

JHPD Policy Development and Feedback Forum

Virtual Forum

Thursday, April 27, 2023

12:00 pm

What are we here
to talk about?



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JHPD Policy Development Process

- Policy Creation
- Purpose of Policies
- Public Posting of Policies
- How to Provide Input/Feedback
- Incorporation of Community Feedback

What is a police department policy manual, and what purpose does it serve?



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It serves as the foundation of enterprise operations by:

- (1) Providing clear guidance to employees
- (2) Setting expectations of the public
- (3) Establishing systems of accountability
- (4) Creating transparency
- (5) Continually evolving

Do all police departments,
including universities, have
policy manuals like this?



Benchmarking: How does JHPD Compare?

	Entites Involved	Public Comment Period	Feedback Implantation	Final Approving Authority	Draft Polices Online	Final Policies Online	Consultant Review
Brown	Public Safety Oversight Committee (PSOCO)					No	
Carnegie Mellon	Faculty, Student, Staff Cross-Divisional bodies, university-wide comment period	30 days	Feedback reviewed and consolidated by Policy Office	University President; Board of Trustees	Yes	Select policies posted online	Yes, 21st Century Policing
Cornell	Public Safety Advisory Committee (PSAC)					No	
Duke						Use of Force Policy available online	
Harvard						No	Yes, 21st Century Policing
JHU	JH Accountability Board (JHAB), university-wide comment period	60 days	Feedback reviewed and consolidated; feedback implemented; disposition report published	Chief of Police	Yes	Yes	Yes, 21st Century Policing
MIT						No	
Northwestern	Community Safety Advisory Board					No	
U Chicago	Independent Review Committee	No	No	Chief of Police		Yes	
U Penn						Yes	
Princeton						Select policies posted online	
Stanford	Community Board on Public Safety	No	No	Director of Public Safety		Yes	
Yale	Chief of Police-designated small group	No	No	Chief of Police		Yes	

What does the JHPD
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How is the JHPD policy development process different from other police departments'?

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Johns Hopkins aims to undertake among the most extensive policy feedback process for a police department at an institution of higher education.

- (1) JHPD is focused on policy creation based on best practices, NOT just changing or modifying failed policies.
- (2) The JHPD policy manual will be drafted by non-sworn policy writers and nationally recognized experts.
- (3) All policy writers will receive training from the Diversity Leadership Council.
- (4) JHPD is prioritizing and conducting community engagement before policy enactment.
- (5) JHPD has committed to an extensive 60-day public comment period.
- (6) While many university peers publish finalized policies online, they do not typically post any publicly accessible material regarding their policy development processes.

What resources are being used
to develop the JHPD policy
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- Community Safety and Strengthening Act
- Maryland Police Reform Legislation
- The ACLU's "Racially Just Policing: Model Policies for Colleges and Universities"
- The Justice Collaboratory at Yale Law School's "Principles of Procedurally Just Policing"
- President Obama's Commission on 21st Century Policing
- The Baltimore City Police Consent Decree
- National guidance on best practices and model policies from organizations including the Leadership Conference on Civil and Human Rights, the International Association of Chiefs of Police (IACP), and the Police Executive Research Forum (PERF)
- The Standards for Law Enforcement Agencies by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Maryland Police Standards and Training Commission (MPTC)
- Extensive Peer Benchmarking (higher education and progressive police departments nationwide)

What will the policy manual include?



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Key Policies for Community Feedback:

- Community Policing
- Stops, Searches, Arrests, and Interactions
- Fair and Impartial Policing
- Appropriate Use of Force
- Transportation of Persons in Custody
- Internal Misconduct Investigations and Discipline
- First Amendment-Protected Activities
- Interactions with People with Behavioral Health Disabilities and in Crisis
- Interactions with Youth
- Use of Technology
- Handling Reports of Sexual Assault
- Recruitment, Hiring, and Retention



What will the policy manual include?

Examples of Administrative Policies

- Vehicle Towing Procedures
- Parking Enforcement
- Diplomatic Immunity
- Attendance & Leave
- Transfers & Reassignments
- Compensation & Benefits
- Drug Free Workplace
- Telephone Communications
- Personnel Allocation & Classification
- Annual Campus & Fire Safety Report
- Uniforms & Equipment
- Weather Emergency Plan
- Field Reporting System
- Vehicle Storage & Release
- Police Radio Communications

How can I share feedback
or ask questions?



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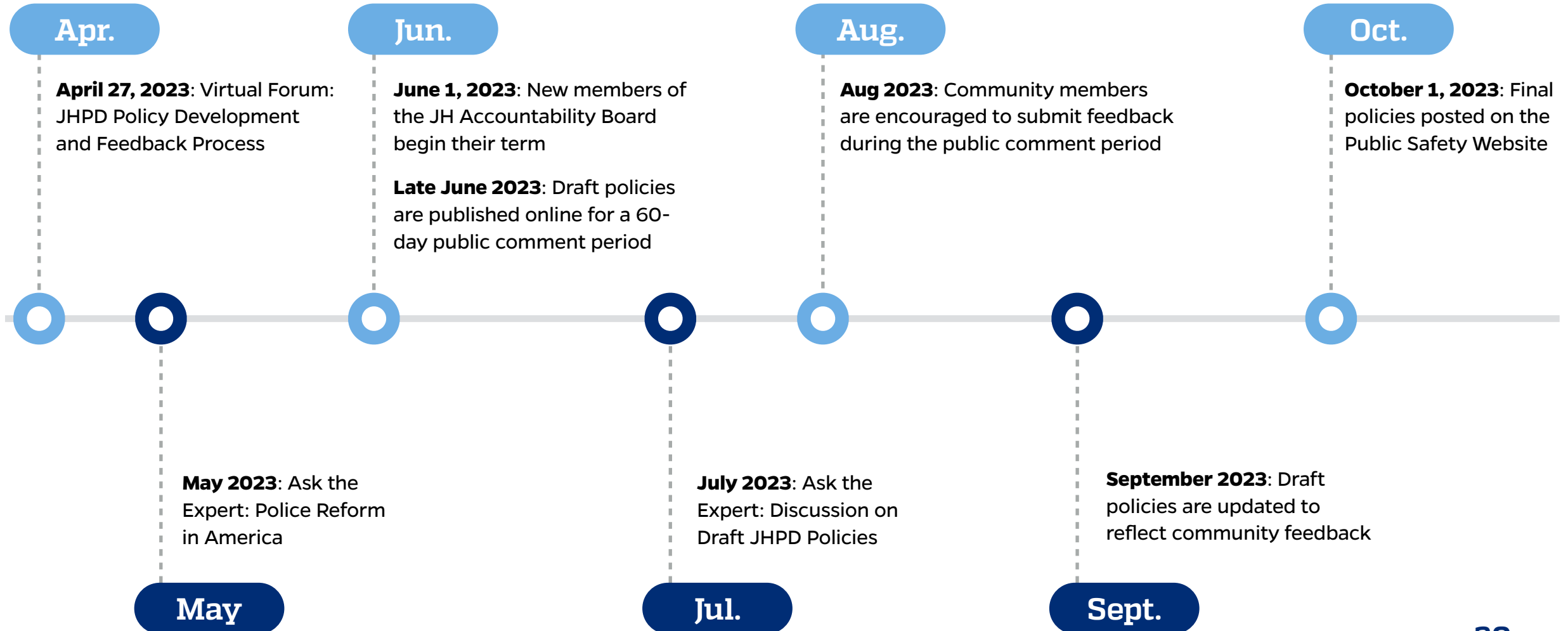
- Similar to the extensive feedback process undertaken for the development of the MOU between JHPD and the Baltimore Police Department, **all** policies will be posted on the [JH Public Safety website](#) for comment and feedback for **60 days**.
- We will notify you when policies are posted in the coming months.
- There will be two “Ask the Expert” panels in the coming months that provide our community opportunities to hear from policing experts on national best practices and JHPD draft policies.
- We will update regularly the Frequently Asked Questions in response to community feedback.

Questions to consider when reviewing draft policies



- (1) Is this policy consistent with the values and needs of the community?
- (2) Does this policy help JHPD safely carry out its stated mission?
- (3) Is this policy understandable? Are there any points that need clarification?
- (4) Is there anything that needs to be addressed in this policy that isn't currently reflected in the draft?

Tentative Timeline



Please contact Public Safety with questions or concerns



- publicsafety.jhu.edu/policyfeedback
- publicsafetyfeedback@jhu.edu