the availability of confidential and other resources, supportive measures, and how to file a complaint with law enforcement authorities or seek an appropriate protective, peace, or restraining order from the court.

The Title IX Coordinator also coordinates, oversees, or conducts the investigation of sexual and sex-based misconduct and retaliation complaints. No employee or student is authorized to investigate or resolve such complaints without the express direction of the Title IX Coordinator. If an employee or student is unsure whether the conduct at issue involves sexual or sex-based misconduct, they should contact the Title IX Coordinator.

3. *Reports of Sexual and Sex-Based Misconduct*

The University encourages students, faculty, staff, and other members of the community to report sexual and sex-based misconduct and to do so as promptly as possible, so that the University can respond effectively. Individuals are encouraged to file reports of sexual and sex-based misconduct directly with the Title IX Coordinator or OIE staff member. Anyone may meet with the Title IX Coordinator or an OIE staff member to learn more about the process before making a report or complaint.

Reports of sexual and sex-based misconduct may be filed anonymously, as described above.

Reports Involving Minor Complainants Whom Are Enrolled in a Degree-Seeking Program¹⁴

If a complainant is under the age of 18 (i.e., a minor), the complainant's parent or legal guardian may be informed of any report of sexual or sex-based misconduct made by or on behalf of the complainant, as well as the status of any investigation or resolution of the matter. However, OIE will strongly consider a minor complainant's request that their parent(s) or guardian(s) *not* be informed of a report of sexual or sex-based misconduct and/or the status of any investigation or resolution. Matters involving minors will also be addressed pursuant to the [University's Policy on the Safety of Children in University Programs](#), as well as applicable law.

Reports from Responsible Employees and other Third Parties

Responsible Employees (discussed below) who receive reports or otherwise become aware of sexual or sex-based misconduct are required to promptly report this misconduct to the Title IX Coordinator. When a Responsible Employee reports a sexual and/or sex-based misconduct incident, the Title IX Coordinator or a designee will promptly notify the complainant that a report has been received. Thereafter these Procedures will apply in the same manner as if the complainant had made the initial report, including that the Title IX Coordinator or designee will provide information about the complainant's rights and available supportive measures.

Reports Involving Non-Affiliates of JHU or Unknown Individuals

If a respondent is not a member of the University community or the respondent's identity is not known, the University will still make reasonable efforts to assess the alleged misconduct, prevent its recurrence, and address its effects. The Title IX Coordinator or designee will also assist complainants in identifying appropriate campus and external resources.

No Time Limit for Reporting

The University does not limit the time for submitting a report of sexual or sex-based misconduct and encourages all reports irrespective of when the underlying incident occurred. The University's ability to investigate and respond effectively may be reduced with the passage of time. OIE typically utilizes the policy definitions that were in effect at the time of the alleged conduct and determines the applicable procedures based on a variety of factors, including the timing and nature of the alleged conduct and other considerations.

4. *Notice of Rights & Supportive Measures*

Upon receiving a report of sexual and sex-based misconduct, the University will provide the complainant with a written explanation of their rights, options, and responsibilities and the resources available to assist the complainant, including notifying the complainant of the Sexual and Sex-Based Misconduct Policy and Procedures. The Title IX Coordinator or designee will promptly contact the complainant to review the availability of supportive measures (regardless of whether a complaint is filed), the complainant's wishes with respect to supportive measures, and the process for initiating a complaint if not already initiated.

5. *Maintenance of Records*

¹⁴ The parent(s) or guardian(s) of students under the age of 18 who have gained admission to a Johns Hopkins education program or activity that does *not* award a JHU undergraduate or graduate degree (e.g., Center for Talented Youth, Peabody Preparatory School) typically *will* be notified of any report of sexual or sex-based misconduct made by or on behalf of the complainant. The adjudication procedures for such matters are located here: [Interim adjudication procedures for Title IX sexual and sex-based misconduct involving minor participants in non-degree programs](#).

The University will maintain a record of all reports of sexual and sex-based misconduct and related evidence, documents, records, and information pertaining to the investigation and resolution of Formal Complaints. The University will also maintain a record of supportive measures offered to complainants and respondents and all training materials related to the Policy. These records will be maintained in accordance with applicable policies, procedures, and legal requirements. This information will be used by the Title IX Coordinator to help determine whether multiple complaints have been made against the same individual and to document the incidence and any patterns of sexual and/or sex-based misconduct in the University community.

6. *Communications During Sexual and Sex-Based Misconduct Matters*

Complainants and respondents are expected to check their official University email on a regular basis throughout any complaint investigation and adjudication process. University email is the primary way in which complainants and respondents will receive communications from the Title IX Coordinator, the Office of Institutional Equity, and (where applicable) from those involved in the adjudication process.

7. *Amnesty Provisions for Students*

Sometimes individuals may be reluctant to report instances of sexual or sex-based misconduct because they fear being charged with violations of other University policies, including those regarding alcohol or drugs. The University encourages students to report all instances of sexual and sex-based misconduct. The University will not impose disciplinary action, except for a mandatory intervention for substance abuse, for a violation of alcohol or drug policies for a student who reports to the University or law enforcement an incidence of sexual or sex-based misconduct or who participates in an investigation of sexual or sex-based misconduct as a witness if: (1) the University determines the violation occurred during or near the time of the alleged sexual or sex-based misconduct; (2) the student is determined to have made the report of sexual or sex-based misconduct or is participating in an investigation as a witness in good faith; and (3) the University determines that the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

8. *Reporting to Law Enforcement or Seeking Court Orders*

Depending on the facts and circumstances, sexual and sex-based misconduct may involve criminal activity. The University encourages students, faculty, staff, and other members of its community to report any potential criminal conduct to law enforcement authorities, and the University may do so in exceptional circumstances such as a health or safety emergency.

The University has Public Safety officers who are specially trained to work with individuals reporting sexual and/or sex-based misconduct. In addition, the University's [Behavioral Health Crisis Support Team](#) (BHCST) pairs licensed clinicians who have crisis response expertise with these specially trained public safety personnel to assist people experiencing behavioral health crises. Upon request, JHU Public Safety or the Title IX Coordinator or a designee will provide assistance to an individual wishing to contact law enforcement, including those seeking to obtain orders of protection, peace orders, civil no-contact orders, restraining orders, or similar orders issued by a criminal or civil court. The University will notify complainants of the availability of this assistance. Contact information for JHU Public Safety and local law enforcement is available in Appendix A.

Reporting an incident to law enforcement authorities does not preclude filing a report or complaint with the University. Individuals may file a report or complaint of sexual and sex-based misconduct under this Policy before, after, or simultaneously with reporting an incident to law enforcement, or if no report is made to law enforcement at all. Whether or not an incident results in a criminal investigation,

prosecution, or conviction, the University will decide, pursuant to these Procedures, whether the respondent has violated the Policy and, if so, the appropriate sanctions to impose.

9. *Clery Reporting Obligations*

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) requires the University to record and report certain information about certain crimes (including certain sexual and sex-based misconduct incidents) that occur on or near campus. Certain University employees who are designated as Campus Safety Authorities (CSAs) and who receive reports of certain types of sexual or sex-based misconduct are required by the Clery Act and the University to notify JHU Public Safety about such incidents for statistical reporting purposes. The University reports crimes as required by the Clery Act in its Campus Crime Blotter, Clery Crime Log, and Annual Security and Fire Safety Report available online on the [JHU Public Safety website](#). The Clery Act also requires the University to issue a “timely warning” when it receives a report of certain crimes that pose a serious or continuing threat to the safety of the campus community. JHU Public Safety will issue timely warnings in accordance with the [University’s Timely Warning Policy](#). Personally identifiable information about complainants will not be included in any timely warning or security notification, or in any publicly available record-keeping, including the disclosure of crime statistics in the Annual Security and Fire Safety Report.

10. *Other Reporting Options – Government Agencies*

Inquiries or complaints concerning the application of Title IX or the University’s handling of sexual or sex-based misconduct reports may be referred to the Department of Education’s Office for Civil Rights. Employee complaints may also be referred to the U.S. Equal Employment Opportunity Commission, the Maryland Commission on Civil Rights (for Maryland employees), or the District of Columbia Office of Human Rights (for Washington, D.C. employees). Contact information is located in Appendix D. In addition, participants in programs funded by other federal agencies may also file a complaint directly with those agencies.

Section V **Obligations of University Employees**

1) *Obligations of Employees Who Learn of Potential Sexual or Sex-Based Misconduct*

a. *Responsible Employees*

All Responsible Employees who receive reports or otherwise become aware of conduct that may reasonably constitute sexual or sex-based misconduct or retaliation are required to promptly report such misconduct to the Title IX Coordinator or designee.

Responsible Employees must report all known relevant information to the Title IX Coordinator, including the names of the complainant, respondent, and any witnesses and any other relevant facts, including the date, time, and location of the misconduct.

b. *Confidential Employees*

All confidential employees who receive reports or otherwise become aware of possible sexual or sex-based misconduct are required to provide the following information to the individual making the report:

- An explanation of their confidential employee status;

- Information on how to notify the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075)
- Information about how to make a report or complaint of sexual or sex-based misconduct; and
- An explanation that the Title IX Coordinator may be able to offer and coordinate supportive measures as well as initiate informal resolution or an investigation under this Policy and Procedures.

c. *ALL Other Employees*

All employees who are *not* Responsible Employees or Confidential Employees and who learn of conduct that may reasonably constitute sexual or sex-based misconduct under this policy are obligated to give the individual who shares this information the following:

- Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075)
- Information about how to make a report or complaint of sexual or sex-based misconduct (see Section IV above)

*Note regarding student-employees: Resident Advisors (RAs) and Teaching Assistants (TAs)¹⁵ are Responsible Employees. All other student-employees must adhere to the above requirement to share information if they learn of potential sexual or sex-based misconduct while serving in their employment capacity.

No employee is authorized to investigate or resolve sexual or sex-based misconduct reports or complaints without the express direction of the Title IX Coordinator or designee. If any Responsible Employee has questions about their designation as a Responsible Employee or duties, please contact the [Title IX Coordinator](#).

2) *Obligations of Employees Who Learn of a Student's Pregnancy or Related Condition*

When a student, or a person who has a legal right to act on behalf of a student, informs a University employee of the student's pregnancy or related condition(s), the employee must share the following *unless* the employee reasonably believes that the Title IX Coordinator already has been notified:

- Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075);
- Notification that the Title IX Coordinator can coordinate specific actions to prevent sex-discrimination and ensure the student's equal access to the University's education programs and activities.

3) *Protecting privacy*

All University personnel, including Responsible Employees and Confidential Resources, are required to protect the privacy of complainants, respondents, and any witnesses to the greatest extent possible. Information about sexual and sex-based misconduct or about a student's pregnancy or related conditions should be shared only with those who have a need to know such information. University personnel must

¹⁵ As noted above, Teaching Assistants are only considered Responsible Employees with respect to information they learn in the course of executing the duties and responsibilities associated with their Teaching Assistant role.

participate in training on issues of sexual and sex-based misconduct.

Section VI **Confidentiality and Requests for No Investigation**

If an individual desires to keep the details of any sexual and/or sex-based misconduct incident confidential, the individual may speak to a Confidential Resource (listed in Appendix B). Information shared with Confidential Resources does not constitute a report or complaint filed with the University for the purpose of instituting an investigation or resolution of a sexual or sex-based misconduct complaint.

In order to maintain confidentiality, a student may seek information from officials (including from the Title IX Coordinator and OIE staff) about their rights and options, including supportive measures, without disclosing the underlying offense.

In the case of a specific report of sexual or sex-based misconduct to a Responsible Employee or the Title IX Coordinator, the University respects the autonomy of complainants and will provide complainants with the information and support they need to make a determination about whether they would prefer that an investigation be conducted. If a complainant requests that no investigation be conducted, the Title IX Coordinator will make a fact-based determination about whether to initiate a complaint by weighing the following factors:

1. The complainant's request not to proceed with an initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of sexual or sex-based misconduct would occur if a complaint is not initiated;
4. The severity of the alleged sexual or sex-based misconduct, including whether the conduct, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the respondent is an employee of the University;
6. The scope of the alleged sexual or sex-based misconduct, including information suggesting a pattern, ongoing sexual or sex-based misconduct, or sexual or sex-based misconduct alleged to have impacted multiple individuals;
7. The availability of evidence to assist a decisionmaker in determining whether sexual or sex-based misconduct occurred; and
8. Whether the University could end the alleged sexual or sex-based misconduct and prevent its recurrence without initiating an investigation.

After considering these and other relevant factors, the Title IX Coordinator may initiate an investigation if the Title IX Coordinator determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the complainant or other person, or that the conduct as alleged prevents the University from ensuring equal access on the basis of sex to its education programs or activities.

If the University grants a request for no investigation, the University's ability to respond to the reported misconduct may be limited. The University will, however, take reasonable steps to respond to the report consistent with a request that no investigation be conducted.

In all circumstances, the University will make appropriate supportive measures available, provide access to resources, and take such other actions as necessary and appropriate to protect the safety and security of the

parties and the University community.

Section VII **Supportive Measures**

Every time that OIE receives a report of sexual or sex-based misconduct of any kind, and regardless of how the report proceeds, the Title IX Coordinator or designee will work with all affected persons to ensure their safety and promote their well-being. This assistance may include the provision of supportive measures following an incident or while a matter under these Procedures is pending in order to assist, support, or protect an individual and/or to protect the integrity of an investigation or resolution process. Both complainants and respondents will have equal access to appropriate and reasonably available and feasible supportive measures.

Upon receipt of a report, the Title IX Coordinator or a designee will provide written notice to the complainant of the supportive measures that may be available and feasible and will seek to discuss with the complainant these measures and the complainant's wishes. Similar notice will be provided to the respondent upon being notified of the complaint or report. Supportive measures are afforded whether or not the complainant reports the matter to JHU Public Safety or law enforcement, or files a complaint with the University.

Supportive measures can be implemented by Student Affairs, Human Resources, or other appropriate authority at the individual's school, division, campus, department, or center, under the direction of the Title IX Coordinator or designee. Student affairs personnel or other appropriate authorities, in conjunction with the Title IX Coordinator, will communicate with other University personnel to ensure that they make appropriate supportive measures available. The University will exercise discretion in implementing supportive measures and will only disclose information if necessary to implement such measures. All disclosures will be compliant with federal privacy laws protecting student information.

Supportive Measures may include, but are not limited to:

- Moving residences on-campus;
- Adjusting work schedules;
- Changing academic schedules;
- Changing advisors;
- Changing or designating specific locations and/or time frames for each party with respect to use of dining facilities, athletic facilities, libraries, and other on-campus spaces;
- Parking and/or transportation accommodations;
- Rescheduling examinations or other academic deadlines;
- Allowing withdrawal from or re-taking classes without penalty;
- Providing access to tutoring or other academic support;
- Prohibiting attendance at a group or organizational informal or formal functions overseen by the University;
- Administrative leave for non-student employees;
- Interim Suspension/Emergency removal as permitted by applicable law;
- Issuing "no contact" orders, which will typically be mutual;
- Assistance connecting with medical and/or mental health services;
- Access to safety escort services;
- Developing an anti-retaliation plan to address retaliation concerns; and/or
- Assistance connecting with a supporter.

An interim suspension/emergency removal will be issued only after the University undertakes an individualized safety and risk analysis and determines that an immediate threat to the health or safety of any student or other individual arising from the allegations of sexual or sex-based misconduct justifies removal. For more information about interim suspension procedures for student misconduct cases, please read the [University's Interim Suspension Procedures](#).

Violations of no contact orders and failures to comply with other interim directives may result in disciplinary action pursuant to the student conduct code or relevant divisional policy for faculty and staff. All reported violations of “no contact” orders and other similar directives will be assessed to determine whether additional misconduct charges are warranted, including charges of retaliation under this Policy.

Section VIII **Supporters**

If they choose, the complainant and the respondent each may identify one or two supporters to assist and advise them throughout the investigative and adjudicative process. If a party chooses to have two supporters, only one can be a personal supporter (i.e., someone who is not serving as legal counsel or advocate, for example, a friend, parent, or legal guardian) and only one may be an attorney, an advocate supervised by an attorney, or a trained advocate).

- The supporter(s) may physically or virtually accompany the party to and attend any meeting or proceeding held pursuant to this Policy and Procedures unless otherwise prohibited by law.
- Prior to participating in the investigation or adjudicative process, the supporter(s) shall be apprised of their rights, role, and process by the Title IX Coordinator, investigator, or other designee.
- During any meeting or proceeding under this Policy and Procedures, the supporter(s) (whether or not legal counsel) may privately advise and consult with the party, except during questioning of the party at a hearing.
- The supporter(s) may not speak on the party's behalf or otherwise participate, or address or question the investigator, other parties or witnesses or the decision maker(s).
- The supporter(s) may make written submissions on their party's behalf.

University personnel employed in the offices responsible for the disciplinary proceedings described in this Policy and Procedures, along with those in the chain of command above them, personnel employed by the Office of the General Counsel, and others whose participation could create a conflict of interest and/or reasonably call into question the impartiality of the University's process are not eligible to serve as supporters. If there is a question or concern about a possible supporter, please consult with the Title IX Coordinator.

Both the complainant and the respondent and any supporters will have access to a neutral staff member within the University to explain and answer any questions about the sexual and sex-based misconduct process.

*** *Attorneys for Student Sexual Assault Matters:*** In investigations of sexual or sex-based misconduct that involve allegations of Sexual Assault by or against a current or former student, the student parties may have access to free legal counsel through the Maryland Higher Education Commission:

Maryland law (Education Article section 11-601) provides that a party (whether the complainant or respondent) who would like to be assisted by legal counsel during an investigation under this Policy is permitted to access counsel paid for by the Maryland Higher Education Commission (“MHEC”) if:

- (1) the party is a current or former student;
- (2) the party makes or responds to a complaint alleging an incident of sexual assault;
- (3) the party was enrolled as a student at the University at the time of the alleged incident of sexual assault; and
- (4) the Title IX Coordinator decides to conduct an investigation into the complaint.

Under those circumstances, and assuming funding is available, MHEC is required to pay the reasonable costs and attorney's fees for students who access legal counsel. A student who is authorized to access legal counsel paid for by MHEC may select their counsel from a list of attorneys and legal services programs developed by MHEC. Alternatively, if a student selects and retains an attorney who is not on MHEC's list, MHEC will pay fees to the attorney selected by the student that are equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation. A student may select and retain legal counsel at any time prior to the conclusion of the investigative and resolution process. Notwithstanding the foregoing, the complainant and/or the respondent may knowingly and voluntarily choose not to have legal counsel. JHU is not responsible for the provision of attorneys through MHEC (or any other source) or the payment of any attorney's fees, and cannot guarantee that attorneys or funding for attorney's fees will be available from MHEC. The following MHEC webpage provides more information, including a list of participating attorneys: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>.

Section X

Medical Treatment and Preservation of Evidence

Victims of sexual assault, stalking, and relationship violence are encouraged to seek medical attention in order to treat injuries, test for and treat sexually transmitted infections, test for pregnancy, and access emergency contraception, as needed. Obtaining medical attention from a forensic nurse examiner is recommended, as this medical professional can both administer medical services and conduct a medical forensic examination. In circumstances of sexual assault, stalking and relationship violence where the victim does not opt for forensic evidence collection, forensic nurse examiners can still treat injuries and take steps to address concerns of pregnancy and sexually transmitted infections.

Collection of evidence and provision of prophylactic medications can be time-sensitive. Victims who wish to preserve evidence and/or receive prophylactic medications for pregnancy and sexually transmitted infections are encouraged to seek forensic medical attention as soon as possible after the incident. If a victim chooses not to make a complaint regarding an incident, but thinks that this may be a possibility in the future, the victim should consider speaking with JHU Public Safety or law enforcement to preserve evidence in the event of a change of mind at a later date.

If possible, to best preserve any evidence, a victim should not shower, bathe, wash, douche, brush hair, drink, eat, or change clothes or bedding before a forensic medical exam. If the victim decides to change clothes, the individual should not wash the clothes worn during the assault and should bring them to the hospital or medical facility. However, even if the victim has already done these things, a forensic exam may still be able to collect valuable evidence. Victims of sexual and/or sex-based misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any. Such evidence may be useful to University investigators and hearing boards, to law enforcement authorities (e.g., in proving that an alleged criminal offense occurred), and when seeking civil no-contact orders or protection or peace orders.

A forensic medical exam by a forensic nurse examiner allows for collection and preservation of evidence that may be necessary to aid in prosecution of sexual assault, stalking and relationship violence, or in obtaining a civil no-contact order or protection or peace order. A forensic exam goes beyond DNA evidence collection, and therefore is important regardless of whether the perpetrator is known to the victim, and regardless of whether the victim thinks there is biological/DNA evidence to collect. The exam can include writing down the victim's description of events, physical examination, photographic documentation of injuries, evidence collection procedures, and assessment for drug-facilitated assault ("date-rape drugs"). Victims have the right to accept or decline any or all parts of the exam. At some hospitals, a forensic medical exam can be completed regardless of whether a victim wishes to report the incident to law enforcement. Under such circumstances, the victim has the option of conducting a "Jane/Joe Doe" examination, where the forensic nurse examiner completes a history, conducts a physical exam and collects evidence but does not release the information to law enforcement; the medical records and evidentiary kit can be stored and later released to law enforcement if the victim chooses to make a police report.

Baltimore's designated forensic nurse examiner site is [Mercy Medical Center](#), 345 St. Paul Place Baltimore, MD 21202, 410.332.9494. Mercy Medical Center is staffed with forensic nurse examiners trained to assist victims of sexual assault with physical examination, evidence collection, and pursuing a complaint with law enforcement, if a victim so desires (however, engagement with or reporting to law enforcement is not required by Mercy Medical Center). An [app called bMOREsafe](#) explains more about victims' options for medical attention, reporting, forensic examination, and support services.

Victims will receive full and prompt cooperation from University personnel in obtaining appropriate medical attention, including transporting the victim to the nearest hospital. Victims reporting an incident to Student Affairs personnel, OIE or JHU Public Safety can be provided with transportation to Mercy Medical Center or another appropriate medical center. Victims who wish to be transported to Mercy Medical Center or another appropriate medical center and also wish to remain anonymous should call JHU Public Safety with a transportation request, but should not disclose their name.

For a list of hospitals near JHU's campuses and surrounding areas, please see Appendix F. Victims in other cities should contact the closest local hospital or crisis center, some of which may be available on the [Rape, Abuse, Incest National Network website](#), and inquire about the nearest hospital equipped with forensic nurse examiners/medical forensic services.

Although the University encourages all members of its community to report sexual and sex-based misconduct to law enforcement authorities, victims have the right to decline involvement with law enforcement authorities. The University's Title IX Coordinator or JHU Public Safety will assist any victim with notifying local law enforcement authorities if they so desire. A victim can choose to only make a law enforcement report, only make a University report, do both, or do neither. The University reserves the right to report information to law enforcement authorities, as it deems appropriate.

Section XI **Education and Training**

Training for Officials Conducting the Investigation and Hearings

The Title IX Coordinator, investigator(s), decision-makers, appeal officials, and any person who facilitates an informal resolution process will, at a minimum, receive all required and applicable training on issues including, but not limited to, definitions of and related to sexual and sex-based misconduct, how to conduct an investigation and grievance process, determinations of relevance, how to facilitate informal resolutions, and how to identify conflicts of interest and bias.

Primary and Ongoing Prevention and Awareness Programs

The University has a variety of education programs to promote prevention and awareness of sexual and sex-based misconduct for students and employees. The University offers training on sexual and sex-based misconduct at orientation for new students and employees, as well as enhanced ongoing prevention and awareness campaigns that address sexual and sex-based misconduct for students and employees. For information regarding training programs, including online training, contact OIE at: (410) 516-8075, oie@jhu.edu or visit [OIE's website](#).

Bystander Intervention Training (BIT) Programs

The University's education program also includes safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual and sex-based misconduct against another person. BIT programs help students identify situations of concern, and provide knowledge and tools to encourage safe and successful interventions. If you would like to schedule a BIT program for your student group, please contact Alyse Campbell, Associate Director of Student Well-being, Gender Violence Prevention (Center for Health, Education & Wellness), acampb39@jhu.edu; 410-516-5133.

Escalation Workshop on Relationship Violence

The University offers an escalation workshop on relationship violence. The curriculum incorporates elements of training offered by the One Love Foundation, an organization dedicated to raising awareness about intimate partner violence. During this training, a facilitator guides students through a meaningful discussion about relationship violence, the warning signs of an abusive relationship and how this relates to their lives and their campus. To schedule a session, please contact Alyse Campbell, Associate Director of Student Well-being, Gender Violence Prevention (Center for Health, Education & Wellness), acampb39@jhu.edu; 410-516-5133.

Rape Aggression Defense (RAD)

The Rape Aggression ("RAD") system is a program of realistic self-defense tactics and techniques offered by JHU Public Safety. The RAD system is a comprehensive course with the instructional objective of developing and enhancing options for self-defense, so they may become viable considerations to the person attacked. The program includes crime prevention awareness, risk reduction and avoidance, and basic self-defense techniques. RAD is not a martial arts program and no prior training or knowledge is required to attend the class. The RAD program was designed for women / female-presenting individuals of all ages and fitness levels. Public Safety offers additional self-defense courses that are available for men and male-presenting individuals. Call (410) 516-4671 to register or learn more information.

APPENDIX A
PUBLIC SAFETY AND LOCAL LAW ENFORCEMENT CONTACT INFORMATION

Campus	Agency/Office	Non- Emergency Phone Number	Emergency Phone Number
Homewood Campus	Campus Safety & Security	410-516-4600	410-516-7777
	Baltimore Police Department	410-396-2455	911
The Peabody Institute Campus	Campus Security	410-234-4605	410-234-4600
	Baltimore Police Department	410-396-2411	911
East Baltimore Campus	Corporate Security	410-614-3473	410-955-5585
	Baltimore Police Department	410-396-2433	911
Harbor East Campus	Campus Security	410-234-9301	410-234-9300
	Baltimore Police Department	410-396-2411	911
Columbia Campus	Director of Campus Operations	410-516-9700	410-516-9700
	Howard County Police Department	410-313-2929	911
Montgomery County Campus	Campus Security	301-294-7191	301-294-7191
	Montgomery County Police	301-279-8000	911
Applied Physics Laboratory (APL)	Security Services Department	443-778-7575	443-778-7575
	Howard County Police Department	410-313-2929	911
Washington DC Campus	SAIS Security/Allied Barton	202-663-7796	202-663-7796
	Metropolitan Police Department	202-737-4404	911
SAIS Europe, Bologna Campus	Finance and Administration	+39 051-2917811	+39 051-2917811
	State Police	112	112
Hopkins – Nanjing	American Co-director	86.25.8359.2436	86.25.8359.2436
	Nanjing Public Security Bureau	86.25.8442.0009	86.25.8442.0009

APPENDIX B
CONFIDENTIAL RESOURCES (BOTH JHU & OFF-CAMPUS)

JHU CONFIDENTIAL RESOURCES FOR FACULTY AND STAFF

Johns Hopkins Employee Assistance Program (EAP) – 443-997-7000, option 2
Serves University faculty & staff & their immediate family members.
<https://hr.jhu.edu/benefits-worklife/support-programs>

East Baltimore Campus
550 North Broadway
Suites 507 & 510, Baltimore, MD 21205

Johns Hopkins @ Eastern
1101 East 33rd Street, Suite C100
Baltimore, MD 21218

JHU CONFIDENTIAL RESOURCES FOR STUDENTS

*The [We Listen, You Decide](https://wellbeing.jhu.edu/youdecide/) website provides a complete listing of JHU confidential resources for students: <https://wellbeing.jhu.edu/youdecide/> *

JHU Sexual Assault Helpline—410-516-7333

A confidential service available 24/7 to ALL JHU students. Receive information, support and discuss options for medical care, counseling and reporting with professional counselors. Calls do NOT constitute making an official report of sexual or sex-based misconduct to the University. Callers can remain anonymous.

Gender Violence Prevention & Education —443-927-3548 or HopkinsGBVP@jh.edu

Primarily serves students.

Alyse Campbell, Associate Director for Student Well-Being, Gender Violence Prevention Specialist
acampb39@jh.edu

JHU Mental Health Services

- **[Mental Health Services-Homewood \(Counseling Center\)](#)** (410-516-8278)
Serves all in-person undergraduate and graduate students and trainees from KSAS, WSE, SOE, and Peabody, as well as Carey students taking in-person classes in Baltimore.
- **[Mental Health Services – East Baltimore](#)** (410-955-1892)
Serves graduate, medical, and professional students and trainees in BSPH, SOM, and SON.
- **[Mental Health Services – Washington, DC](#)** (443-287-7000)
Serves all DC-based students and trainees, including SAIS, Carey DC, AAP, and Engineering for Professionals.

JHU Primary Care Services

- [**Primary Care Homewood \(410-516-8270\)**](#)
Serves all full-time, part-time, and visiting undergraduate and graduate students and trainees from KSAS, WSE, SOE, and Peabody, and Carey students taking classes in Baltimore.
- [**Primary Care East Baltimore \(formerly University Health Services\) \(410-955-3250\)**](#)
Serves Bloomberg School of Public Health, School of Medicine, and School of Nursing students, residents, fellows, and trainees.
- [**Primary Care Washington, DC \(202-249-7333\)**](#)
Serves all DC-Based learners such as SAIS, Carey DC, AAP, and Engineering for Professionals.

[**TimelyCare**](#)

Available to degree-seeking students and to all trainees, this mental telehealth resource includes on-demand support from licensed clinicians and scheduled counseling. Students under the age of 18 will require parental consent to use TimelyCare.

[**Religious & Spiritual Life**](#) – 410-516-1880
3400 North Charles Street, Baltimore, MD 21218
<http://jhu.edu/chaplain>

OFF CAMPUS CONFIDENTIAL RESOURCES

MEDICAL ASSISTANCE

Baltimore City

Mercy Hospital (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore City)
301 St. Paul Place
Baltimore, MD 21011
410-332-9000
<http://mdmercy.com/departments-and-services/emergency-department>
www.bmoresafemercy.org

Baltimore County

GBMC (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore County)
6701 North Charles Street
Towson, MD 21204
443-849-3323
<http://www.gbmc.org/safe>

Howard County

Howard County General (Hospital offering Sexual Assault Forensic Exam (SAFE) in Howard County)
5755 Cedar Lane
Columbia, MD 21044
410-740-7777

Montgomery County

Shady Grove Adventist Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Montgomery County)
9901 Medical Center Drive
Rockville, MD 20850
240-826-6000
Washington, DC

Washington, D.C.

MedStar Washington Hospital Center (24/7) (MedStar Washington Hospital Center (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Washington, DC)
110 Irving Street, N.W.
Washington, D.C. 20010
800-641-4028
<http://dcsane.org>

Victims in other locales should contact the closest local hospital and inquire about the nearest medical facility equipped with medical forensic services.

RAPE CRISIS RECOVERY CENTERS

Turnaround (Serves Baltimore City & Baltimore County)
Hotline: 443- 279-0379
<http://www.turnaroundinc.org>

HopeWorks (Serves Howard County)
Hotline: 410-997-2272
www.wearehopeworks.org

Victim Assistance & Sexual Assault Program (Serves Montgomery County)
Hotline: 240-777-4357
www.vasap.org

DC Rape Crisis Center (Serves the Washington DC Metro Area)
Hotline: 202-333-RAPE
www.dcrcc.org

(See [Appendix F](#) for other hospitals with SAFE programs)

OTHER OFF-CAMPUS RESOURCES

RAINN (Rape, Abuse, and Incest National Network)
<https://rainn.org>

MCASA: Maryland Coalition Against Sexual Assault
(Website provides a complete listing of SAFE Programs and Rape Crisis and Recovery Centers in Maryland)
<http://www.mcasa.org>

SALI: Sexual Assault Legal Institute

(Provides direct legal services for victims and survivors of sexual assault)

<https://mcasa.org/survivors/sali>

National Sexual Assault Hotline

Toll Free: 1-800-656-4673

House of Ruth (Comprehensive services for victims of intimate partner violence)

Hotline: 410-889-7884

<http://www.hruth.org/>

National Domestic Violence Hotline

Hotline: 1-800-799-7233

<http://www.thehotline.org/>

Maryland Network Against Domestic Violence

Telephone: 301-429-3601

<http://mnadv.org/>

Sexual Assault/Spouse Abuse Resource Center (SARC)

Hotline: (410) 836-8430

<https://www.sarc-maryland.org/>

OneLove (Information about intimate partner violence)

<http://www.joinonelove.org/>

Loveisrespect (Resource to empower youth to prevent and end dating abuse)

<http://www.loveisrespect.org/>

Gay Men's Domestic Violence Project

Hotline: 1-800-832-1901

<https://gmdvp.org/gmdvp/>

Forge (Provides direct services to transgender, gender non-conforming and gender non-binary survivors)

<https://forge-forward.org/>

Anti-Violence Project (Resource for lesbian, gay, bisexual, transgender, queer and HIV-affected communities and allies)

Hotline: 212-714-1141

<https://avp.org/>

1 in 6 (Resource for men who have had unwanted or abusive sexual experiences)

<https://1in6.org/>

Male Survivor (Resource for boys and men who have experienced sexual assault or abuse)

<https://malesurvivor.org/>

APPENDIX C
JHU & OTHER NON-CONFIDENTIAL RESOURCES

A. CAMPUS SECURITY & LOCAL LAW ENFORCEMENT

1. See [APPENDIX A](#) of the Sexual and Sex-Based Misconduct Policy and Procedures
2. [Download the Live Safe App available on the Homewood and DC campuses](#)

B. OFFICE OF INSTITUTIONAL EQUITY

Office of Institutional Equity

3100 Wyman Park Drive
Suite 515
Baltimore, Maryland 21211
Telephone: 410-516-8075
<http://oie.jhu.edu>

C. STUDENT AFFAIRS RESOURCES & OFFICES

1. Help Connecting with a Supporter

For all complaints of sexual and sex-based misconduct, individuals may be assisted and advised by a supporter(s) of their choice, as described in Section VIII.2. Students in need of help connecting with a supporter can contact OIE at oie@jhu.edu.

2. Student Affairs Offices

Advanced Academic Programs

David Brant
1717 Massachusetts Ave NW, Suite 101
Washington, DC 20036
E-mail: aapstudentservices@jhu.edu

Engineering for Professionals

Heather Stewart
Manager of Academic Affairs
3400 N Charles St.
Baltimore, MD 21218
Telephone: 410-516-1256
E-mail: hstewa13@jhu.edu

Bloomberg School of Public Health

Michael Ward
Associate Dean for Enrollment and Student Affairs
615 N. Wolfe Street
Baltimore, MD 21205
Telephone: 443-287-7277
E-mail: mward@jhu.edu

Carey Business School

Debra “Jill” Green
Associate Dean for Student Development
100 International Dr.
Baltimore, MD 21202
Telephone: 410-234-9467
Email: djillgreen@jhu.edu

School of Education

Teresa Murray
Director of Student Services
6740 Alexander Bell Drive
Columbia, MD 21046
Telephone: 410-516-9734
E-mail: teri.murray@jhu.edu

Krieger School of Arts and Sciences and Whiting School of Engineering

Renee Eastwood
Assistant Dean of Graduate and Postdoctoral Academic Affairs
Krieger School of Arts & Sciences
614 Wyman Park Building
Telephone: 410-516-8477
E-mail: rseitz5@jhu.edu

Christine Kavanagh
Assistant Dean for Graduate and Postdoctoral Academic Affairs
Whiting School of Engineering
Wyman 3 West
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410-516-0764
E-mail: christineckavanagh@jhu.edu

Peabody Institute

Stacy Cooper Patterson
Director of Student Affairs
One East Mount Vernon Place
Unger Lounge Plaza Level
Baltimore, MD 21202
Telephone: 667-208-6107
E-mail: PeabodyStudentAffairs@jhu.edu

School of Advanced and International Studies (SAIS)

Khorey Baker
Director of Student Life
1740 Massachusetts Avenue, N.W., Suite #305
Washington, DC 20036
Telephone: 202-663-5707
E-mail: khorey.baker@jhu.edu

School of Medicine

Katherine Chretien
Associate Dean for Medical Student Affairs
Broadway Research Building (BRB), Room 137
733 North Broadway
Baltimore, MD 21205
Telephone: 410-955-3416
E-mail: kchretien@jhmi.edu

Peter Espenshade
Associate Dean for Graduate Biomedical Education
725 North Wolfe Street
Baltimore, MD 21205
Telephone: 443-287-5026
E-mail: peter.espenshade@jhmi.edu

School of Nursing

Jennifer Dotzenrod
Associate Dean of Enrollment Management and Student Affairs
525 North Wolfe Street
Baltimore, MD 21205
Telephone: 410-955-7545
E-mail: dotzenrod@jhu.edu

3. Financial Aid

Advanced Academic Programs

<http://advanced.jhu.edu/prospective-students/financial-aid/>
1717 Massachusetts Avenue, NW Washington, DC 20036
Telephone: 202-452-1940

Bloomberg School of Public Health

<http://www.jhsph.edu/offices-and-services/student-affairs/financial-aid/>
615 N. Wolfe Street, Baltimore, MD 21205
Telephone: 410-955-3004

Carey Business School

<http://carey.jhu.edu/admissions/financial-aid/>

Baltimore Campus: 100 International Dr., Baltimore MD 21202
Telephone: 410-234-9200

DC Campus: 1625 Massachusetts Avenue, NW, Washington DC 20036
Telephone: 410-234-9200

School of Education

<http://www.students.education.jhu.edu/financial/>
2800 North Charles Street, Baltimore MD 21218
Telephone: 410-516-9808

Krieger School of Arts and Sciences and Whiting School of Engineering (including Engineering for Professionals)

<http://finaid.johnshopkins.edu/>

3400 N Charles St., 146 Garland Hall, Baltimore, MD 21218

Telephone: 410-516-8028

Peabody Institute

<http://www.peabody.jhu.edu/conservatory/financialaid/>

1 East Mount Vernon Place, Baltimore, MD 21202

Telephone: 667-208-6608

School of Advanced and International Studies

<https://www.sais-jhu.edu/content/financial-aid-office#welcome>

DC Campus: Nitze Building, 1740 Massachusetts Ave., N.W. Washington, D.C. 20036

Telephone: 202-663-5600

Europe Campus: Bologna Center, via Belmeloro, 11, 40126 Bologna, Italy

Telephone: +39.051.2917.811

Nanjing Campus: Hopkins-Nanjing Center, Nanjing University, 162 Shanghai Road, Nanjing, Jiangsu Province, China 210008, People's Republic of China

Telephone: 202-663-5800

Telephone: +1.800.362.6546

Telephone: +86.25.8359.2436

School of Medicine

<http://www.hopkinsmedicine.org/financialaid>

1620 McElderry Street, Suite 427, Baltimore, MD 21205-1911

Telephone: 410-955-1324

School of Nursing

<http://nursing.jhu.edu/admissions/financial-aid/>

525 N. Wolfe Street, Student House, Baltimore, MD 21205

Telephone: 410-955-9840

Office of International Services

James Brailer, Assistant Provost for International Student and Scholar Services

<http://ois.jhu.edu>

Telephone: 667-208-7001

Women and Gender Resources

<http://studentaffairs.jhu.edu/gender-equity/>

Telephone: 410-516-8730

LGBTQ Life

<http://studentaffairs.jhu.edu/lgbtq/>

Telephone: 410-516-8208

Office of Multicultural Affairs

<http://oma.jhu.edu/>

Telephone: 410-516-8730

Center for Student Success

Kelly Barry, Executive Director, Student Success

<http://studentaffairs.jhu.edu/dass/>

Telephone: 410-516-8730

Disability Services

<https://studentaffairs.jhu.edu/disabilities/>

Dr. Catherine Axe, Executive Director for Student Disability Services

3510 N Charles Street, AMR II, Suite 0004, Baltimore, MD 21218

Telephone: 410-516-1107

Division-Specific Disability Coordinator List

APPENDIX D
EXTERNAL GOVERNMENT RESOURCES

The government resources listed below may provide additional assistance for students or employees wishing to file an external complaint of sexual or sex-based misconduct, students or employees with inquiries regarding the application of Title IX and its implementing regulations, or students or employees wishing to file an external complaint against the University. In addition, participants in programs funded by other federal agencies may also file a complaint directly with those agencies.

Please note that different agencies may have different time limits requirements for filing reports or complaints.

U.S. Department of Education

Office for Civil Rights
Philadelphia Office
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107
(215) 656-8541
OCR.Philadelphia@ed.gov
<http://www.ed.gov/ocr>

U.S. Department of Justice

Office on Violence Against Women
145 N Street NE, Suite 10 W.121
Washington, DC 20530
(202) 307-6026
<https://www.justice.gov/ovw>

EEOC Baltimore Field Office

GH Fallon Federal Building
31 Hopkins Plaza, Suite 1432
Baltimore, MD 21202
1-800-669-4000 / (TTY) 1-800-669-6820
<https://www.eeoc.gov/field/baltimore>

EEOC Washington, D.C. Field Office

131 M Street, NE
Fourth Floor, Suite 4NWO2F
Washington, DC 20507-0100
1-800-669-4000
<https://www.eeoc.gov/field/washington/index.cfm>

Maryland Commission On Civil Rights

6 St. Paul Street, Suite 900
Baltimore, MD 21202-1631
1-800-637-6247 / (TTY) 711
<http://mccr.maryland.gov>

APPENDIX E
ON-CAMPUS MEDICAL AND INTERNATIONAL STUDENT RESOURCES

Medical Treatment – <i>On-Campus</i> (Confidential Resources)	
<u>Primary Care Homewood</u> 1 East 31st Street, N200 Baltimore, MD 21218 Telephone: 410.516.8270 https://wellbeing.jhu.edu/PrimaryCare/contact-information/	<u>Primary Care East Baltimore</u> 933 N. Wolfe Street Baltimore, MD 21205 Telephone: 410.955.3250 https://wellbeing.jhu.edu/PrimaryCare/contact-information/
<u>Primary Care Washington, DC</u> 555 Pennsylvania Ave. NW, Suite 554 Washington, DC 20001 Telephone: (202) 249-7333 https://wellbeing.jhu.edu/PrimaryCare/contact-information/	<i>Information for Emergencies and After-Hours Care</i> https://wellbeing.jhu.edu/PrimaryCare/emergencies-and-after-hours-care/ If you encounter a medical emergency when our clinics are closed, immediately call 911 or Public Safety at 410-516-4600 .

APPENDIX F
LOCAL HOSPITALS

Baltimore City

Mercy Hospital (24/7)
301 St. Paul Place
Baltimore, MD 21011
Telephone: 410-332-9000

Anne Arundel County

Anne Arundel Medical Center
2001 Medical Parkway
Annapolis, MD 21401
Telephone: 443-481-1200

Baltimore County

Baltimore Washington Medical Center
301 Hospital Drive
Glen Burnie, MD 21061
Telephone: 410-787-4328

GBMC (24/7)

6701 North Charles Street Towson, MD 21204
Telephone: 443-849-3323
<http://www.gbmc.org/safe>

Carroll County

Carroll Hospital Center
200 Memorial Avenue Westminster, MD 21157
Telephone: 410-871-6655

Howard County

Howard County General
5755 Cedar Lane
Columbia, MD 21044
Telephone: 410-740-7777

Montgomery County

Shady Grove Adventist Hospital
9901 Medical Center Drive
Rockville, MD 20850
Telephone: 240-826-6000

Washington, DC

MedStar Washington Hospital Center (24/7)
110 Irving Street, N.W.
Washington, D.C. 20010
Telephone: 800.641.4028
<http://dcsane.org>

Bologna

Pronto Soccorso Ostetrico e Ginecologico (Gynecology ER) Ospedale Sant'Orsola-Malpighi
Via Massarenti Padiglione 4

Pronto Soccorso Generale Ospedale Sant'Orsola-Malpighi Via Albertoni 15

Pronto Soccorso Generale Ospedale Maggiore
Largo Nigrisoli 2 (Via Saffi)

Nanjing

Nanjing University Hospital 22 Hankou Rd
Gulou, Nanjing, Jiangsu China
Telephone: +86-25-8359-2526



JOHNS HOPKINS
UNIVERSITY