JHU Police Department Proposal
A Johns Hopkins Police Department Will Be:

**Small**
Approximately 100 officers
Replacing current armed off-duty BPD officers at JHU
Modest supplement to Hopkins’ current 1000+ member security team

**Community-Oriented**
Best practices in community policing
Seeking community input about policing in neighborhoods

**Campus-Based**
Primary law enforcement responsibility on JHU campuses
Partner with BPD in adjacent neighborhoods with community input

**Constitutional**
Trained in 21st Century Policing techniques
Subject to federal and state constitutional limitations

**Cryptographic**
Trained in 21st Century Policing techniques
Subject to federal and state constitutional limitations

**Transparent**
Public annual report
Publicly released data
Regular public meetings

**Publicly Accountable**
Police Accountability Board with community representation
Disciplinary hearing board with maximum allowable public voting members
Subject to city-wide Civilian Review Board

**Carefully Recruited**
Extensive background checks
Diverse, culturally representative police department

**Locally Hired**
Prioritize local hiring
Provide incentives to move to Baltimore

**Highly Trained**
Best-in-class, trauma-informed training
Trained in de-escalation, crisis intervention and supporting victims of sexual assault
Cultural and LGBTQ awareness and sensitivity

To learn more, stay engaged and have your voice heard, visit the dedicated Public Safety Initiatives website at https://publicsafetyinitiatives.jhu.edu.