

Johns Hopkins Police Department (JHPD) Legal Framework and Commitments

The JHPD is covered by the [Community Safety and Strengthening Act](#) and other Maryland laws. Johns Hopkins University (“JHU,” “University”) also has voluntarily committed to progressive policing policies advanced by prominent scholars of police reform, including the model policy proposed by the ACLU of Massachusetts’ 2021 "[Racially Just Policing: A Model Policy for Colleges and Universities](#)" and the Obama Administration’s 2015 "[Task Force on 21st Century Policing](#)."

The JHPD will be developed to meet the following legal requirements and commitments:

JHPD Legal Framework and Commitments	Required by Community Safety and Strengthening Act	Included in Memorandum of Understanding	Other Requirements in Maryland State Law	Additional Johns Hopkins University Commitments
Geography / Jurisdictional Boundaries				
<p>Primary Law Enforcement Responsibility. The JHPD has primary law enforcement jurisdiction for its campus area,* defined as property that is: (1) owned, leased, operated by or under the control of the University; (2) located within specific boundaries (listed in the Act) on the Homewood, East Baltimore and Peabody campuses; and (3) used for educational or institutional purposes.</p>	✓	✓		
<p>Limits on Police Powers. The JHPD is not permitted to exercise police powers on any property other than its campus area, with the exception of a few, limited circumstances, unless there is majority community support and City Council confirms by resolution that it has received support.</p>	✓	✓		

* – Campus area includes public property *immediately* adjacent to the campus, including: (i) a sidewalk, a street, or any other thoroughfare; and (ii) a parking facility.

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Police Accountability & Oversight				
Consent Decree Adherence. The JHPD will adopt policies and practices that meet or exceed the principles and requirements of the Federal Consent Decree.		✓		
Technology Use. The JHPD policies must ensure the adoption and use of appropriate technologies.	✓			
Body-Worn Cameras. The JHPD officers must wear and use body-worn cameras.	✓	✓	✓ (S.B. 71, 441st Gen. Assem., Reg. Sess. (Md. 2021); Md. Code Ann. Pub. Safety § 3-511)	
Interdepartmental Body-Worn Camera Cooperation. The JHPD will ensure its body-worn camera system is compatible with Baltimore Police Department's (BPD) program and will grant BPD access to the system for investigative purposes. The University will bear the costs and expenses of its body-worn camera system.		✓		
Criminal Justice Information System. The JHPD is to function as a criminal justice unit under the federal-state Criminal Justice Information System, adhering to the rules and regulations regarding criminal history record information and related data.	✓	✓		

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<p>Military-Grade Equipment. The JHPD is prohibited from acquiring military grade vehicles or military grade hardware, unless the items are available for commercial sale in the State of Maryland, in which case the University may purchase them at its own expense for the police department.</p>	✓		✓ (S.B. 600, 441st Gen. Assemb., Reg. Sess. (Md. 2021))	
<p>Maryland Police Training and Standards Commission. The JHPD is subject to Maryland Police Training and Standards Commission, an independent commission that functions in the Department whose members include state officials and civilians appointed by the Governor, including police officers, civilians with expertise in policing, and three citizens without relationships to law enforcement.</p>	✓	✓	✓ (Md. Code Ann. Pub. Safety § 3-202, 203)	
<p>Community Advisory Board. The University is required to establish the University Police Accountability Board (JH Accountability Board). The 15-member JH Accountability Board includes students, staff, faculty and community members.</p>	✓	✓	✓ (H.B. 670, 441st Gen. Assemb., Reg. Sess. (Md. 2021); Md. Code Ann. Pub. Safety § 3-102)	
<p>Open Meetings Act. The JH Accountability Board meetings are open to the public, following the requirements of the Maryland Open Meetings Act.</p>				✓

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Transparency and Reporting				
Community Engagement. The JHPD must report community engagement plans each year to the JH Accountability Board.	✓			
Department Funding Data. The JHPD must track and report to the Mayor, City Council, Maryland General Assembly and the JH Accountability Board all department funding information.	✓			
Reporting Requirements. The JHPD is required to comply with all applicable state reporting requirements, including reporting on use of force incidents, officer-involved deaths and traffic stops.	✓	✓	✓ (Md. Code Ann. Transp. § 25-113; Md. Code Ann. Pub. Safety § 3-518; Md. Code Ann. Pub. Safety § 3-528)	
Tracking and Reporting Recruitment and Workforce Data. The JHPD must track and report to the Mayor, City Council, Maryland General Assembly and the JH Accountability Board all recruitment and workforce data (including the total number of police officers, application and hiring data).	✓			
Public Posting of Recruitment and Workforce Data. All recruitment and workforce data (including the total number of police officers, application and hiring data) will also be listed publicly.				✓

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<p>Crime and Arrest Data. The JHPD must track and report to the Mayor, City Council, Maryland General Assembly and the JH Accountability Board all crime, arrest, use of force and surveillance data, disaggregated by race, ethnicity, gender, age and, when applicable, office rank.</p>	✓		✓ (HB 670, 441st Gen. Assemb., Reg. Sess. (Md. 2021))	
<p>Incident Reporting. The JHPD will report all incident reports to the BPD using the standard reporting policies and systems of the BPD. Use-of-force incidents must be reported by the end of an officer's shift.</p>	✓	✓	✓ (Md. Code Ann. Pub. Safety § 3-514-15)	
<p>10-Year Sunset Review. The Department of Legislative Services must conduct an independent evaluation and review of the JHPD within ten years, after which the General Assembly must act to extend or reauthorize the JHPD, or it will terminate. The results of the evaluation and review will be publicly available.</p>	✓			
<p>Complaint Data. The JHPD must track and report to the Mayor, City Council, Maryland General Assembly and the JH Accountability Board all complaint data.</p>	✓		✓ (HB 670, 441st Gen. Assemb., Reg. Sess. (Md. 2021))	
<p>Public Posting of Policies. The JHPD will post all policies on a publicly accessible website.</p>				✓
<p>Public Access to JHPD Records. The JHPD is required to provide public access to certain law enforcement records, including records related to an arrest for a criminal offense.</p>	✓			

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Training / Workforce				
Department Size Limitations. The JHPD may not employ more than 100 employees.	✓			
Continued Use of Unarmed Security Personnel. The University must continue to rely on unarmed security personnel across its Baltimore campuses.	✓			
Local Recruitment. The JHPD must host or participate in at least four job events in Baltimore City each year.	✓			
Local Residency Requirement. Within five years after the execution of an MOU with BPD, the University must maintain a department in which at least 25% the department's workforce are Baltimore City residents.	✓	✓		
BPD Non-Solicitation Agreement. The University and the JHPD is prohibited from directly soliciting BPD sworn officers for employment with JHPD. JHPD may not hire more than five (5) BPD sworn officers per year (this does not apply to former officers away from the department at least six months).		✓		
Third Party Accreditation. The JHPD must seek accreditation by the Commission on Accreditation for Law Enforcement Agencies, The International Association of Campus Law Enforcement Administrators or a similar organization.	✓	✓		

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<p>Maryland Police Training and Standards Commission Officer Certification. JHPD Officers must be certified by the Maryland Police Training and Standards Commission.</p>	✓	✓	✓ (Md. Code Ann. Pub. Safety § 3-209)	
<p>Hiring and Recruitment. The JHPD must adopt the standards, qualifications and prerequisites for hiring and training university police officers that comply with the regulations of the Maryland Police Training and Standards Commission.</p>	✓		✓ (Md. Code Ann. Pub. Safety § 3-207; Md. Code Ann. Pub. Safety § 3-524)	
<p>Constitutional and Community-Oriented Policing. The JHPD must ensure constitutional and community-oriented policing through policies, practices and training that: (1) promote recruiting and hiring of diverse candidates, using local hiring and residency initiatives; (2) advance impartial, nondiscriminatory policing to promote disability and diversity awareness, and to prevent profiling and implicit bias against racial, ethnic, sexual, religious and other minorities; (3) promote appropriate interactions with individuals under the age of 18, with a behavioral health condition or a disability, and those in crisis; (4) ensure appropriate use of force; (5) guarantee adoption and use of appropriate and effective technology; (6) ensure safe and humane treatment of those in custody; (7) support lawful exercise of rights of free expression; (8) build trust between victims of sexual assault, the JHPD, and university officials; (10) promote community engagement.</p>	✓	✓		

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Police Officer Standards. The JHPD must adopt standards for character, education, human relations, public relations and experience for police officers.	✓			
Bias and Inclusivity Training. The JHPD will regularly and continuously train officers and department personnel on bias detection and inclusivity.				✓
Community-Focused Trust Building. The JHPD will adopt best practices to build trust and foster relationships between the department and community.				✓
Civil Liability Limits				
Sovereign Immunity. JHPD officers may <u>not</u> raise the defense of sovereign immunity nor immunity under the Local Government Tort Claims Act or the Maryland Tort Claims Act – the state immunity protections that apply to state, municipal and public university police departments in Maryland	✓	✓		
Funding the JHPD. The University is responsible for all costs associated with the JHPD.	✓	✓		
State Benefits. JHPD employees are not entitled to state personnel benefits.	✓			

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Community Engagement				
<p>Community Support Required for Off-Campus Jurisdiction. The University may exercise policing powers within areas adjacent to the campus area only with majority support from members of the campus-adjacent communities and passage of a City Council resolution affirming that the university has received that majority community support.</p>	✓	✓		
<p>City Council Review of MOU. After the MOU has been posted online for 30 days, the Baltimore City Council must have at least 30 days to review the proposed MOU and submit written comments.</p>	✓			
<p>Public Posting of MOU. The University must publicly post a copy of the executed MOU online.</p>	✓			
<p>MOU Public Review. Before executing the MOU with BPD, the University is required to post the draft MOU on a publicly available website for 30 days for review and comment, and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email <i>and</i> mail to university affiliates and community associations that are in close proximity to the campuses at least 10 days in advance.</p>	✓			

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Officer Discipline				
<p>Complaint Process. The JHPD must establish a process that allows any person, including members of the police department and the public, to file complaints against JHPD officers.</p>	✓			
<p>Civilian Review Board. The JHPD is subject to the jurisdiction of the Civilian Review Board of Baltimore City (CRB).</p>	✓	✓		
<p>Officer Discipline. The JHPD falls within the jurisdiction of the Baltimore City Accountability Board and must comply with state requirements around the investigation of complaints and discipline of officers.</p>		✓	✓ (Md. Code Ann. Public Safety § 3-101)	
Authority / Officer Use of Force				
<p>Use of Force and De-Escalation Training. The JHPD officers must undergo training to ensure the appropriate use of force as well as alternatives to force and de-escalation tactics.</p>	✓	✓	✓ (Md. Code Ann. Pub. Safety § 3-524)	

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Additional Mechanisms for Ensuring Constitutional Policing				
<p>Investment in Behavioral and Mental Health Support. The JHPD will pursue comprehensive approach to policing, including a Community Mental Health and Support Services Department, realized through the Johns Hopkins University Behavioral Health Crisis Support Team (BHCST) which was launched in the fall of 2021.</p>				✓
<p>Mission Statement. The JHPD will develop a mission statement that commits its officers and department to providing services in a manner that does not impede community members' physical, emotional and psychological safety and establishes that services will be provided in an anti-biased and equitable manner. This mission statement will be developed with community input.</p>				✓
<p>Dispatch Policy. Johns Hopkins Public Safety (JHPS) and the JHPD will adopt policies and procedures to ensure that officers are only dispatched in response to instances or risks of physical harm. Absent that risk, unarmed officers, the BHCST, or other non-policing alternatives should be used when possible.</p>				✓