

Johns Hopkins University Police Accountability Board

Bylaws

June 05, 2020

Bylaws

Mission / Charge

The Johns Hopkins University Police Accountability Board (“the Board”), unique both in Maryland and throughout the country, empowers community members from Johns Hopkins University and the surrounding neighborhoods to help directly shape the development and operation of the Johns Hopkins Police Department (“JHPD”). The Board is an essential component of the Community Safety and Strengthening Act,¹ which passed the Maryland General Assembly during the 2019 legislative session, and is a crucial tool for supporting the transparency, accountability, and overall success of the JHPD. Under the Act, Board members are responsible for sharing community concerns directly with JHPD leadership, reviewing JHPD metrics, and assessing current and prospective department policies, procedures, and training in order to provide recommendations for improvement.²

Meeting requirements

The Board must meet at least quarterly.

The Board must hold at least one public meeting each year to seek input on JHPD policies, procedures, and training from community members of Baltimore City.

Reporting Requirements

The Board meeting minutes must be posted prominently on a website available to the public.

JHPD will report community engagement plans each year to the Board.³

Membership

Membership and Board Composition

The membership of the Board will reflect JHU’s dedication to fostering and uplifting diverse people, ideas, and experiences. This includes diversity not only in affiliation with the University’s schools, campuses, and communities, but also in race, gender and gender identity, sexual orientation, ethnicity, religion, age, and ability. Board members will be expected to share a respect for diversity and a commitment to working across differences to ensure the ultimate success and effectiveness of the JHPD.

The Board will be composed of:

- Fifteen (15) total members, of which:

¹ Md. Code Ann., Education § 24-1205.

² Md. Code Ann., Education § 24-1205(b); *see also id.* § 24-1205(d).

³ Md. Code Ann., Education § 24-1203(a)(3)(ix)(1).

- Ten (10) are JHU students, faculty, and staff, including at least one member of the JHU Black Faculty and Staff Association; and
- Five (5) are members of the Baltimore City community unaffiliated with the University, including at least one from the three neighborhoods adjacent to the campus area where the JHPD may patrol (the neighborhoods adjacent to the University's Homewood, East Baltimore, and Peabody campuses).⁴

Eligibility Requirements

To be eligible to serve on the Accountability Board, applicants must demonstrate:

- Baltimore City residency;
- Student members must be enrolled in a JHU school at one of the University's relevant Baltimore campus areas for the duration of their Board term;
- For non-student members, a willingness to serve for two years; for student members, a willingness to serve for one year;
- Respect for diversity and a commitment to working across differences to ensure the ultimate success and effectiveness of the JHPD.

Appointment Process

Pursuant to the Community Safety and Strengthening Act,⁵ the Baltimore City Mayor and City Council President each appoint one (1) community member to the Accountability Board; Johns Hopkins University leadership is to nominate thirteen (13) members, including three (3) community members in consultation with the Baltimore City Council President. All thirteen (13) JHU nominees are subject to confirmation by the Maryland State Senate.⁶

Nominating Committee

The Nominating Committee is the first level of review for the selection of University-appointed members of the Board. Because the Accountability Board contains students, faculty, staff, and Baltimore City community members, JHU established a Nominating Committee that has two representatives from each constituency with a demonstrated investment in public health and safety. Members of the Nominating Committee will serve two-year terms, renewable for up to six consecutive years conditioned upon expressed interest from the Nominating Committee member.

Terms

Two years for non-student members; one year for student members.

⁴ Md. Code Ann., Education § 24-1205(c)(2); *See* Appendix A.6 - Geographic Boundaries.

⁵ Md. Code Ann., Education § 24-1205.

⁶ *See* Interim Study on Approaches to Improving Public Safety on and around Johns Hopkins University Campuses, Report to the Maryland General Assembly on HB 103, December 21, 2018. Report available at: <https://publicsafetyinitiatives.jhu.edu/assets/uploads/sites/8/2018/12/Interim-study-report-FINAL.pdf>.

Procedural Requirements

Quorum and Voting

75% (12 of the 15 members when the Board is fully occupied) of members must be present to satisfy a quorum.

Meeting Schedule and Agenda

The meeting schedule and agenda for each meeting of the Johns Hopkins University Police Accountability Board is to be set jointly by Johns Hopkins' liaison to the Board and the Board members. Johns Hopkins Security, in consultation with the members of the Board, has the authority to call additional meetings as needed.

Removal and Discipline

It is the duty of all Board members to uphold the responsibilities under the Charge and Bylaws, including, but not limited to, attending Board meetings and performing Board obligations, save for good cause. In exceptional circumstances, if a member is in contravention of their responsibilities under the Charge and Bylaws, the University may remove said member from the Board. While the authority to appoint and remove board members rests with the University, if two-thirds of the members present vote to remove, provided a quorum is present, the recommendation will be transmitted to the Vice President of Security. The final determination will rest with the Vice President of Security, in consultation with University leadership.

Vacancy

For any University-appointed seat, the Nominating Committee will conduct an application/selection process to fill a vacant seat. Just as the Nominating Committee does in its duty of filling the Board, it will provide recommendations to University leadership for each vacancy. The University will then nominate the individual to be confirmed by the Maryland State Senate during the upcoming legislative session. Pending Senate confirmation, an individual may be seated immediately on the Board. However, they must be promptly removed if their nomination is not approved by the Senate by the next legislative session.

If a seat designated for appointment by the Mayor of Baltimore City or the Baltimore City Council President is vacated, then the Mayor or City Council President shall appoint another member with relative ease and expediency.

Recusal

Johns Hopkins University Police Accountability Board members must recuse themselves from a matter when:

- (1) An actual conflict of interest exists;
- (2) There is an appearance of impropriety; or
- (3) A member is concerned with whether he or she can participate objectively and in an unbiased manner.

Power and Responsibilities: Expectations of the Accountability Board

The Accountability Board is expected to uphold the highest level of moral integrity. The following expectations reflect Johns Hopkins University's expectations of the Board, in addition to capturing key pillars of the NACOLE Code of Ethics.

Pursuant to the legislation,⁷ the Board is empowered to:

- Serve as a resource that enables community members to share community concerns regarding the Police Department directly with Police leadership;
- Review Police Department metrics;
- Review current and prospective Police Department policies, procedures, and trainings;
- Provide feedback on existing Police Department policies and practices, including Police Department standards for hiring and recruitments; and
- Propose ideas and provide recommendations for improving Police Department policies, procedures, and performance, including ideas for community-based public safety initiatives

Pursuant to the legislation:

- The Johns Hopkins Police Department must acknowledge and respond to any recommendations of the University Police Accountability Board within 120 days after receiving the recommendation.

Each Board member is responsible for:

- Attending all four, legislatively mandated quarterly meetings;
- Attending ninety percent of all other Board meetings, barring extraordinary circumstances;
- Serving their term until completion, barring extraordinary circumstances;
- Communicating information to peers, to the University, and to the community, with expediency, discernment, and transparency;
- Maintaining the confidentiality of information that cannot be disclosed and protecting the security of individuals and confidential records;

⁷ Md. Code Ann., Education § 24-1205(b).

- Taking an active role within their respective community, including but not limited to, engagement with the Johns Hopkins Police Department, engagement with the students, faculty, and staff of Johns Hopkins University, and engagement with the Baltimore City community; and
- Serving as reliable voices for community concerns.

Each Board member is expected to:

- Act as exemplars of integrity, honesty, and truthfulness;
- Act with sincerity, patience, understanding towards other Board members, towards the University, towards the Baltimore City community, and towards all individuals with which Board members interact;
- Treat all individuals and ideas with dignity and respect, even, and perhaps especially, in moments of disagreement;
- Treat all individuals as equals, without preference or discrimination including, but not limited to: age, ethnicity, citizenship, color, culture, race, disability, gender, gender identity, gender expression, housing status, marriage, mental health, nationality, religion, sexual orientation, socioeconomic status, or political beliefs, and all other protected classes;
- Evaluate information fairly, and make impartial decisions and recommendations based on all available information;
- Conduct all oversight activities openly and transparently, providing an explanation both of one's decision and thought process;
- Work earnestly towards the betterment of the Johns Hopkins Police Department;
- Work towards the continuous improvement in effectiveness of the Board; and
- Uphold the letter and spirit of the law, and the objectives of the Board, above all else.

Amendments

After consultation with the Accountability Board, these bylaws and any amendments or supplements thereto may be adopted, amended, altered, supplemented, or repealed by Johns Hopkins University.