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

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?

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

1. Policies drafted by internal & external policing experts
2. Policies posted online for a 60-day public comment period
3. Policies reviewed by JH Accountability Board, community, & outside experts
4. Draft policies are updated to reflect community feedback
5. Final policies and feedback report posted on the Public Safety Website
How is the JHPD policy development process different from other police departments’?
How is the JHPD policy development process different from other police departments’?

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 manual?
What resources are being used to develop the JHPD policy manual?

- 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?
What will the policy manual include?

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?
How can I share feedback or ask questions?

- 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

**April 27, 2023:** Virtual Forum: JHPD Policy Development and Feedback Process

**June 1, 2023:** New members of the JH Accountability Board begin their term

**Late June 2023:** Draft policies are published online for a 60-day public comment period

**Aug 2023:** Community members are encouraged to submit feedback during the public comment period

**October 1, 2023:** Final policies posted on the Public Safety Website

**May 2023:** Ask the Expert: Police Reform in America

**July 2023:** Ask the Expert: Discussion on Draft JHPD Policies

**September 2023:** Draft policies are updated to reflect community feedback
Please contact Public Safety with questions or concerns

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