

## JHU Police Department Proposal

### Officer Oversight and Discipline

The quality of a public safety organization is measured by how it holds itself accountable for its missteps and how it treats those who experience them. If a Johns Hopkins Police Department (JHPD) is created, the university is committed to establishing an accessible complaint process open to any member of the community. Complaints of JHPD officer misconduct would be fully investigated, with appropriate discipline given.

#### PROPOSED JHPD OFFICER OVERSIGHT AND ACCOUNTABILITY CHANNELS



A 15-member Johns Hopkins Police Accountability Board meeting quarterly, including one public meeting annually (with minutes posted online) to provide input on operations, training, policies and procedures.



An administrative and disciplinary hearing board including the maximum number of civilian community members allowable by law.



Additional oversight for police misconduct by the Baltimore City Civilian Review Board.



Public reporting of data about use of force, officer-involved incidents and office complaints.

### Proposed JHPD Complaint Process

In the event of a complaint about officer conduct from a member of the community, a JHPD would follow a clear path of investigation, fact-finding and discipline, where warranted. Community members would also be able to take complaints of officer misconduct to the city's Civilian Review Board.



#### STEP 1:

Complaint received by police department – walk-in, phone call, email, external, internal or news story.



#### STEP 2:

Complaint reviewed by JHPD Internal Affairs Commander.



#### STEP 3:

Discipline recommended.



#### STEP 4:

If hearing is requested, allow maximum civilian participation on the hearing board.



#### RESOLUTION:

The hearing board renders a decision. An officer can appeal a guilty finding to the Circuit Court.

Johns Hopkins is committed to building and supporting a security operation that is accountable and responsive. If anyone has concerns about the conduct of a member of the Johns Hopkins security operation, please let us know at <http://security.jhu.edu/>