

Johns Hopkins Police Department

Annual Report

Fiscal Year 2024

July 1, 2023 to June 30, 2024



JOHNS HOPKINS
UNIVERSITY



Letter from Vice President for Public Safety and Chief of Police

I am pleased to share the Johns Hopkins Police Department (JHPD) Annual Report for Fiscal Year 2024 with you, in compliance with the Maryland Community Safety and Strengthening Act of 2019 (CSSA).

Over the past two years, we have been diligently planning and implementing the JHPD. Although some of these steps have taken place outside the timeframe for this report, it is crucial to update you on our progress.

In establishing the JHPD leadership team, we have focused on hiring experienced leaders with outstanding reputations in the Baltimore community, while also prioritizing local hiring. Since the start of Fiscal Year 2025, which began on July 1, 2024, the JHPD has also hired into both lateral and entry-level police officer positions, with plans for continued growth. Additionally, following a comprehensive community feedback process that engaged faculty, staff, students, and members of the Johns Hopkins Police Accountability Board, and Baltimore residents, we finalized and published 88 policies that will guide the JHPD's daily operations.

Johns Hopkins University is committed to a holistic approach to public safety—one that simultaneously embraces root cause prevention, innovative responses to behavioral health crises, community partnerships, highly professional traditional campus security, and a small, progressive, publicly accountable police department.

We aspire to be national leaders in campus safety, involving stakeholders from all Johns Hopkins campuses and neighboring communities in our ongoing efforts to ensure your safety. Through active engagement and regular communication, we seek to enhance the overall experience of our community. We are grateful for your earnest feedback and participation as we bring the JHPD to full capacity over the next several years.

To learn more about this report, your safety, or emergency preparedness, we encourage you to visit our webpage at publicsafety.jhu.edu.

Sincerely,

A handwritten signature in blue ink that reads "Bill Bard".

Dr. Branville G. Bard, Jr.
Vice President for Public Safety and Chief of Police
Johns Hopkins University and Medicine





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I. Reporting Requirements

The Johns Hopkins Police Department (JHPD) is committed to providing transparency to the public by providing an annual report, on or before October 1, for the previous fiscal year. In accordance with the Community Safety and Strengthening Act (CSSA), under Maryland Education Code § 24-1208, JHPD shall report the following within the Homewood Campus, Peabody Campus and East Baltimore Campus jurisdictions:

1. The total number of university police officers employed by the University
2. The following information relating to individuals who applied to join the University police department workforce:
 - i. The total number of individuals who applied, reported by county, state, and zip code of residence
 - ii. The total number of individuals who were hired as members of the workforce, reported by county, state, and zip code of residence
 - iii. The number of applicants reported by county, state, and zip code of residence, who were disqualified during the application process for failing to meet the certification requirements of the Maryland Police Training and Standards Commission (MPTSC)
 - iv. The number of applicants, reported by county, state, and zip code of residence, who were disqualified by failing an assessment that evaluates an applicant based on the hiring standards (§ 24-1203(A)(2))
 - v. The number of Baltimore City residents, reported by zip code of residence, who were hired as members of the workforce
3. The following information, reported by county, state, and zip code of residence, for the Johns Hopkins University (JHU) Campus Security workforce:
 - i. The number of applicants to the workforce
 - ii. The number of individuals hired to the workforce
4. The funds used to maintain the police department
5. The total number of crimes that resulted in a university police officer arresting an individual
6. The types of crimes that resulted in a university police officer arresting an individual
7. The total number of traffic stops
8. The number, type, and disposition of complaints filed against university police officers
 - i. The number and type of individuals who filed complaints, including whether the individual who filed the complaint was a student, a faculty member, a staff member, or an individual unaffiliated with the University
9. A description of the complaint review process the University uses to review a complaint filed against a university police officer
10. The number of officers disciplined, including the type of discipline administered



11. The number of university Police Officer-Involved Shootings, Line of Duty Deaths, and In-Custody Deaths
12. A description of the number of community outreach events by the police department
13. A list of any surveillance technologies used by the police department

The information in the report shall be disaggregated by race, ethnicity, gender, age, and when applicable, officer rank; and reported in a manner consistent with federal law, that protects the confidentiality of the individual who filed the complaint to the fullest extent possible.

II. JHPD Recruitment & Hiring

JHU is firmly committed to the principles of equal opportunity and has dedicated substantial resources to uphold its equal opportunity policy. We are devoted to upholding adherence to all legal mandates prohibiting discrimination in employment and educational programs.

As an equal opportunity employer, JHU adheres to the standards of fairness and inclusivity within its hiring process. To maintain an equitable impartial recruitment procedure, applicants are not obligated to provide specific demographic information during the application process for any position with JHU.

The following information provided pertains to applicants who sought to join the JHPD during the annual reporting period and voluntarily provided their demographic details as part of the application and hiring processes.

Throughout the annual reporting period, JHPD initiated a recruitment drive of key leadership and operational positions, including Deputy Chief of Police, Captain and various officer roles, and received 1,068 applications. The recruitment effort successfully filled our first Captain position, bringing the total number of JHPD Officers employed by the University, in Fiscal Year 2024 (FY24), to two. Dr. Bard, Chief of Police, was hired in FY23.

Applications Received

During FY24, JHPD received 1,068 applications for a range of leadership and operational roles, successfully appointing one candidate to the position of Captain.

Of the 1,068 applications received, 13% were applications for Deputy Chief of Police, 5% were applications for Captain, 7% were applications for Lieutenant, 9% were applications for Sergeant, 53% were applications for Entry-Level Police Officer and 13% were applications for Lateral Police Officer.

Among these 1,068 applicants, 64% identified as male, 16% identified as female, and 20% opted not to disclose their gender. Furthermore, 25% of the applicants identified as Black or African American, of which 71% of the subset identified as male, 18% identified as female and 11% opted not to disclose their gender. Only 6% of applicants identified as White, less than 0.5% identified as Asian, 2% identified as two or more races and 67% opted not to disclose their race. Finally, only 3% of applicants identified as Hispanic/Latino, 46% identified as Not Hispanic/Latino and 50% opted not to disclose their ethnicity.



All Applications Received by Gender, Race, Ethnicity, and Age

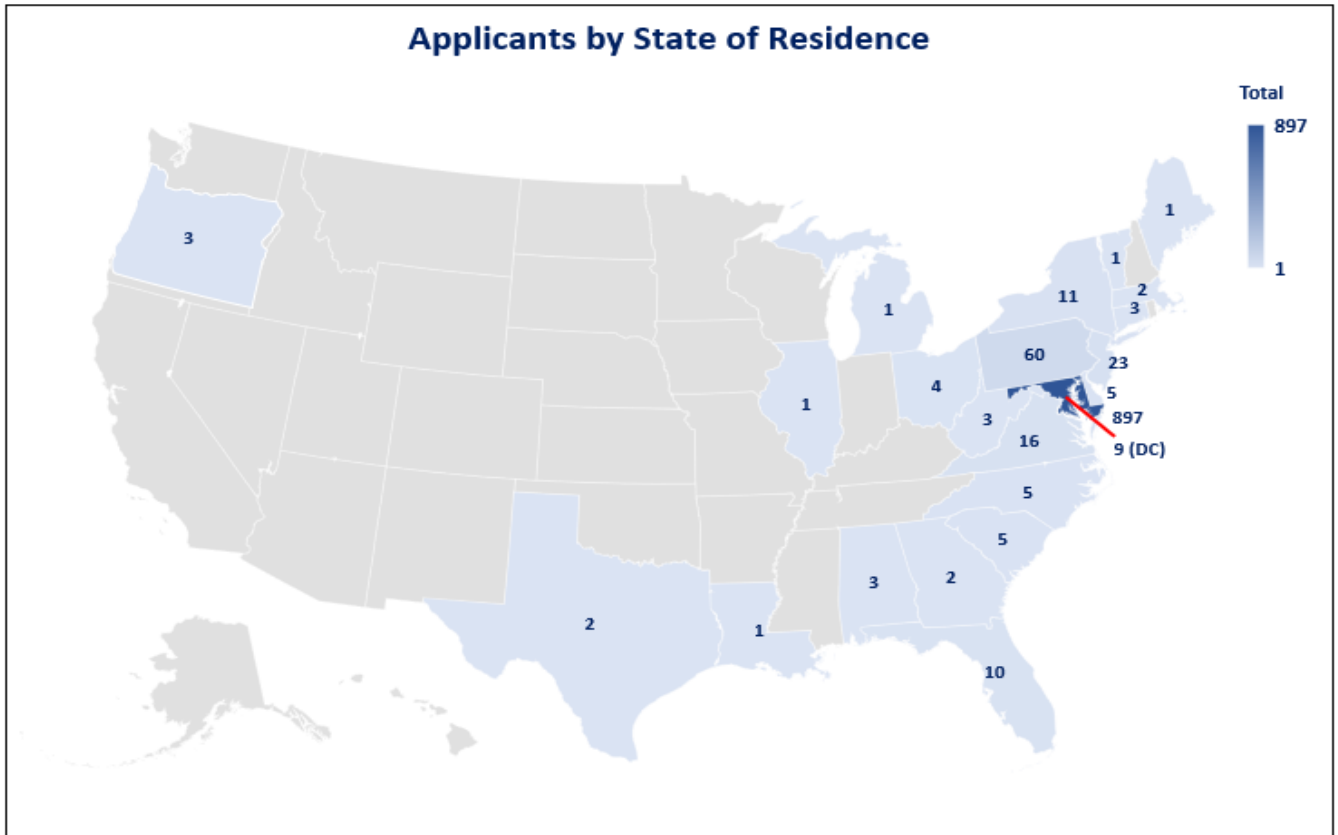
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	1	0	3
Black or African American	48	192	0	30
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	4	56	0	3
Two or More Races	4	13	0	3
Unknown	114	421	0	176
Total	170	683	0	215
Percentage	16%	64%	0%	20%

Ethnicity				
Hispanic/Latino	5	22	0	9
Not Hispanic/Latino	82	326	0	88
Unknown	83	335	0	118
Total	170	683	0	215
Percentage	16%	64%	0%	20%

Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	2	0	0	0
30 to 34 years	0	1	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	1
45 to 49 years	1	0	0	0
50 to 54 years	0	1	0	0
55 to 59 years	1	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	166	681	0	214
Total	170	683	0	215
Percentage	16%	64%	0%	20%



The below map and table demonstrate where applicants to the JHPD reside, broken down by state, county, and zip code. Of the 1,068 applicants, 84% reside within the state of Maryland.





The table below provides a breakdown of all applicants by residency of state, county, and zip code.

All Applicants by Residency of State, County and Zip Code

State	County	Zip Code	Total
Alabama	Jefferson	35210	1
	Mobile	36695	1
	Shelby	35040	1
Alabama Total			3
Connecticut	Hartford	06095	2
	New Haven	06516	1
Connecticut Total			3
District of Columbia	District of Columbia	20001	1
	District of Columbia	20002	1
	District of Columbia	20011	1
	District of Columbia	20017	2
	District of Columbia	20019	2
	District of Columbia	20020	1
District of Columbia	20032	1	
District of Columbia Total			9
Delaware	Kent	19904	1
	New Castle	19701	1
	New Castle	19808	3
Delaware Total			5
Florida	Alachua	32608	1
	Collier	34103	1
	Gadsden	32333	1
	Manatee	34211	4
	Marion	34491	1
	Pasco	34638	1
	St. Lucie	34952	1
Florida Total			10
Georgia	Fulton	30312	1
	Gwinnett	30078	1
Georgia Total			2
Illinois	Will	60417	1
Illinois Total			1
Louisiana	St. Tammy Parish	70458	1
Louisiana Total			1
Massachusetts	Bristol	02790	1
	Middlesex	01752	1
Massachusetts Total			2
Maine	York	03903	1
Maine Total			1
Michigan	Oakland	48075	1
Michigan Total			1
North Carolina	Mecklenburg	28226	2
	Nash	27804	2
	Wake	27529	1
North Carolina Total			5
New Jersey	Atlantic	08201	1
	Burlington	08518	2
	Camden	08034	7
	Camden	08078	1
	Camden	08106	1
	Essex	07003	1
	Essex	07079	1
	Gloucester	08012	1
	Gloucester	08080	1
	Mercer	08605	1
	Monmouth	07750	1
	Ocean	08753	1
	Salem	08318	4
New Jersey Total			23
New York	Kings	11209	1
	Kings	11210	1
	Kings	11212	1
	Nassau	11003	1
	Nassau	11510	1
	Nassau	11570	1
	Queens	11361	1
	Richmond	10306	2
Rockland	10994	1	
Westchester	10566	1	
New York Total			11
Ohio	Butler	45042	1
	Clermont	45150	1
	Hamilton	45248	1
	Knox	43050	1
Ohio Total			4
Oregon	Linn	97322	1
	Linn	97386	1
	Multnomah	97202	1
Oregon Total			3
Pennsylvania	Adams	17325	1
	Berks	19606	1
	Bucks	19053	1
	Bucks	19057	2
	Chester	19348	1
	Chester	19363	2
	Chester	19382	1
	Cumberland	17013	1
	Delaware	19023	1
	Franklin	17268	4
	Lebanon	17042	1
	Montgomery	19038	1
	Montgomery	19464	1
	Northumberland	17777	2
	Philadelphia	19120	1
	Philadelphia	19123	1
	Philadelphia	19128	1
	Philadelphia	19136	2
	Philadelphia	19142	1
	Philadelphia	19150	1
	Philadelphia	19152	1
	Union	17837	1
	Westmoreland	15012	3
	York	17313	3
	York	17314	2
	York	17315	1
	York	17322	1
	York	17327	1
	York	17331	3
York	17349	1	
York	17356	1	
York	17360	2	
York	17362	2	
York	17402	2	
York	17403	1	
York	17404	5	
York	17408	3	
Pennsylvania Total			60
South Carolina	Anderson	29625	1
	Horry	29579	1
	Newberry	29108	1
	Richland	29016	2
South Carolina Total			5
Texas	Bexar	78260	1
	Harris	77099	1
Texas Total			2
Virginia	Arlington	22207	3
	Caroline	22546	1
	Fairfax	22032	1
	Fairfax	22033	1
	Fairfax	22150	1
	Fairfax	22306	1
	Fairfax	22310	1
	Loudon	20148	3
	Loudon	20189	1
	Radford City	24141	1
	Stafford	22405	1
	Stafford	22406	1
	Virginia Total		
Vermont	Windham	05363	1
Vermont Total			1
West Virginia	Berkeley	25404	1
	Berkeley	25419	1
	Jefferson	25414	1
West Virginia Total			3



State	County	Zip Code	Total
Maryland	Anne Arundel	20794	1
	Anne Arundel	21012	1
	Anne Arundel	21032	1
	Anne Arundel	21054	2
	Anne Arundel	21060	8
	Anne Arundel	21061	12
	Anne Arundel	21076	1
	Anne Arundel	21090	1
	Anne Arundel	21108	7
	Anne Arundel	21113	6
	Anne Arundel	21114	2
	Anne Arundel	21122	9
	Anne Arundel	21144	2
	Anne Arundel	21146	2
	Anne Arundel	21225	3
	Anne Arundel	21226	1
	Anne Arundel	21401	2
	Anne Arundel	21403	1
	Anne Arundel	21409	3
	Baltimore	21030	3
	Baltimore	21074	2
	Baltimore	21093	3
	Baltimore	21117	18
	Baltimore	21128	3
	Baltimore	21133	23
	Baltimore	21136	14
	Baltimore	21162	1
	Baltimore	21206	2
	Baltimore	21207	19
	Baltimore	21208	8
	Baltimore	21209	1
	Baltimore	21212	1
	Baltimore	21215	2
	Baltimore	21219	2
	Baltimore	21220	15
	Baltimore	21221	18
	Baltimore	21222	6
	Baltimore	21224	3
	Baltimore	21227	3
	Baltimore	21228	3
	Baltimore	21229	1
	Baltimore	21234	13
	Baltimore	21236	14
	Baltimore	21237	7
	Baltimore	21239	5
	Baltimore	21244	20
	Baltimore	21286	14
	Baltimore City	21201	7
	Baltimore City	21202	14
	Baltimore City	21205	10
	Baltimore City	21206	46
	Baltimore City	21207	13
	Baltimore City	21208	1
	Baltimore City	21209	1
	Baltimore City	21210	2
	Baltimore City	21211	11
	Baltimore City	21212	21
	Baltimore City	21213	37
	Baltimore City	21214	8
	Baltimore City	21215	39
	Baltimore City	21216	19
	Baltimore City	21217	18
	Baltimore City	21218	17
	Baltimore City	21223	12
	Baltimore City	21224	17
	Baltimore City	21225	2
	Baltimore City	21229	28
	Baltimore City	21230	9
	Baltimore City	21231	7
	Baltimore City	21234	8
	Baltimore City	21239	19
	Calvert	20639	1
	Calvert	20732	1
	Caroline	Unknown	1
	Carroll	21074	3
	Carroll	21102	2
	Carroll	21157	8
	Carroll	21158	2
	Carroll	21771	1
	Carroll	21776	1
	Carroll	21784	5
	Carroll	21787	1

State	County	Zip Code	Total
Maryland	Cecil	21901	6
	Cecil	21903	4
	Cecil	21904	1
	Cecil	21911	2
	Cecil	21921	1
	Charles	20601	1
	Charles	20602	1
	Charles	20603	5
	Frederick	21701	1
	Frederick	21703	3
	Frederick	21771	1
	Frederick	21788	1
	Harford	21001	8
	Harford	21009	13
	Harford	21014	7
	Harford	21015	10
	Harford	21040	9
	Harford	21047	2
	Harford	21050	2
	Harford	21078	3
	Harford	21085	4
	Harford	21160	1
	Howard	20723	4
	Howard	21042	4
	Howard	21043	3
	Howard	21044	4
	Howard	21045	6
	Howard	21046	2
	Howard	21075	2
	Howard	21797	1
	Montgomery	20814	1
	Montgomery	20832	4
	Montgomery	20833	3
	Montgomery	20850	2
	Montgomery	20866	1
	Montgomery	20872	3
	Montgomery	20874	1
	Montgomery	20877	2
	Montgomery	20878	1
	Montgomery	20879	1
Montgomery	20882	2	
Montgomery	20886	1	
Montgomery	20901	1	
Montgomery	20902	5	
Montgomery	20903	1	
Montgomery	20904	4	
Montgomery	20905	2	
Montgomery	20906	2	
Montgomery	20910	1	
Montgomery	20912	1	
Prince George's	20607	2	
Prince George's	20613	4	
Prince George's	20623	1	
Prince George's	20705	1	
Prince George's	20706	5	
Prince George's	20707	3	
Prince George's	20708	3	
Prince George's	20715	2	
Prince George's	20716	3	
Prince George's	20720	5	
Prince George's	20721	2	
Prince George's	20735	1	
Prince George's	20737	1	
Prince George's	20740	1	
Prince George's	20743	2	
Prince George's	20744	1	
Prince George's	20745	1	
Prince George's	20746	4	
Prince George's	20747	1	
Prince George's	20748	6	
Prince George's	20772	2	
Prince George's	20774	4	
Prince George's	20782	1	
Prince George's	20784	1	
Prince George's	20785	4	
St. Mary's	20653	1	
St. Mary's	20680	1	
Wicomico	21837	1	
Worcester	21872	1	
Maryland Total			897



Applicants Hired

Among the 54 applicants who applied for the role of Captain, 69% identified as male, 9% identified as female and 22% opted not to disclose their gender. Furthermore, 41% of the applicants identified as Black or African American, of which 77% identified as male, 9% identified as female and 14% opted not to disclose their gender. Only 7% of applicants identified as White, 2% identified as two or more races and 50% opted not to disclose their race. Finally, only 6% of applicants identified as Hispanic/Latino, 70% identified as Not Hispanic/Latino and 24% opted not to disclose their ethnicity. The table below provides information related to the hiring for the role of Captain.

Captain Applicants Hired by Gender, Race, Ethnicity, and Age				
	Female	Male	Other	Unknown
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	1	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	1	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	1	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%

State	County	Zip Code	Total
Maryland Total	Baltimore City	21212	1
Maryland Total			1

The table to the left provides a breakdown of staff hired for the role of Captain by the state, county, and zip code of their residence.



Applicants Disqualified

The information provided below pertains exclusively to candidates for the JHPD Officer positions who were disqualified during the application process. Disqualifications are attributed to one of two hiring standards: (i) failing to meet the certification requirements of the MPTSC, or (ii) failing an assessment that evaluates an applicant based on the hiring standards (§ 24-1203(A)(2)).

During the annual reporting period, out of the 1,068 applicants, 390 were disqualified. Of these, eight candidates were disqualified for not meeting MPTSC certification requirements. 382 candidates were removed from consideration as disqualified for not meeting JHPD hiring standards as assessed during the hiring process, or otherwise declined an offer or withdrew. JHPD hiring standards align with MPTSC certification requirements, and are tailored to identify candidates who meet the needs and values of Johns Hopkins. These standards are detailed in JHPD Directive #302, Recruitment & Selection.

Of the 390 disqualified applicants, 66% identified as male, 12% identified as female, and 22% opted not to disclose their gender. Furthermore, 40% of the applicants identified as Black or African American, with 71% identifying as male, 15% identifying as female and 13% opting to not disclose their gender. Finally, 6% of applicants identified as Hispanic/Latino, 64% identified as Not Hispanic/Latino, and 30% opted not to disclose their ethnicity.



Applicants Disqualified Based on MPTSC Requirements by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	4	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	0	0	0	0
Unknown	1	1	0	1
Total	1	6	0	1
Percentage	13%	75%	0%	13%
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	1	5	0	0
Unknown	0	1	0	1
Total	1	6	0	1
Percentage	13%	75%	0%	13%
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	1	6	0	1
Total	1	6	0	1
Percentage	13%	75%	0%	13%



Applicants Disqualified Based on Hiring Standards by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	1	0	1
Black or African American	24	107	0	21
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	1	41	0	2
Two or More Races	2	10	0	2
Unknown	19	92	0	59
Total	46	251	0	85
Percentage	12%	66%	0%	22%

Ethnicity				
Hispanic/Latino	2	13	0	7
Not Hispanic/Latino	34	165	0	46
Unknown	10	73	0	32
Total	46	251	0	85
Percentage	12%	66%	0%	22%

Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	1
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	1	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	45	251	0	84
Total	46	251	0	85
Percentage	12%	66%	0%	22%



The table below provides a breakdown of disqualified applicants by the state, county, and zip code of their residence. The 390 disqualified applicants reported residing in 22 different states, with 78% residing in Maryland.

Disqualified Applicants by Residency of State, County and Zip Code

State	County	Zip Code	Total
Alabama	Mobile	36695	1
	Shelby	35040	1
Alabama Total			2
Conneticut	Hartford	06095	1
	New Haven	06516	1
Conneticut Total			2
District of Columbia	District of Columbia	20001	1
	District of Columbia	20011	1
	District of Columbia	20017	1
	District of Columbia	20019	1
	District of Columbia	20020	1
District of Columbia Total			5
Delaware	New Castle	19808	1
Delaware Total			1
Florida	Collier	34103	1
	Gadsden	32333	1
	Manatee	34211	2
	St Lucie	34952	1
Florida Total			5
Georgia	Gwinnett	30078	1
Georgia Total			1
Illinois	Will	60417	1
Illinois Total			1
Massachusetts	Bristol	02790	1
	Middlesex	01752	1
Massachusetts Total			2
Maine	York	03903	1
Maine Total			1
Michigan	Oakland	48075	1
Michigan Total			1
North Carolina	Nash	27804	1
North Carolina Total			1
New Jersey	Atlantic	08201	1
	Burlington	08518	1
	Camden	08034	2
	Camden	08078	1
	Camden	08106	1
	Gloucester	08012	1
Salem	08318	1	
New Jersey Total			8
New York	Kings	11209	1
	Nassau	11510	1
	Richmond	10306	1
	Rockland	10994	1
	Westchester	10566	1
New York Total			5
Ohio	Clermont	45150	1
	Hamilton	45248	1
Ohio Total			2
Oregon	Multnomah	97202	1
Oregon Total			1

State	County	Zip Code	Total
Pennsylvania	Adams	17325	1
	Berks	19606	1
	Bucks	19053	1
	Chester	19348	1
	Chester	19363	1
	Cumberland	17013	1
	Franklin	17268	4
	Montgomery	19038	1
	Montgomery	19464	1
	Northumberland	17777	1
	Philadelphia	19128	1
	Philadelphia	19136	1
	Philadelphia	19152	1
	Union	17837	1
	Westmoreland	15012	1
	York	17313	2
	York	17314	1
	York	17315	1
	York	17331	1
	York	17349	1
York	17356	1	
York	17360	1	
York	17402	2	
York	17403	1	
York	17404	2	
York	17408	1	
Pennsylvania Total			32
South Carolina	Anderson	29625	1
	Newberry	29108	1
	Richland	29016	2
South Carolina Total			4
Texas	Bexar	78260	1
	Harris	77099	1
Texas Total			2
Virginia	Arlington	22207	2
	Caroline	22546	1
	Loudon	20148	3
	Loudon	20189	1
Virginia Total			7
Vermont	Windham	05363	1
Vermont Total			1
West Virginia	Berkeley	25419	1
West Virginia Total			1



State	County	Zip Code	Total
Maryland	Anne Arundel	21032	1
	Anne Arundel	21054	1
	Anne Arundel	21060	2
	Anne Arundel	21061	4
	Anne Arundel	21108	2
	Anne Arundel	21113	3
	Anne Arundel	21114	1
	Anne Arundel	21144	1
	Anne Arundel	21146	2
	Anne Arundel	21225	1
	Anne Arundel	21226	1
	Anne Arundel	21409	1
	Baltimore	21030	2
	Baltimore	21074	1
	Baltimore	21117	7
	Baltimore	21128	1
	Baltimore	21133	7
	Baltimore	21136	5
	Baltimore	21206	1
	Baltimore	21207	4
	Baltimore	21208	1
	Baltimore	21219	1
	Baltimore	21220	6
	Baltimore	21221	4
	Baltimore	21222	2
	Baltimore	21227	3
	Baltimore	21228	1
	Baltimore	21234	3
	Baltimore	21236	7
	Baltimore	21237	3
	Baltimore	21239	4
	Baltimore	21244	8
	Baltimore	21286	2
	Baltimore City	21201	4
	Baltimore City	21202	6
	Baltimore City	21205	4
	Baltimore City	21206	18
	Baltimore City	21207	3
	Baltimore City	21209	1
	Baltimore City	21210	2
	Baltimore City	21211	6
	Baltimore City	21212	6
	Baltimore City	21213	9
	Baltimore City	21214	2
	Baltimore City	21215	11
	Baltimore City	21216	5
	Baltimore City	21217	6
	Baltimore City	21218	3
	Baltimore City	21223	4
	Baltimore City	21224	4
	Baltimore City	21225	1
	Baltimore City	21229	11
	Baltimore City	21230	2
	Baltimore City	21231	4
	Baltimore City	21234	2
	Baltimore City	21239	4
	Calvert	20639	1
	Carroll	21074	1
	Carroll	21102	1
	Carroll	21157	2
	Carroll	21158	1
	Carroll	21784	3
Cecil	21901	4	
Cecil	21903	1	
Cecil	21911	1	
Charles	20601	1	
Charles	20602	1	
Charles	20603	4	
Frederick	21703	2	
Frederick	21771	1	
Frederick	21788	1	
Harford	21001	5	
Harford	21009	3	
Harford	21014	3	
Harford	21015	5	
Harford	21040	6	
Harford	21047	1	
Harford	21050	1	
Harford	21078	1	
Harford	21085	2	

State	County	Zip Code	Total	
Maryland	Howard	21042	1	
	Howard	21043	1	
	Howard	21044	2	
	Howard	21045	2	
	Howard	21046	1	
	Howard	21797	1	
	Montgomery	20832	3	
	Montgomery	20833	2	
	Montgomery	20872	1	
	Montgomery	20882	1	
	Montgomery	20886	1	
	Montgomery	20902	2	
	Montgomery	20904	3	
	Prince George's	20613	2	
	Prince George's	20708	1	
	Prince George's	20716	1	
	Prince George's	20720	2	
	Prince George's	20735	1	
	Prince George's	20744	1	
	Prince George's	20745	1	
	Prince George's	20746	2	
	Prince George's	20747	1	
	Prince George's	20748	3	
	Prince George's	20772	1	
	Prince George's	20774	1	
	Prince George's	20782	1	
	Prince George's	20785	2	
	St. Mary's	20653	1	
	Maryland Total			305



Baltimore City Residents Hired

In accordance with the provisions outlined in the CSSA, the JHPD is mandated to uphold a police department in which at least 25% of the workforce comprises residents of Baltimore City. The annual reporting obligations require that the JHPD share information on the Baltimore City residents who were hired as members of the workforce, disaggregated by race, ethnicity, gender, age, and when applicable, officer rank.

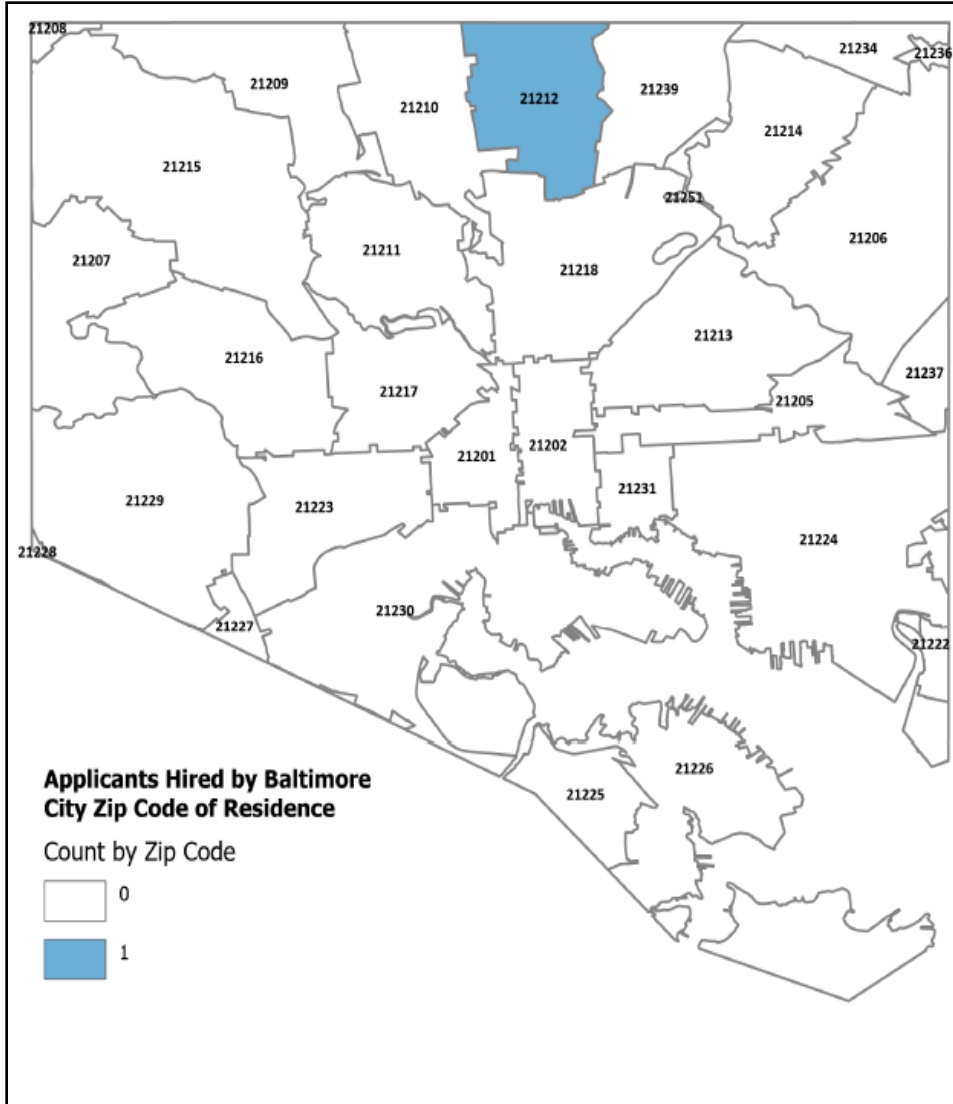
Throughout the annual reporting period, one individual was hired by the JHPD who reported their residence within a Baltimore City zip code.

Baltimore City Residents Hired by Gender, Race Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Race</i>				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	1	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%
<i>Ethnicity</i>				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	1	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%
<i>Age</i>				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	1	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	1	0	0
Percentage	0%	100%	0%	0%



The map below is a visual representation of the candidate hired for the JHPD who reported their residence within a Baltimore City zip code.

Staff Hired Reported by Baltimore City Zip Code of Residence



County	Zip Codes	Total
Baltimore City	21212	1
Total		1



III. JH Public Safety Workforce Recruitment & Hiring

The broader Johns Hopkins Public Safety organization (Public Safety) remains committed to maintaining and staffing our current Public Safety workforce, including our contractual security personnel. Public Safety will continue its efforts to recruit and deploy unarmed campus police officers alongside JHPD Officers, all dedicated to fostering a safe, secure, and welcoming environment for every member of our campus and surrounding community.

The following information pertains exclusively to the recruitment and hiring processes for the Public Safety campus police division during the annual reporting period. The data provided is solely related to applicants and hires for positions within a public safety officer capacity. Administrative staff and contractual security employees are not included in the dataset.

In alignment with the application and hiring process for the JHPD, JHU is committed to maintaining equitable and impartial recruitment procedures. Applicants are not required to provide specific demographic information during the application phase. This ensures the recruitment process is both fair and unbiased.

Applications Received

During the annual reporting period, the public safety workforce opened applications for multiple campus police officer positions. These positions included Campus Police Investigator, Campus Police Lieutenant, Campus Police Sergeant, Campus Police Officer, Campus Security Officer and Security Officer II. A total of 984 applications were received with 39% of candidates applying for the Campus Police Officer positions and 23% for the Security Officer II positions.

Among the 984 applicants, 49% identified as male, and 25% identified as female. Additionally, 30% of the candidates identified as Black or African American, with 53% reported as male and 35% reported as female. 3% of the applicants identified as White, 2% identified as Two or More Races, less than 1% identified as American Indian or Alaska Native, only 1 applicant identified as Asian, and 65% chose not to disclose their race.

Of the 984 applicants, 30 individuals identified their ethnicity as Hispanic/Latino, constituting 3% of the candidates. Among the applicants identifying as Hispanic/Latino, 43% identified as male, and 10% identified as female. 47% of the applicants chose not to disclose their ethnicity.



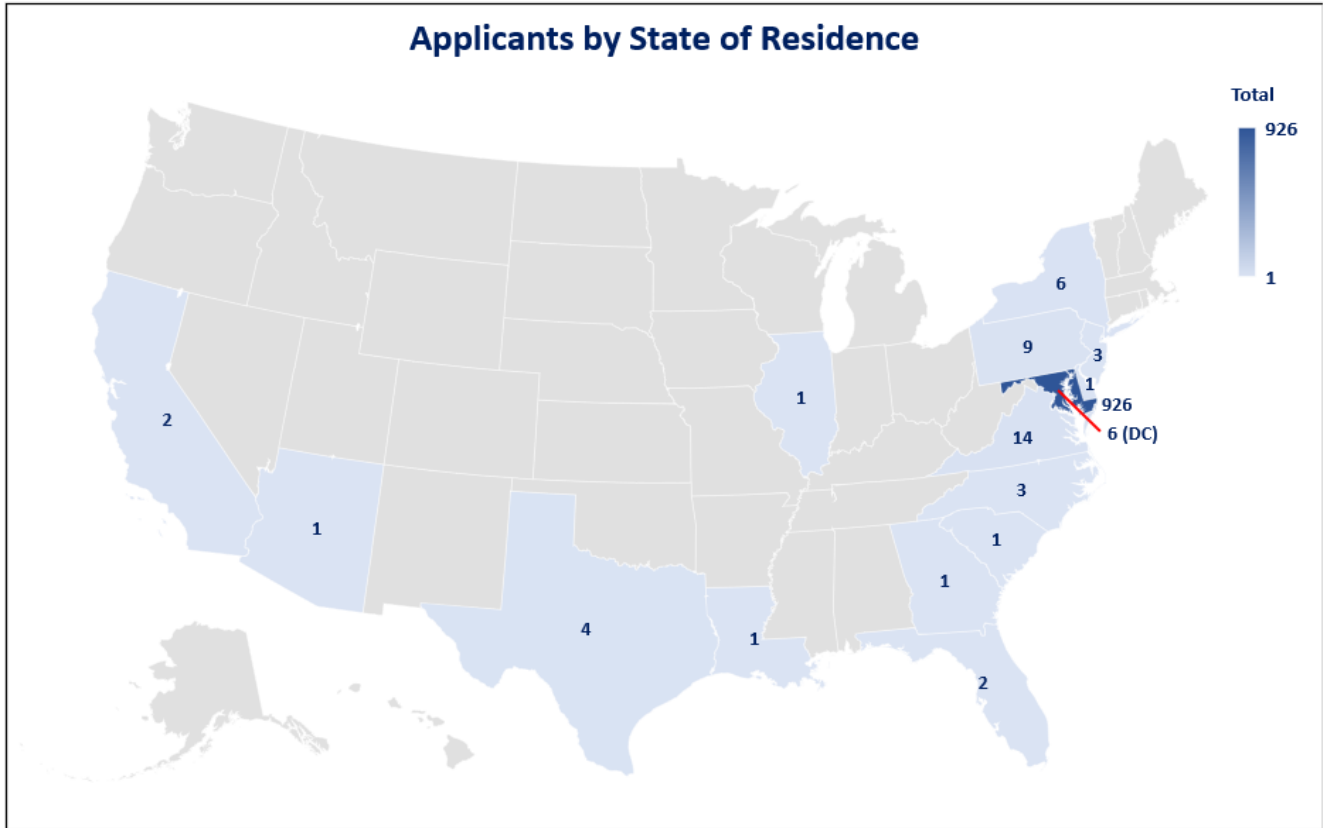
Applications Received by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	2	4	0	0
Asian	0	1	0	0
Black or African American	102	154	0	37
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	3	22	0	3
Two or More Races	2	12	0	3
Unknown	141	292	0	206
Total	250	485	0	249
Percentage	25%	49%	0%	25%

Ethnicity				
Hispanic/Latino	3	13	0	14
Not Hispanic/Latino	138	254	0	102
Unknown	109	218	0	133
Total	250	485	0	249
Percentage	25%	49%	0%	25%

Age				
<19 years	0	0	0	0
20 to 24 years	0	1	0	1
25 to 29 years	2	2	0	1
30 to 34 years	2	4	0	1
35 to 39 years	4	3	0	1
40 to 44 years	0	5	0	3
45 to 49 years	1	3	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	1	0	1
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	241	466	0	241
Total	250	485	0	249
Percentage	25%	49%	0%	25%



The map and table below provide insights into the applicants who applied for campus police officer positions and where they reside, including their state, county, and zip code. Out of the 984 applicants, 94% are residents of Maryland. Three applicants reside outside the United States and are not included in the map or table.





All Applicants by Residency of State, County, and Zip Code

State	County	Zip Code	Total
Arizona	Maricopa	85326	1
Arizona Total			1
California	Ventura	93010	2
California Total			2
District of Columbia	District of Columbia	20010	1
	District of Columbia	20016	1
	District of Columbia	20018	1
	District of Columbia	20019	1
	District of Columbia	20020	2
District of Columbia Total			6
Delaware	New Castle	01980	1
Delaware Total			1
Florida	Brevard	32608	1
	Manatee	34103	1
Florida Total			2
Georgia	Troup	30240	1
Georgia Total			1
Illinois	Cook	60653	1
Illinois Total			1
Louisiana	Rapides Parish	71360	1
Louisiana Total			1
North Carolina	Durham	27705	1
	Forsyth	27106	1
	Mecklenburg	28273	1
North Carolina Total			3
New Jersey	Essex	08201	1
	Salem	08518	2
New Jersey Total			3
New York	Kinds	11210	1
	Nassau	11575	2
	New York	10035	1
	Queens	11105	1
	Richmond	10304	1
New York Total			6
Pennsylvania	Bedford	15554	1
	Delaware	19073	1
	Franklin	17236	1
	Westmoreland	15012	2
	York	17331	1
	York	17349	1
York	17408	2	
Pennsylvania Total			9
South Carolina	Richland	29223	1
South Carolina Total			1
Texas	Bexar	78249	1
	Gavelston	77518	1
	Harris	77099	1
	McLennan	76691	1
Texas Total			4

State	County	Zip Code	Total
Virginia	Arlington	22204	2
	Arlington	22207	1
	Fairfax	22015	1
	Fairfax	22030	1
	Fairfax	22309	1
	Loudon	20105	1
	Loudon	20164	1
	Newport News City	23608	1
	Prince William	22026	1
	Prince William	22191	1
	Prince William	22192	1
	Prince William	22193	1
	Stafford	22406	1
Virginia Total			14



State	County	Zip Code	Total
Maryland	Anne Arundel	21054	1
	Anne Arundel	21060	3
	Anne Arundel	21061	12
	Anne Arundel	21076	1
	Anne Arundel	21090	2
	Anne Arundel	21108	7
	Anne Arundel	21113	7
	Anne Arundel	21122	2
	Anne Arundel	21144	5
	Anne Arundel	21146	5
	Anne Arundel	21225	2
	Anne Arundel	21226	1
	Anne Arundel	21401	2
	Anne Arundel	21409	1
	Baltimore City	21201	18
	Baltimore City	21202	23
	Baltimore City	21205	21
	Baltimore City	21206	48
	Baltimore City	21207	15
	Baltimore City	21208	2
	Baltimore City	21209	1
	Baltimore City	21211	24
	Baltimore City	21212	15
	Baltimore City	21213	56
	Baltimore City	21214	12
	Baltimore City	21215	50
	Baltimore City	21216	36
	Baltimore City	21217	37
	Baltimore City	21218	39
	Baltimore City	21222	2
	Baltimore City	21223	26
	Baltimore City	21224	7
	Baltimore City	21225	17
	Baltimore City	21226	1
	Baltimore City	21227	1
	Baltimore City	21229	29
	Baltimore City	21230	18
	Baltimore City	21231	9
	Baltimore City	21234	12
	Baltimore City	21236	1
	Baltimore City	21239	28
	Baltimore	21030	9
	Baltimore	21093	6
	Baltimore	21117	14
	Baltimore	21133	22
	Baltimore	21136	10
	Baltimore	21204	2
	Baltimore	21206	5
	Baltimore	21207	20
	Baltimore	21208	4
	Baltimore	21209	4
	Baltimore	21212	1
	Baltimore	21215	2
	Baltimore	21219	1
	Baltimore	21220	7
	Baltimore	21221	14
	Baltimore	21222	9
	Baltimore	21227	2
	Baltimore	21228	2
	Baltimore	21234	11
	Baltimore	21236	6
	Baltimore	21237	10
Baltimore	21239	4	
Baltimore	21244	25	
Baltimore	21286	5	
Calvert	20639	1	
Calvert	20676	1	
Calvert	20736	1	
Carroll	21157	4	
Cecil	21903	1	
Cecil	21904	1	
Cecil	21911	2	
Cecil	21921	3	

State	County	Zip Code	Total
Maryland	Charles	20601	2
	Charles	20602	1
	Charles	20603	2
	Charles	20625	1
	Charles	20695	2
	Frederick	21793	1
	Harford	21001	1
	Harford	21009	6
	Harford	21015	2
	Harford	21017	1
	Harford	21040	12
	Harford	21050	1
	Harford	21078	1
	Harford	21085	4
	Howard	20723	4
	Howard	20794	1
	Howard	21042	4
	Howard	21044	1
	Howard	21075	2
	Kent	21610	2
	Montgomery	20816	1
	Montgomery	20850	1
	Montgomery	20852	1
	Montgomery	20866	1
	Montgomery	20876	1
	Montgomery	20878	1
	Montgomery	20902	3
	Montgomery	20903	6
	Montgomery	20904	2
	Prince George's	20705	2
Prince George's	20706	5	
Prince George's	20708	5	
Prince George's	20712	1	
Prince George's	20716	1	
Prince George's	20720	2	
Prince George's	20722	1	
Prince George's	20735	3	
Prince George's	20740	1	
Prince George's	20743	1	
Prince George's	20744	1	
Prince George's	20745	4	
Prince George's	20746	2	
Prince George's	20747	2	
Prince George's	20748	1	
Prince George's	20769	1	
Prince George's	20770	2	
Prince George's	20772	1	
Prince George's	20774	1	
Prince George's	20781	1	
Prince George's	20782	3	
Prince George's	20783	3	
Prince George's	20784	1	
Prince George's	20785	1	
St. Mary's	20619	2	
St. Mary's	20653	1	
Washington	21740	1	

Maryland Total 926



Applicants Hired

21 candidates were hired to fill various positions within the public safety workforce: 6 as Campus Police Sergeant, 12 as Campus Police Officer, 2 as Security Officer II, and 1 as Campus Security Officer II.

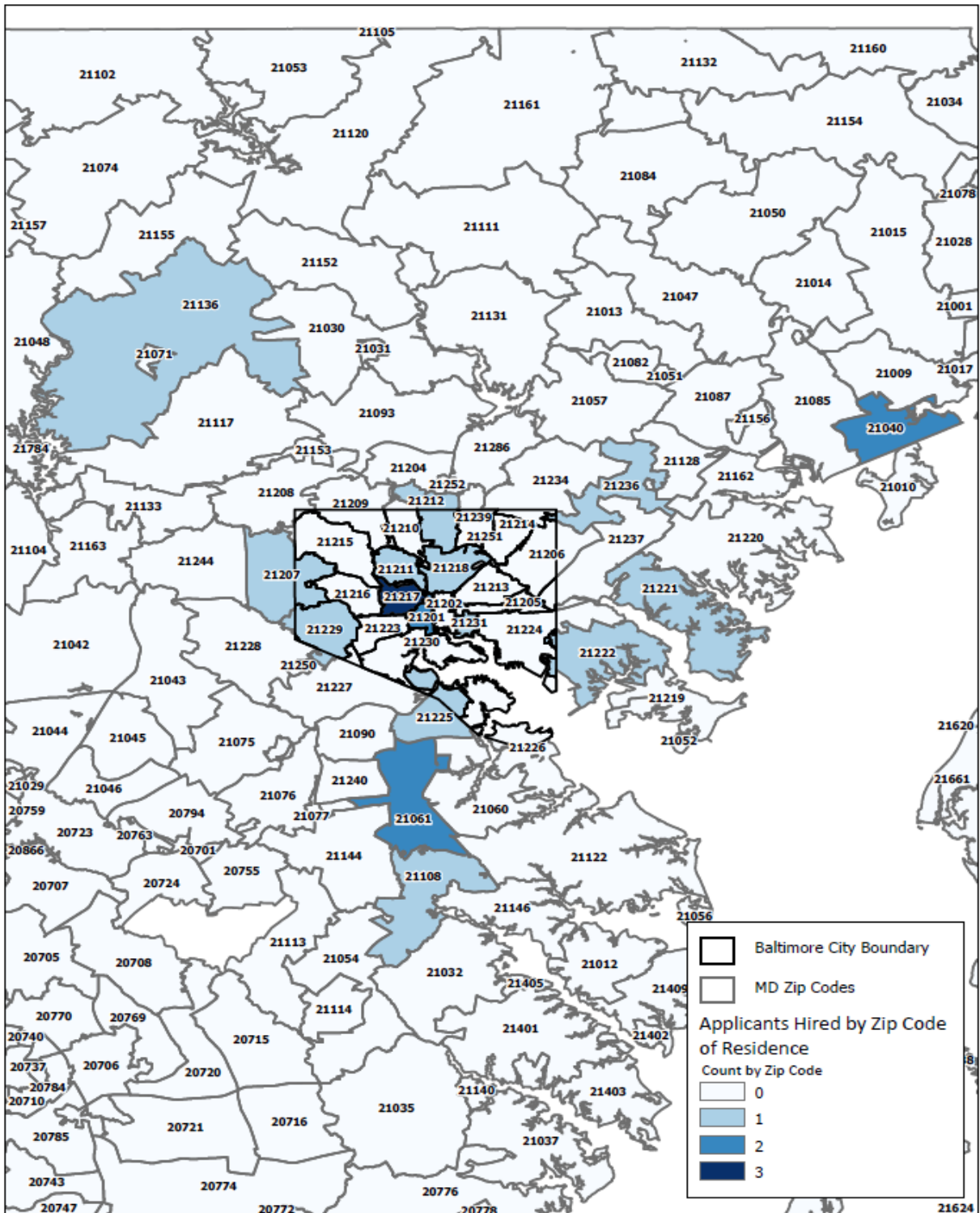
Among the 21 candidates hired, 48% identified as Black or African American, with 70% reported as male, and 20% as female. 76% of candidates hired reported to identify as Not Hispanic/Latino, while 24% did not disclose their ethnicity.

Applicants Hired by Gender, Race, Ethnicity, and Age				
	Female	Male	Other	Unknown
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	2	7	0	1
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	0	0	0	0
Unknown	0	6	0	4
Total	2	14	0	5
Percentage	10%	67%	0%	24%
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	2	10	0	4
Unknown	0	4	0	1
Total	2	14	0	5
Percentage	10%	67%	0%	24%
Age				
<19 years	0	0	0	0
20 to 24 years	0	1	0	0
25 to 29 years	0	2	0	0
30 to 34 years	0	2	0	1
35 to 39 years	1	2	0	1
40 to 44 years	0	3	0	2
45 to 49 years	1	3	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	1	0	1
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	2	14	0	5
Percentage	10%	67%	0%	24%



The map and table below provide insight into the staff who were hired for a public safety officer position within the public safety workforce and where they reside, including state, county, and zip code. Out of the 984 applicants, 21 were hired, all of whom reside in the state of Maryland.

Staff Hired Reported by Zip Code of Residence





The table below provides insight into those who were hired for a public safety officer position within the public safety workforce and where they reside, including state, county, and zip code.

<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
Maryland Total	Anne Arundel	21061	2
	Anne Arundel	21108	1
	Baltimore City	21201	2
	Baltimore City	21211	1
	Baltimore City	21212	1
	Baltimore City	21217	3
	Baltimore City	21218	1
	Baltimore City	21225	1
	Baltimore City	21229	1
	Baltimore City	21231	1
	Baltimore	21136	1
	Baltimore	21207	1
	Baltimore	21221	1
	Baltimore	21222	1
	Baltimore	21236	1
	Harford	21040	2
Maryland Total			21



IV. JHPD Funding

During the reporting period, \$2,692,858 was exclusively dedicated to covering operating expenses associated with maintaining the JHPD.

JHPD FY24 Spending Activity	\$2,692,858
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V. JHPD Crime Reports & Arrests

The JHPD reports crime based on the National Incident Based Crime Reporting (NIBRS) standards, which law enforcement agencies across the United States use to report and analyze crime. NIBRS collects and gathers data on each criminal incident, including individual offenses within the same occurrence. The comprehensive approach helps us understand crime patterns, trends, and characteristics, and ultimately develop more effective crime prevention and law enforcement strategies.

NIBRS classifies reported criminal incidents into three offense groups that encompass a broad spectrum of criminal activities, including but not limited to the following:

- **Crimes Against Persons:** This group includes offenses that involved direct harm or threat to individuals such as homicides, assaults, kidnappings, and sex offenses.
- **Crimes Against Property:** This group includes offenses involving damage, theft, or destruction of property such as burglary, theft, motor vehicle theft, and arson.
- **Crimes Against Society:** This group includes a variety of offenses that are detrimental to society as a whole, such as drug offenses, gambling, and prostitution.

As per the directives outlined in the CSSA, the JHPD is obligated to provide a report on the aggregate count and categories of crimes that exclusively led to the arrest of individuals by JHPD Officers.

Note: the statistics presented in this crimes and arrests report are only to report arrests made by a JHPD Officer, and remain separate from JHU's Annual Security and Fire Safety Report (Clery Report). The statistics in the Clery Report encompass a broader overview of all reported crimes within the campus community, and includes incidents reported to Public Safety, Campus Security Authorities (CSA), and local law enforcement.

During the annual reporting period, JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported crimes or arrests.



Total NIBRS-Defined Crimes and Arrests by JHPD Officers		
<i>Crimes Against Person</i>	<i>Total Crimes</i>	<i>Total Arrests</i>
Homicide: Murder/Non-Negligent Manslaughter	0	0
Homicide: Negligent Manslaughter	0	0
Kidnapping/Abduction	0	0
Sex Offense: Rape (Force)	0	0
Sex Offense: Sodomy (Force)	0	0
Sex Offense: Object	0	0
Sex Offense: Force Fondling	0	0
Assault: Aggravated	0	0
Assault: Simple	0	0
Assault: Intimidation	0	0
Sex Offense: Incest (Non-Force)	0	0
Sex Offense: Statutory (Non-Force)	0	0
Total	0	0

<i>Crimes Against Property</i>	<i>Total Crimes</i>	<i>Total Arrests</i>
Robbery	0	0
Arson	0	0
Burglary/Breaking & Entering	0	0
Sex Offense: Rape (Force)	0	0
Larceny: Pick-pocketing	0	0
Larceny: Purse-Snatching	0	0
Larceny: Shoplifting	0	0
Larceny: from Building	0	0
Larceny: from Coin-Op. Machine	0	0
Larceny: from Motor Vehicle	0	0
Larceny: Motor Vehicle Parts/Acces.	0	0
Larceny: All Other	0	0
Motor Vehicle Theft	0	0
Counterfeiting/Forgery	0	0
Fraud: False Pretenses	0	0
Fraud: Credit Card/ATM	0	0
Fraud: Impersonations	0	0
Embezzlement	0	0
Stolen Property Offenses	0	0
Destruction/Damage/Vandalism	0	0
Total	0	0

<i>Crimes Against Property</i>	<i>Total Crimes</i>	<i>Total Arrests</i>
Drug/Narcotic: Violations	0	0
Drug/Narcotic: Equipment	0	0
Pornography/Obscene Material	0	0
Prostitution: Engaging	0	0
Prostitution: Assist/Promote	0	0
Weapon Law Violations	0	0
Curfew/Loitering/Vagrancy	0	0
Disorderly Conduct	0	0
Driving Under the Influence	0	0
Drunkenness	0	0
Family Offense: Non-Violent	0	0
Liquor Law Violation	0	0
Peeping Tom	0	0
Trespass of Real Property	0	0
Total	0	0



The data below illustrates demographics information for individuals arrested by JHPD Officers. During the specified reporting period, the JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no arrests made.

Subjects Arrested by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



VI. JHPD Traffic Stops

Maryland mandates that every law-eligible traffic stop should include data collection and reporting measures to ensure transparency regarding race-based traffic stops under § 25-113 of the Transportation Article and in accordance with the CSSA.

The data below illustrates demographic information for individuals stopped by JHPD Officers. During the specified reporting period, the JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no traffic stops made by the JHPD.

Traffic Stops by Subjects' Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



The data below illustrates demographic information for the JHPD Officers conducting the traffic stop. During the specified reporting period, the JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no traffic stops made by the JHPD.

JHPD Police Officer Conducting Traffic Stop by Gender, Race, Ethnicity, Age, and Rank				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Rank				
None to Report	0	0	0	0
None to Report	0	0	0	0
Total	0	0	0	0



VII. JHPD Officer Complaints & Discipline

The CSSA requires the JHPD to provide a report on the total number, types, and outcomes of complaints filed against any JHPD Officers during the annual reporting period. This reporting includes:

1. The total number of complaints received, specifying whether the complainants were a student, a faculty member, a staff member, or an individual unaffiliated with JHU.
2. A description of the process for reviewing complaints against JHPD Officers.
3. The number of JHPD Officers who faced disciplinary actions, along with details regarding the nature of the administered discipline.

During the annual reporting period, the JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no complaints filed against a JHPD Officer. No disciplinary actions were taken.

Complaints & Dispositions

All complaints filed against a JHPD Officer undergo a rigorous investigation process. A cornerstone of this process is the Public Safety Accountability Unit (PSAU), which is intentionally placed outside of the JHPD's chain of command to ensure the existence of an independent layer of review and accountability. Members of the public have many different access points to the complaint process, including the Public Safety website, in-person, by phone, in writing with JHPD supervisors, or by making complaints directly with the Police Accountability Board (PAB) or the Civilian Review Board (CRB). Additionally, complaints can be submitted by the complainant, someone acting on their behalf, or anonymously. The complete complaint process is detailed in JHPD Directive #350, Complaints Against Police Personnel. In line with our commitment to transparency, accountability, and public trust, JHPD will publicly report complaints against a JHPD Officer, categorized by type and disposition. The potential dispositions for complaints may include:

- **Administratively Charged:** The investigation verifies the police officer's actions violated department policies or procedures, and appropriate disciplinary measures are taken.
- **Not Administratively Charged:** The available evidence is inadequate to either prove or disprove the allegations.
- **Exonerated:** The investigation determines the police officer's actions were lawful and in accordance with the department policies.
- **Unfounded:** Complaints are found to be false or lacking merit.

During the annual reporting period, the JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. No reported complaints or dispositions were received.



Types of Complaints & Dispositions					
	<i>Number of Complaints</i>	<i>Administratively Charged</i>	<i>Not Administratively Charged</i>	<i>Exonerated</i>	<i>Unfounded</i>
Complaint Type					
Service Complaints	0	0	0	0	0
Policy Infractions	0	0	0	0	0
Criminal/Integrity Complaints	0	0	0	0	0
Use of Force Complaints	0	0	0	0	0
Bias-Based Policing Complaints	0	0	0	0	0
Total	0	0	0	0	0

The following data illustrates the demographics of the complainant, categorized by gender, race, ethnicity, age, and affiliation. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no complaints received.



Complainant by Gender, Race, Ethnicity, Age, and Affiliation				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



JHPD Complaint Review Process

The JHPD maintains an open and receptive stance toward all complaints filed by both the public and internal members. The department is committed to facilitating a fair and efficient procedure for addressing these complaints to instill and uphold public confidence in the integrity of both the department and its employees.

Following the enactment of the CSSA, the JHPD, in collaboration with experts in the progressive policing reform and with input from students, faculty, staff, and neighboring communities, has established and publicly shared comprehensive policies and procedures. These documents, which include the complaint review process, serve as the foundation for the department's operations.

The JHPD's Complaint Review Process, developed in accordance with the Maryland Police Accountability and Discipline Act, is accessible on the Johns Hopkins Public Safety webpage. The general outline of the complaint procedure is as follows:

JHPD Public Complaint Process



STEP 1: Complaint Received

Complaint forms can be requested from any JHPD employee, or complaints can be made by email, phone or online. Complaints can also be made directly with the [Police Accountability Board \(PAB\)](#) or the [Civilian Review Board \(CRB\)](#).



STEP 2: Complaint Investigated

JHPD's Public Safety Accountability Unit (PSAU) reviews and investigates the complaint quickly, thoroughly and fairly. When applicable, PSAU coordinates with the appropriate investigative entity (i.e., CRB, Office of Institutional Equity, etc.).



STEP 3: Investigation Reviewed

Upon completion of the investigation, PSAU forwards its findings to the JHPD Disciplinary Review Panel (DRP) for review and recommendations and then sends the matter to the Administrative Charging Committee (ACC).



STEP 4: ACC Determines Charges, Disciplinary Recommendation

The ACC reviews findings and determines whether to charge the officer. If charges are brought, the ACC recommends disciplinary action to the JHPD Chief of Police.



STEP 5: JHPD Chief of Police Determines Disciplinary Action

- ┆ If the ACC recommends charges, the JHPD Chief of Police offers the charged officer disciplinary action equal to or greater than that recommended by ACC. If the officer accepts, then the discipline is effectuated by the Chief of Police.

┆ -- STEP 5a

If the officer rejects the disciplinary offer, a 3-member trial board, including a civilian representative appointed by the Police Accountability Board, convenes a hearing and renders a decision. A trial board decision is final unless appealed by the officer.

STEP 5b

Officers can appeal a finding which sustains charges to the Baltimore City Circuit Court.



Disciplinary Actions Against JHPD Officers

The below data illustrates the disciplinary actions against JHPD Officers, categorized by gender, race, ethnicity, age, and officer rank. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There was no reported discipline administered.

Discipline Administered to JHPD Officers	
<i>Total</i>	
<i>Discipline Administered</i>	
Written Reprimand	0
Suspension Without Pay	0
Suspension With Pay	0
Loss of Leave	0
Loss of Pay	0
Monetary Fine	0
Demotion	0
Dismissal from Employment	0
Other Type of Discipline	0
Total	0



JHPD Officers Disciplined by Gender, Race, Ethnicity, Age, and Rank

	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0

Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0

Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0

Rank				
None to Report	0	0	0	0
None to Report	0	0	0	0
Total	0	0	0	0



VIII. Police Officer-Involved Shooting

A police officer-involved shooting refers to an occurrence in which a JHPD Officer discharges a firearm (excluding shooting at a firing range) while on or off duty, leading to injury or fatality of an individual. This includes both accidental and intentional discharges. During the annual reporting period, there were no incidents of police officer-involved shootings.

The below data illustrates the demographics of the victim subject to the police officer-involved shooting categorized by gender, race, ethnicity, and age. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported police-officer involved shootings.

Victims of JHPD Officer-Involved Shootings by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Race</i>				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Ethnicity</i>				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Age</i>				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



The data below illustrates the demographic information of JHPD Officers involved in officer-involved shooting incidents, categorized by gender, race, ethnicity, age, and rank. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported police officer-involved shootings.

JHPD Officer-Involved Shooting Incidents by Officer Gender, Race, Ethnicity, Age, and Rank				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Race</i>				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Ethnicity</i>				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Age</i>				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



IX. JHPD Line of Duty Deaths

Line of duty deaths are tragic events that transpire when a JHPD Officer loses their life while engaged in official duties. These fatalities can be attributed to a range of causes, including, but not restricted to, acts of violence such as confrontation with suspects, shootings, accidents, medical emergencies, and natural disasters.

The table below displays the causes of death among JHPD Officers, categorized by their gender. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported JHPD Officer line of duty deaths.

JHPD Officer Line of Duty Deaths by Cause of Death and Gender				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Cause of Death</i>				
Homicide	0	0	0	0
Suicide	0	0	0	0
Accident	0	0	0	0
Total	0	0	0	0



The data below displays the demographic information of JHPD Officers who were killed in the line of duty, including their gender, race, ethnicity, age, and rank. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported JHPD Officer line of duty deaths.

JHPD Police Officer Line of Duty Deaths by Officer Gender, Race, Ethnicity, Age, and Rank				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Rank				
None to Report	0	0	0	0
None to Report	0	0	0	0
Total	0	0	0	0



X. JHPD In-Custody Deaths

In-custody deaths are incidents where an individual tragically passes away while under the authority or oversight of JHPD Officers, typically during processes such as arrest, detention, or incarceration. These deaths can stem from various factors, including, but not restricted to, physical force exerted by law enforcement, underlying medical conditions or sudden health crises, improper restraint methods, the utilization of tasers or less-lethal weapons, and substance intoxication. During the annual reporting period, there were no reported instances of in-custody deaths.

The table below displays the causes of death of the victim involved in a JHPD in-custody death, categorized by their gender. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported in-custody deaths.

In-Custody Deaths by Cause of Deaths and Gender				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Cause of Death</i>				
Homicide	0	0	0	0
Suicide	0	0	0	0
Accident	0	0	0	0
Overdose	0	0	0	0
Natural Causes	0	0	0	0
Undetermined	0	0	0	0
Total	0	0	0	0



Similarly, the data below displays the demographic information of victims involved in a JHPD in-custody death, categorized by their race, ethnicity, gender, and age. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported in-custody deaths.

In-Custody Victim Deaths by Gender, Race, Ethnicity, and Age				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
<i>Race</i>				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Ethnicity</i>				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
<i>Age</i>				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0



The data below displays the demographic information of JHPD Officers involved in a JHPD in-custody death, categorized by their gender, race, ethnicity, age, and rank. The JHPD was nonoperational with only one officer hired at the rank of Captain. This officer, along with the Chief of Police, acted in a limited capacity. There were no reported police officers involved in an in-custody death.

JHPD Police Officers Involved in In-Custody Deaths by Officer Gender, Race, Ethnicity, Age, and Rank				
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>
Race				
American Indian & Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Ethnicity				
Hispanic/Latino	0	0	0	0
Not Hispanic/Latino	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Age				
<19 years	0	0	0	0
20 to 24 years	0	0	0	0
25 to 29 years	0	0	0	0
30 to 34 years	0	0	0	0
35 to 39 years	0	0	0	0
40 to 44 years	0	0	0	0
45 to 49 years	0	0	0	0
50 to 54 years	0	0	0	0
55 to 59 years	0	0	0	0
60 to 64 years	0	0	0	0
65 to 69 years	0	0	0	0
70+ years	0	0	0	0
Unknown	0	0	0	0
Total	0	0	0	0
Rank				
None to Report	0	0	0	0
None to Report	0	0	0	0
Total	0	0	0	0



XI. JHPD Community Outreach

The JHPD is dedicated to enhancing public safety through community policing and engagement initiatives. This commitment to community outreach is crucial for building trust and collaboration between the JHPD and the people it serves. By fostering positive relationships and involving the community in decision-making, the JHPD aims to better understand and address specific needs and concerns, ultimately creating a safer and more secure environment.

During the reporting period, the Chief of Police and Community Engagement Advisor actively participated in various community events, both on and around our campuses, including, but not limited to: meetings with Baltimore CONNECT, the C.A.R.E Community Association, the Charles Village Community Association, the Eager Park Community, the East Baltimore Development, Inc. (EBDI) Community, the JHPD Accountability Board, the McElderry Park Community, the Midtown East Community Association, The People's Association of Oliver Community, the Washington Hill Community Association; attending Baltimore-Gbarnga: 50 Years of Sister Cities, Back-2-School Community Fun Day, the Bmore Healthy Expo, the Break the Cycle of Violence Summit, Delta Day at City Hall, the Forward Women's Leadership Forum, the National PAL Conference, National Night Out, the NFL Youth Draft, The Mix Church Turkey Giveaway and the 2023 Mobile Crisis Co-Response Symposium.

As we expand our law enforcement team, the JHPD will maintain a strong presence at community events and will host additional outreach initiatives, including at least four job events.

XII. Surveillance & Technology

During the annual reporting period, the JHPD was in the preliminary stages of implementation, during which time it was nonoperational and did not use any surveillance or technology software or programs.