

Johns Hopkins Police Department

Annual Report

Fiscal Year 2025

July 1, 2024, to June 30, 2025



JOHNS HOPKINS
UNIVERSITY



Letter from Vice President for Public Safety and Chief of Police

In compliance with the Maryland Community Safety and Strengthening Act of 2019 (CSSA), we are pleased to share the Johns Hopkins Police Department (JHPD) Annual Report for Fiscal Year 2025.

Over the past two years, our focus has been on planning and implementation, such as recruiting experienced leadership and finalizing the policies that guide the JHPD's daily operations. This foundational work prepared us to begin operationalizing the department.

JHPD marked patrol vehicles and uniformed officers began making public appearances on Johns Hopkins University (JHU) authorized campuses (Homewood, Peabody, and East Baltimore) in September 2024. Since then, our officers and leadership have maintained a consistent, community-focused presence at events both on campus and throughout the community. We continue to recruit both lateral and entry-level officers, with a strong emphasis on local hiring and plans for continued growth. These efforts resulted in 57% Baltimore City residency of JHPD members, including sworn and nonsworn. This number has continued to grow since the close of our reporting period.

Establishing trust with the communities we serve is central to our mission. We are proud to build a team of individuals who are deeply committed to and understand Baltimore, Johns Hopkins, and the unique needs and concerns of our community members.

The JHPD remains committed to protecting our vibrant learning and working environment through holistic, progressive approaches to security—approaches that foster deep community relationships built on trust, cooperation, and mutual respect.

Sincerely,

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, the 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 CSSA requires that 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, protecting 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 to compliance with all laws 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 ensure an equitable and impartial recruitment process, applicants are not required to disclose demographic information during the application process for any position with JHU. In compliance with federal and state nondiscrimination laws, the JHPD's recruitment and selection standards do not permit discrimination based on race, color, national origin, sex, religion, or any other protected characteristic. The following information 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 process.

Throughout the annual reporting period, the JHPD launched a recruitment campaign to fill key leadership and operational roles, attracting 2,415 applications. As a result, 20 positions were successfully filled, including three Deputy Chiefs of Police, three Lieutenants, two Sergeants, and twelve police officers, including both entry-level and lateral hires. These additional hires bring the total number of sworn JHPD officers employed by the University, since fiscal year 2023 (FY23), to 22, including the previous hiring of Dr. Branville Bard, Chief of Police, in FY23 and a Captain in FY24. Including one nonsworn role that was filled in 2023, the total number of JHPD employees at the end of the annual reporting period is 23.



Applications Received

During FY25, the JHPD received 2,415 applications for a range of leadership and operational roles.

Of the 2,415 applications received, 1,764 were applications for Entry-Level Police Officer, 253 were applications for Lateral Police Officer, 102 were applications for Sergeant, 94 were applications for Lieutenant, 51 were applications for Captain, 63 were applications for Deputy Chief of Police, and 88 were applications for Director of Police Athletic/Activities League (PAL).

As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the applicants.

Among these 2,415 applicants, 1,385 identified as male, 495 identified as female, and 535 opted not to disclose their gender. Of the applicants, 128 identified as Black or African American, 23 applicants identified as White, 2 applicants identified as Asian, 7 applicants identified as two or more races, and 2,255 applicants opted not to disclose their race; 26 applicants identified as Hispanic/Latino, 526 applicants identified as not Hispanic/Latino, and 1,863 applicants opted not to disclose their ethnicity.



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

	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	2	2
Black or African American	27	90	0	11	128
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	4	18	0	1	23
Two or More Races	2	4	0	1	7
Unknown	462	1273	0	520	2255
Total	495	1385	0	535	2415
Percentage	20%	57%	0%	22%	100%

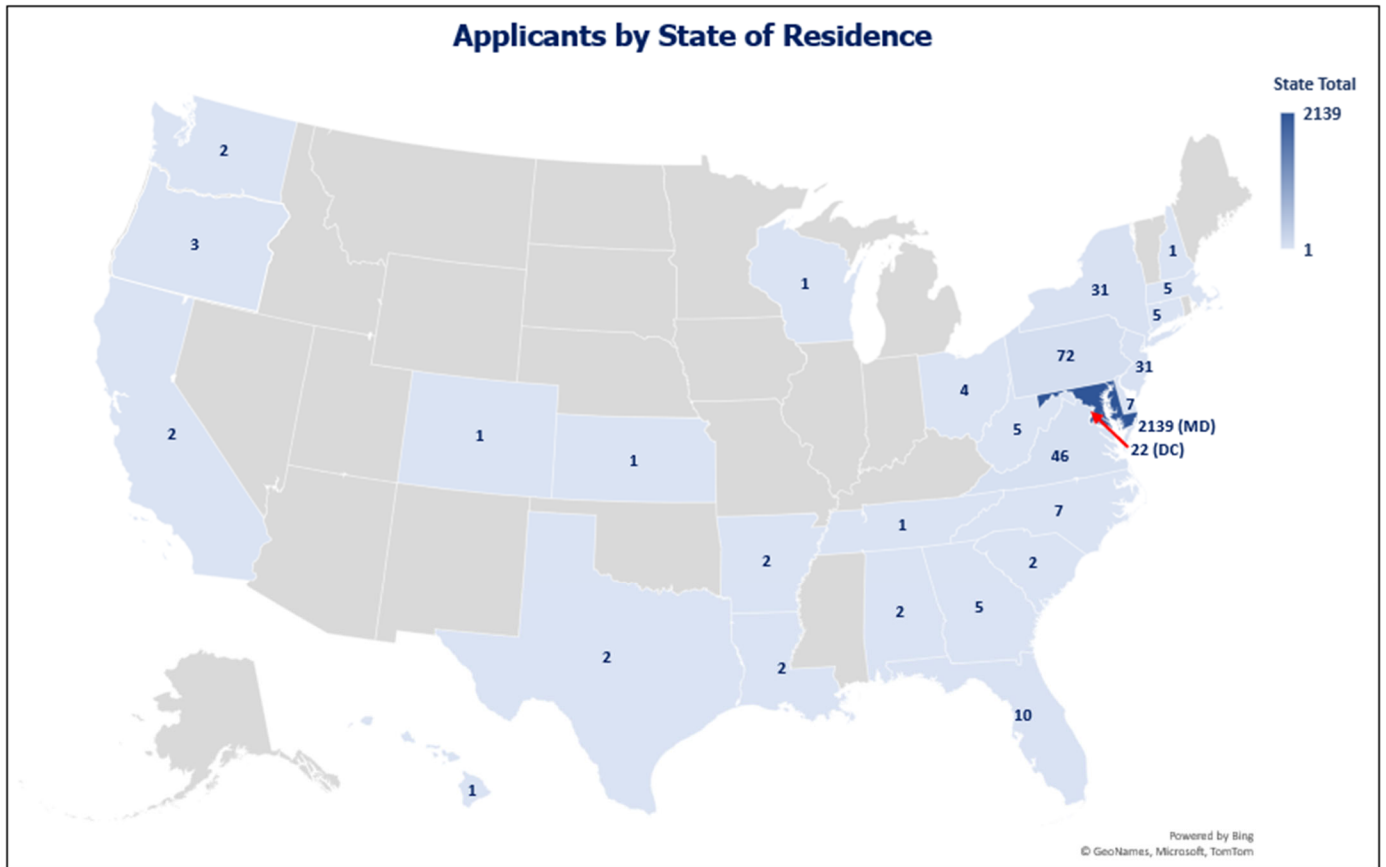
Ethnicity					
Hispanic/Latino	5	15	0	6	26
Not Hispanic/Latino	117	299	0	110	526
Unknown	373	1071	0	419	1863
Total	495	1385	0	535	2415
Percentage	20%	57%	0%	22%	100%

Age					
<19 years	0	0	0	0	0
20 to 24 years	1	0	0	0	1
25 to 29 years	4	2	0	1	7
30 to 34 years	0	1	0	0	1
35 to 39 years	1	0	0	1	2
40 to 44 years	1	0	0	0	1
45 to 49 years	1	2	0	0	3
50 to 54 years	1	1	0	0	2
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	486	1379	0	533	2398
Total	495	1385	0	535	2415
Percentage	20%	57%	0%	22%	100%

Rank					
Captain	4	36	0	11	51
Deputy Chief of Police	7	48	0	8	63
Director of PAL	22	35	0	31	88
Lieutenant	8	65	0	21	94
Sergeant	9	71	0	22	102
Police Officer (Lateral)	42	153	0	58	253
Police Officer (Entry)	403	977	0	384	1764
Total	495	1385	0	535	2415
Percentage	20%	57%	0%	22%	100%



The map and table below demonstrate where applicants to the JHPD reside, broken down by state, county, and zip code. Of the 2,415 applicants, 2,139 reside within the state 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
Alabama	Jefferson	35203	1
	Lee	36870	1
Alabama Total			2
Arkansas	Pulaski	72203	2
Arkansas Total			2
California	Alameda	94588	1
	Ventura	93010	1
California Total			2
Colorado	Arapahoe	80018	1
Colorado Total			1
Connecticut	Fairfield	06606	1
	Fairfield	06610	1
	Hartford	06095	1
	New Haven	06516	2
Connecticut Total			5
Delaware	Kent	19904	1
	New Castle	19701	1
	New Castle	19702	1
	New Castle	19801	1
	New Castle	19808	2
	New Castle	19810	1
Delaware Total			7
District of Columbia	District of Columbia	20001	1
	District of Columbia	20002	3
	District of Columbia	20003	1
	District of Columbia	20008	1
	District of Columbia	20010	1
	District of Columbia	20011	2
	District of Columbia	20012	1
	District of Columbia	20018	2
	District of Columbia	20019	4
	District of Columbia	20020	5
	District of Columbia	20032	1
District of Columbia Total			22
Florida	Alachua	32608	1
	Broward	33027	2
	Hillsborough	33559	1
	Lee	33905	1
	Manatee	34211	1
	Marion	34491	1
	Orange	32811	1
	Pasco	34638	1
	St. Lucie	34952	1
Florida Total			10
Georgia	Chatham	31406	1
	Fayette	30215	1
	Fulton	30312	1
	Gwinnett	30047	1
	Hall	30501	1
Georgia Total			5
Hawaii	Honolulu	96734	1
Hawaii Total			1
Kansas	Sedgwick	67220	1
Kansas Total			1

State	County	Zip Code	Total
Louisiana	Livingston	70726	1
	St. Tammany	70458	1
Louisiana Total			2
Massachusetts	Hampden	01108	1
	Middlesex	02138	2
	Norfolk	02170	1
	Worcester	01609	1
Massachusetts Total			5
New Hampshire	Rockingham	03079	1
New Hampshire Total			1
New Jersey	Burlington	08518	2
	Burlington	08562	1
	Camden	08034	7
	Camden	08103	1
	Camden	08105	1
	Essex	07003	1
	Essex	07018	1
	Essex	07079	1
	Essex	07103	1
	Essex	07108	1
	Gloucester	08080	1
	Gloucester	08096	1
	Hudson	07307	1
	Mercer	08611	1
	Middlesex	08830	1
	Middlesex	08859	1
	Monmouth	07750	1
	Ocean	08753	1
	Passaic	07012	1
	Salem	08070	1
	Salem	08318	3
	Union	07202	1
New Jersey Total			31
New York	Bronx	10469	1
	Delaware	13750	1
	Erie	14215	1
	Kings	11210	4
	Kings	11212	2
	Kings	11226	2
	Kings	11234	1
	Kings	11236	1
	Livingston	14437	1
	Nassau	11003	1
	Nassau	11552	1
	Nassau	11570	1
	New York	10025	1
	Onondaga	13027	1
	Onondaga	13164	1
	Putnam	10579	1
	Queens	11361	1
	Queens	11419	1
	Queens	11691	1
	Richmond	10304	1
	Richmond	10306	1
	Suffolk	11704	1
	Suffolk	11764	1
	Suffolk	11942	1
	Westchester	10701	1
	Westchester	10705	1
New York Total			31



State	County	Zip Code	Total
North Carolina	Durham	27713	1
	Guilford	27401	1
	Mecklenburg	28226	2
	Nash	27804	1
	Orange	27516	1
	Wake	27529	1
North Carolina Total			7

Ohio	Allen	45801	1
	Butler	45042	1
	Columbiana	44431	1
	Knox	43050	1
Ohio Total			4

Oregon	Linn	97322	1
	Linn	97386	1
	Multnomah	97202	1
Oregon Total			3

Pennsylvania	Allegheny	15108	1
	Berks	19565	1
	Bucks	18914	1
	Bucks	18925	1
	Bucks	19020	1
	Bucks	19057	2
	Chester	19363	2
	Chester	19382	1
	Cumberland	17011	1
	Cumberland	17013	1
	Cumberland	17050	1
	Cumberland	17257	1
	Delaware	19014	1
	Delaware	19023	1
	Delaware	19082	1
	Delaware	19083	1
	Franklin	17222	1
	Lancaster	17584	1
	Lebanon	17042	1
	Lycoming	17701	1
	Monroe	18302	1
	Montgomery	19004	1
	Montgomery	19406	2
	Northumberland	17777	1
	Philadelphia	19106	1
	Philadelphia	19120	3
	Philadelphia	19121	1
	Philadelphia	19123	1
	Philadelphia	19133	1
	Philadelphia	19134	1
	Philadelphia	19136	2
	Philadelphia	19141	1
	Philadelphia	19142	1
	Philadelphia	19143	2
	Philadelphia	19144	2
	Philadelphia	19150	1
	Westmoreland	15012	2
	York	17313	2
	York	17314	1
	York	17322	1
	York	17327	1
	York	17331	3
	York	17345	1

State	County	Zip Code	Total
Pennsylvania	York	17349	1
	York	17356	1
	York	17360	1
	York	17362	2
	York	17366	1
	York	17402	2
	York	17403	1
	York	17404	4
	York	17408	4
Pennsylvania Total			72

South Carolina	Horry	29579	1
	Newberry	29108	1
South Carolina Total			2

Tennessee	Shelby	38119	1
Tennessee Total			1

Texas	Harris	77033	1
	Johnson	76084	1
Texas Total			2

Virginia	Alexandria City	22302	1
	Alexandria City	22304	1
	Arlington	22202	1
	Arlington	22204	4
	Arlington	22207	1
	Arlington	22209	1
	Bristol City	24201	1
	Caroline	22546	1
	Chesterfield	23838	1
	Fairfax	20120	1
	Fairfax	20171	1
	Fairfax	22030	1
	Fairfax	22032	1
	Fairfax	22033	2
	Fairfax	22041	2
	Fairfax	22060	1
	Fairfax	22150	2
	Fairfax	22303	2
	Fairfax	22306	1
	Fairfax	22310	1
	Hampton City	23666	1
	Henrico	23238	1
	King William	23009	1
	Loudoun	20148	2
	Loudoun	20164	2
	Montgomery	24073	1
	Newport News City	23603	1
	Prince William	20155	1
	Prince William	22192	1
	Prince William	22193	2
	Radford City	24141	1
	Spotsylvania	22407	1
	Stafford	22405	1
	Stafford	22406	1
	Virginia Beach City	23451	1
	Virginia Beach City	23462	1
Virginia Total			46

Washington	King	98111	2
Washington Total			2

West Virginia	Berkeley	25404	3
	Berkeley	25427	1
	Jefferson	25414	1
West Virginia Total			5

Wisconsin	Milwaukee	53209	1
Wisconsin Total			1



State	County	Zip Code	Total
Maryland	Allegany	21502	1
	Allegany	21521	1
	Anne Arundel	20724	6
	Anne Arundel	20755	2
	Anne Arundel	21012	2
	Anne Arundel	21054	3
	Anne Arundel	21060	15
	Anne Arundel	21061	27
	Anne Arundel	21076	8
	Anne Arundel	21090	3
	Anne Arundel	21108	9
	Anne Arundel	21113	6
	Anne Arundel	21114	6
	Anne Arundel	21122	19
	Anne Arundel	21144	9
	Anne Arundel	21146	1
	Anne Arundel	21226	3
	Anne Arundel	21240	1
	Anne Arundel	21401	4
	Anne Arundel	21403	1
	Anne Arundel	21409	6
	Baltimore City	21201	27
	Baltimore City	21202	42
	Baltimore City	21205	26
	Baltimore City	21206	108
	Baltimore City	21210	3
	Baltimore City	21211	15
	Baltimore City	21212	37
	Baltimore City	21213	86
	Baltimore City	21214	37
	Baltimore City	21215	87
	Baltimore City	21216	65
	Baltimore City	21217	42
	Baltimore City	21218	70
	Baltimore City	21223	38
	Baltimore City	21224	42
	Baltimore City	21225	26
	Baltimore City	21229	73
	Baltimore City	21230	34
	Baltimore City	21231	6
	Baltimore City	21239	63
	Baltimore City	21287	1
	Baltimore	21030	11
	Baltimore	21093	11
	Baltimore	21111	1
	Baltimore	21117	34
	Baltimore	21128	4
	Baltimore	21133	49
	Baltimore	21136	21
	Baltimore	21156	1
	Baltimore	21204	4
	Baltimore	21207	74
	Baltimore	21208	25
	Baltimore	21209	11
	Baltimore	21219	1
	Baltimore	21220	32
	Baltimore	21221	51
	Baltimore	21222	28
	Baltimore	21227	11
	Baltimore	21228	11
	Baltimore	21234	64
	Baltimore	21236	35
	Baltimore	21237	33
	Baltimore	21244	44
	Baltimore	21286	16

State	County	Zip Code	Total
Maryland	Calvert	20639	1
	Calvert	20657	1
	Calvert	20714	1
	Calvert	20732	1
	Calvert	20754	1
	Carroll	21048	1
	Carroll	21074	4
	Carroll	21102	2
	Carroll	21157	9
	Carroll	21158	4
	Carroll	21776	1
	Carroll	21784	4
	Carroll	21787	1
	Cecil	21901	7
	Cecil	21903	6
	Cecil	21904	1
	Cecil	21911	2
	Cecil	21915	1
	Cecil	21921	3
	Charles	20601	2
	Charles	20603	10
	Charles	20637	1
	Charles	20646	1
	Charles	20695	2
	Dorchester	21643	1
	Frederick	21701	2
	Frederick	21702	3
	Frederick	21703	7
	Frederick	21727	1
	Frederick	21754	1
	Frederick	21771	4
	Frederick	21773	1
	Frederick	21774	2
	Frederick	21790	1
	Harford	21001	14
	Harford	21009	18
	Harford	21014	10
	Harford	21015	6
	Harford	21017	2
	Harford	21040	13
	Harford	21047	2
	Harford	21050	3
	Harford	21078	4
	Harford	21084	1
	Harford	21085	9
	Harford	21160	1
	Howard	20723	10
	Howard	20794	2
	Howard	21036	1
	Howard	21042	6
	Howard	21043	7
	Howard	21044	12
	Howard	21045	14
	Howard	21046	2
	Howard	21075	14
	Howard	21104	1
	Kent	21620	1
	Montgomery	20814	2
	Montgomery	20815	1
	Montgomery	20830	1
	Montgomery	20832	1
	Montgomery	20833	2
	Montgomery	20850	4
	Montgomery	20852	2
	Montgomery	20853	4



<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
Maryland	Montgomery	20854	2
	Montgomery	20855	1
	Montgomery	20866	2
	Montgomery	20871	2
	Montgomery	20872	2
	Montgomery	20874	9
	Montgomery	20877	4
	Montgomery	20878	2
	Montgomery	20879	3
	Montgomery	20882	3
	Montgomery	20886	1
	Montgomery	20901	4
	Montgomery	20902	5
	Montgomery	20903	2
	Montgomery	20904	10
	Montgomery	20905	2
	Montgomery	20906	7
	Montgomery	20910	3
	Montgomery	20912	3
	Prince George's	20607	4
	Prince George's	20613	7
	Prince George's	20623	1
	Prince George's	20705	3
	Prince George's	20706	7
	Prince George's	20707	10
	Prince George's	20708	10
	Prince George's	20712	1
	Prince George's	20715	6
	Prince George's	20716	7
	Prince George's	20720	5
	Prince George's	20721	7
	Prince George's	20735	3
	Prince George's	20737	4
	Prince George's	20740	3
	Prince George's	20743	10
	Prince George's	20744	6
	Prince George's	20745	5
	Prince George's	20746	6
	Prince George's	20770	9
	Prince George's	20772	12
	Prince George's	20774	13
	Prince George's	20781	3
	Prince George's	20782	3
	Prince George's	20784	1
	Prince George's	20785	6
	Queen Anne's	21617	1
	St. Mary's	20680	1
	Talbot	21601	1
	Washington	21713	3
	Washington	21740	3
	Washington	21742	1
	Wicomico	21801	2
	Wicomico	21804	2
	Wicomico	21837	1
	Worcester	21872	1
Maryland Total			2139



Applicants Hired

Among the 2,415 applicants who applied during the annual reporting period, 20 were hired, with 10 hired for Entry-Level Police Officer, 2 hired for Lateral Police Officer, 2 hired for Sergeant, 3 hired for Lieutenant, and 3 hired for Deputy Chief of Police.

As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the hired applicants.

Of the 20 hires, 13 identified as male, and 5 identified as female. Finally, 10 of staff hires identified as not Hispanic/Latino, and 10 opted not to disclose their ethnicity. The table below provides information related to staff hires.



Applicants Hired by Gender, Race, Ethnicity, Age, and Rank					
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	6	0	0	7
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	4	7	0	2	13
Total	5	13	0	2	20
Percentage	25%	65%	0%	10%	100%
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	1	9	0	0	10
Unknown	4	4	0	2	10
Total	5	13	0	2	20
Percentage	25%	65%	0%	10%	100%
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	1	0	0	0	1
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	1	0	0	0	1
45 to 49 years	1	0	0	0	1
50 to 54 years	1	1	0	0	2
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	1	12	0	2	15
Total	5	13	0	2	20
Percentage	25%	65%	0%	10%	100%
Rank					
Deputy Chief of Police	3	0	0	0	3
Lieutenant	0	2	0	1	3
Sergeant	0	2	0	0	2
Police Officer (Lateral)	2	0	0	0	2
Police Officer (Entry)	0	9	0	1	10
Total	5	13	0	2	20
Percentage	25%	65%	0%	10%	100%



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

Staff Hires by Residency of State, County, and Zip Code

<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
Maryland	Baltimore City	21202	1
	Baltimore City	21206	1
	Baltimore City	21213	1
	Baltimore City	21215	2
	Baltimore City	21224	1
	Baltimore City	21231	1
	Baltimore City	21239	3
	Baltimore	21207	1
	Baltimore	21234	1
	Baltimore	21244	1
	Carroll	21157	1
	Harford	21014	1
	Harford	21015	1
	Harford	21085	1
	Montgomery	20904	1
	Prince George's	20716	1
	Prince George's	20785	1
Maryland Total			20



Applicants Disqualified

The information provided below pertains to candidates who applied to a staff role within the JHPD 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, the JHPD considered 2,415 applicants. Of these, 1,975 were disqualified. Of these, 42 were disqualified for not meeting MPTSC certification requirements, and 284 applicants were disqualified for not meeting JHPD hiring standards as assessed during the hiring process. The remaining 1,649 candidates were removed from consideration after declining an offer or voluntary withdrawal. JHPD hiring standards align with MPTSC certification requirements and are tailored to identify candidates who meet the needs and share the values of Johns Hopkins. These standards are detailed in JHPD Directive #302, Recruitment & Selection. The remaining 440 applicants continue to be reviewed and evaluated.

Of the 1,975 disqualified applicants, 1,412 applicants applied for Entry-Level Police Officer, 218 applicants applied for Lateral Police Officer, 85 applicants applied for Police Sergeant, 65 applicants applied for Police Lieutenant, 60 applicants applied for Deputy Chief of Police, 48 applicants applied for Captain, and 87 applicants applied for Director of PAL.

As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the disqualified applicants.

Of the disqualified applicants, 1,116 identified as male, 430 identified as female, and 429 opted not to disclose their gender. Furthermore, 121 of the applicants identified as Black or African American, 23 applicants identified as White, 7 applicants identified as two or more races, 2 applicants identified as Asian, and 1,822 opted not to disclose their race; 24 applicants identified as Hispanic/Latino, 465 applicants identified as not Hispanic/Latino, and 1,487 opted not to disclose their ethnicity.



Applicants Disqualified Based on MPTSC Requirements by Gender, Race, Ethnicity, Age, and Rank					
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	2	2	0	0	4
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	12	19	0	7	38
Total	14	21	0	7	42
Percentage	33%	50%	0%	17%	100%
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	4	4	0	1	9
Unknown	10	17	0	6	33
Total	14	21	0	7	42
Percentage	33%	50%	0%	17%	100%
Age					
<19 years	0	0	0	0	0
20 to 24 years	1	0	0	0	1
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	13	21	0	7	41
Total	14	21	0	7	42
Percentage	33%	50%	0%	17%	100%
Rank					
Police Officer (Lateral)	1	2	0	0	3
Police Officer (Entry)	13	19	0	7	39
Total	14	21	0	7	42
Percentage	33%	50%	0%	17%	100%



**Applicants Disqualified Based on Hiring Standards
by Gender, Race, Ethnicity, Age, and Rank**

	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	17	0	0	18
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	5	0	1	6
Two or More Races	0	1	0	0	1
Unknown	55	145	0	59	259
Total	56	168	0	60	284
Percentage	20%	59%	0%	21%	100%

Ethnicity					
Hispanic/Latino	0	1	0	0	1
Not Hispanic/Latino	12	44	0	13	69
Unknown	44	123	0	47	214
Total	56	168	0	60	284
Percentage	20%	59%	0%	21%	100%

Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	1	1
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	56	168	0	59	283
Total	56	168	0	60	284
Percentage	20%	59%	0%	21%	100%

Rank					
Captain	0	1	0	0	1
Lieutenant	3	23	0	5	31
Sergeant	2	16	0	5	23
Police Officer (Lateral)	25	70	0	27	122
Police Officer (Entry)	26	58	0	23	107
Total	56	168	0	60	284
Percentage	20%	59%	0%	21%	100%



The table below provides a breakdown of the disqualified applicants by the state, county, and zip code of their residence. The 1,975 disqualified applicants reported residing in 28 different states, with 1,757 residing in Maryland.

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

State	County	Zip Code	Total
Alabama	Lee	36870	1
Alabama Total			1
Arkansas	Pulaski	72203	2
Arkansas Total			2
California	Alameda	94588	1
California Total			1
Colorado	Arapahoe	80018	1
Colorado Total			1
Connecticut	Fairfield	06610	1
	Hartford	06095	1
	New Haven	06516	1
Connecticut Total			3
Delaware	Kent	19904	1
	New Castle	19701	1
	New Castle	19702	1
	New Castle	19808	2
	New Castle	19810	1
Delaware Total			6
District of Columbia	District of Columbia	20001	1
	District of Columbia	20002	3
	District of Columbia	20003	1
	District of Columbia	20008	1
	District of Columbia	20010	1
	District of Columbia	20011	2
	District of Columbia	20012	1
	District of Columbia	20018	2
	District of Columbia	20019	3
	District of Columbia	20020	5
	District of Columbia	20032	1
District of Columbia Total			21
Florida	Alachua	32608	1
	Hillsborough	33559	1
	Lee	33905	1
	Manatee	34211	1
	Marion	34491	1
	Orange	32811	1
	Pasco	34638	1
	St. Lucie	34952	1
Florida Total			8
Georgia	Chatham	31406	1
	Fayette	30215	1
	Fulton	30312	1
	Gwinnett	30047	1
	Hall	30501	1
Georgia Total			5

State	County	Zip Code	Total
Hawaii	Honolulu	96734	1
Hawaii Total			1
Kansas	Sedgwick	67220	1
Kansas Total			1
Louisiana	Livingston	70726	1
	St. Tammany	70458	1
Louisiana Total			2
Massachusetts	Hampden	01108	1
	Middlesex	02138	1
	Norfolk	02170	1
Massachusetts Total			3
New Hampshire	Rockingham	03079	1
New Hampshire Total			1
New Jersey	Burlington	08518	2
	Camden	08034	7
	Camden	08103	1
	Camden	08105	1
	Essex	07003	1
	Essex	07018	1
	Essex	07079	1
	Essex	07108	1
	Gloucester	08080	1
	Middlesex	08830	1
	Middlesex	08859	1
	Monmouth	07750	1
	Ocean	08753	1
	Salem	08070	1
	Salem	08318	3
New Jersey Total			24
New York	Erie	14215	1
	Kings	11210	3
	Kings	11212	2
	Kings	11226	2
	Kings	11234	1
	Kings	11236	1
	Livingston	14437	1
	Nassau	11003	1
	Nassau	11552	1
	Onondaga	13164	1
	Putnam	10579	1
	Queens	11361	1
	Queens	11691	1
	Richmond	10304	1
	Richmond	10306	1
	Suffolk	11704	1
	Suffolk	11764	1
	Westchester	10701	1
	Westchester	10705	1
New York Total			23



State	County	Zip Code	Total
North Carolina	Durham	27713	1
	Guilford	27401	1
	Mecklenburg	28226	2
	Nash	27804	1
	Orange	27516	1
	Wake	27529	1
North Carolina Total			7
Ohio	Butler	45042	1
	Columbiana	45042	1
	Knox	43050	1
Ohio Total			3
Oregon	Linn	97322	1
	Linn	97386	1
Oregon Total			2
Pennsylvania	Allegheny	15108	1
	Bucks	18914	1
	Bucks	18925	1
	Bucks	19057	2
	Chester	19363	1
	Chester	19382	1
	Cumberland	17013	1
	Cumberland	17050	1
	Cumberland	17257	1
	Delaware	19014	1
	Delaware	19023	1
	Franklin	17222	1
	Lancaster	17584	1
	Lebanon	17042	1
	Monroe	18302	1
	Montgomery	19406	2
	Northumberland	17777	1
	Philadelphia	19106	1
	Philadelphia	19120	1
	Philadelphia	19121	1
	Philadelphia	19123	1
	Philadelphia	19134	1
	Philadelphia	19136	1
	Philadelphia	19141	1
	Philadelphia	19142	1
	Philadelphia	19143	2
	Philadelphia	19144	2
	Philadelphia	19150	1
	Westmoreland	15012	2
	York	17313	2
	York	17314	1
	York	17322	1
	York	17331	3
	York	17349	1
	York	17360	1
	York	17362	2
	York	17366	1
	York	17402	2
	York	17404	4
	York	17408	3
Pennsylvania Total			55

State	County	Zip Code	Total
South Carolina	Horry	29579	1
	Newberry	29108	1
South Carolina Total			2
Tennessee	Shelby	38119	1
Tennessee Total			1
Texas	Harris	77033	1
	Johnson	76084	1
Texas Total			2
Virginia	Alexandria City	22302	1
	Alexandria City	22304	1
	Arlington	22202	1
	Arlington	22207	1
	Bristol City	24201	1
	Caroline	22546	1
	Chesterfield	23838	1
	Fairfax	20120	1
	Fairfax	22032	1
	Fairfax	22033	2
	Fairfax	22041	1
	Fairfax	22150	2
	Fairfax	22303	2
	Fairfax	22306	1
	Fairfax	22310	1
	Hampton City	23666	1
	Henrico	23238	1
	King William	23009	1
	Loudoun	20148	2
	Loudoun	20164	2
	Montgomery	24073	1
	Newport News City	23603	1
	Prince William	22192	1
	Prince William	22193	1
	Radford City	24141	1
	Spotsylvania	22407	1
	Stafford	22405	1
	Stafford	22406	1
	Virginia Beach City	23451	1
	Virginia Beach City	23462	1
Virginia Total			35
Washington	King	98111	2
Washington Total			2
West Virginia	Berkeley	25404	2
	Jefferson	25414	1
West Virginia Total			3
Wisconsin	Milwaukee	53209	1
Wisconsin Total			1



State	County	Zip Code	Total
Maryland	Allegany	21502	1
	Allegany	21521	1
	Anne Arundel	20724	5
	Anne Arundel	20755	2
	Anne Arundel	21012	1
	Anne Arundel	21054	3
	Anne Arundel	21060	12
	Anne Arundel	21061	24
	Anne Arundel	21076	5
	Anne Arundel	21090	3
	Anne Arundel	21108	9
	Anne Arundel	21113	6
	Anne Arundel	21114	6
	Anne Arundel	21122	18
	Anne Arundel	21144	7
	Anne Arundel	21226	2
	Anne Arundel	21240	1
	Anne Arundel	21401	4
	Anne Arundel	21403	1
	Anne Arundel	21409	4
	Anne Arundel	24109	1
	Baltimore City	21201	24
	Baltimore City	21202	35
	Baltimore City	21205	20
	Baltimore City	21206	89
	Baltimore City	21210	3
	Baltimore City	21211	12
	Baltimore City	21212	30
	Baltimore City	21213	74
	Baltimore City	21214	30
	Baltimore City	21215	72
	Baltimore City	21216	55
	Baltimore City	21217	38
	Baltimore City	21218	58
	Baltimore City	21223	35
	Baltimore City	21224	34
	Baltimore City	21225	24
	Baltimore City	21229	64
	Baltimore City	21230	24
	Baltimore City	21231	5
	Baltimore City	21239	51
	Baltimore City	21287	1
	Baltimore	21030	8
	Baltimore	21093	9
	Baltimore	21117	26
	Baltimore	21128	2
	Baltimore	21133	43
	Baltimore	21136	17
	Baltimore	21156	1
	Baltimore	21204	3
	Baltimore	21207	58
	Baltimore	21208	22
	Baltimore	21209	10
	Baltimore	21219	1
	Baltimore	21220	26
	Baltimore	21221	42
	Baltimore	21222	23
	Baltimore	21227	6
	Baltimore	21228	9
	Baltimore	21234	45
	Baltimore	21236	24
	Baltimore	21237	27
	Baltimore	21244	38
	Baltimore	21286	14

State	County	Zip Code	Total
Maryland	Calvert	20639	1
	Calvert	20657	1
	Calvert	20714	1
	Calvert	20732	1
	Calvert	20754	1
	Carroll	21048	1
	Carroll	21074	4
	Carroll	21102	1
	Carroll	21157	7
	Carroll	21158	4
	Carroll	21776	1
	Carroll	21784	3
	Carroll	21787	1
	Cecil	21901	5
	Cecil	21903	5
	Cecil	21904	1
	Cecil	21911	2
	Cecil	21915	1
	Cecil	21921	2
	Charles	20601	2
	Charles	20603	8
	Charles	20637	1
	Charles	20646	1
	Charles	20695	2
	Frederick	21701	1
	Frederick	21702	2
	Frederick	21703	4
	Frederick	21771	4
	Frederick	21773	1
	Frederick	21774	1
	Frederick	21790	1
	Harford	21001	12
	Harford	21009	14
	Harford	21014	6
	Harford	21015	4
	Harford	21017	2
	Harford	21040	12
	Harford	21047	1
	Harford	21050	3
	Harford	21078	4
	Harford	21084	1
	Harford	21085	8
	Harford	21160	1
	Howard	20146	1
	Howard	20723	8
	Howard	20794	1
	Howard	21036	1
	Howard	21042	5
	Howard	21043	5
	Howard	21044	9
	Howard	21045	10
	Howard	21046	1
	Howard	21075	10
	Kent	21620	1
	Montgomery	20814	2
	Montgomery	20815	1
	Montgomery	20830	1
	Montgomery	20832	1
	Montgomery	20833	1
	Montgomery	20850	4
	Montgomery	20852	2
	Montgomery	20853	3
	Montgomery	20854	2



<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
Maryland	Montgomery	20855	1
	Montgomery	20866	2
	Montgomery	20871	2
	Montgomery	20872	2
	Montgomery	20874	6
	Montgomery	20877	4
	Montgomery	20878	1
	Montgomery	20879	3
	Montgomery	20882	3
	Montgomery	20886	1
	Montgomery	20901	4
	Montgomery	20902	4
	Montgomery	20903	2
	Montgomery	20904	6
	Montgomery	20905	1
	Montgomery	20906	6
	Montgomery	20910	2
	Montgomery	20912	3
	Prince George's	20607	2
	Prince George's	20613	7
	Prince George's	20623	1
	Prince George's	20705	2
	Prince George's	20706	7
	Prince George's	20707	7
	Prince George's	20708	9
	Prince George's	20712	1
	Prince George's	20715	4
	Prince George's	20716	5
	Prince George's	20720	3
	Prince George's	20721	7
	Prince George's	20735	2
	Prince George's	20737	4
	Prince George's	20740	1
	Prince George's	20743	9
	Prince George's	20744	5
	Prince George's	20745	4
	Prince George's	20746	5
	Prince George's	20747	3
	Prince George's	20748	6
	Prince George's	20770	9
	Prince George's	20772	7
	Prince George's	20774	11
	Prince George's	20781	3
	Prince George's	20782	3
	Prince George's	20784	1
	Prince George's	20785	4
	Queen Anne's	21617	1
	St. Mary's	20680	1
	Talbot	21601	1
	Washington	21713	3
	Washington	21740	3
	Washington	21742	1
	Wicomico	21801	2
	Wicomico	21804	2
	Wicomico	21837	1
	Worcester	21872	1
Maryland Total			1757



Baltimore City Residents Hired

In accordance with the provisions outlined in the CSSA, the JHPD promotes the recruiting and hiring of candidates using local hiring and residency initiatives. The JHPD, within 5 years after execution of Memorandum of Understanding with the Baltimore City Police Department, must maintain at least 25% of a workforce composed of Baltimore City residents. The annual reporting obligations require that the JHPD share information on 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, the JHPD hired 10 individuals who reported their residence within a Baltimore City zip code, which is 50% of the total hires. With the recent hiring of these 10 individuals, 57% of the JHPD workforce, including nonsworn members, resides within a Baltimore City zip code.


Baltimore City Residents Hired by Gender, Race, Ethnicity, Age, and Rank

	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	2	0	0	3
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	1	5	0	1	7
Total	2	7	0	1	10
Percentage	20%	70%	0%	10%	100%

Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	1	3	0	0	4
Unknown	1	4	0	1	6
Total	2	7	0	1	10
Percentage	20%	70%	0%	10%	100%

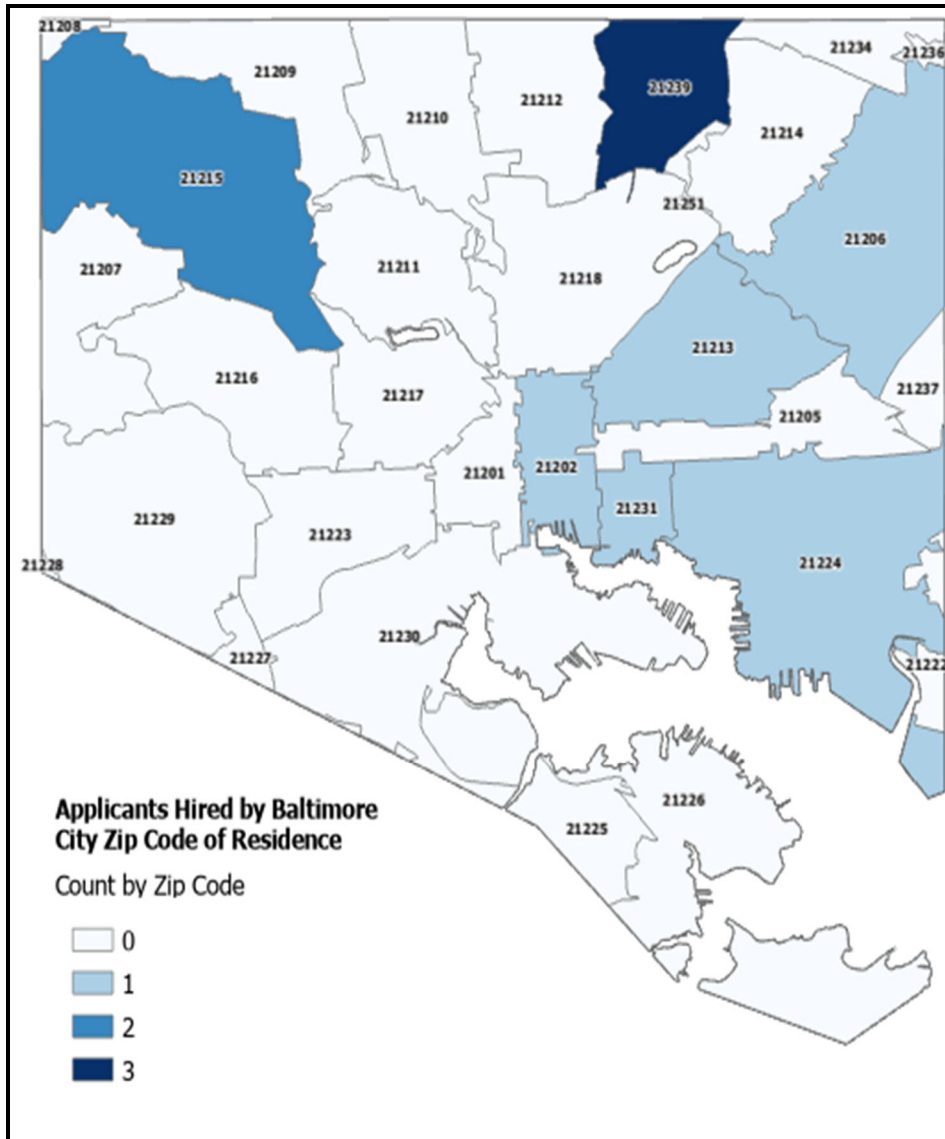
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	1	0	0	0	1
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	1	0	0	0	1
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	7	0	1	8
Total	2	7	0	1	10
Percentage	20%	70%	0%	10%	100%

Rank					
Deputy Chief of Police	1	0	0	0	1
Lieutenant	0	1	0	1	2
Sergeant	0	1	0	0	1
Police Officer (Lateral)	1	0	0	0	1
Police Officer (Entry)	0	5	0	0	5
Total	2	7	0	1	10
Percentage	20%	70%	0%	10%	100%



The map below is a visual representation of the candidates hired by the JHPD during the reporting period who reported their residence within a Baltimore City zip code.

Applicants Hired Reported by Baltimore City Zip Code of Residence



County	Zip Code	Total
Baltimore City	21202	1
Baltimore City	21206	1
Baltimore City	21213	1
Baltimore City	21215	2
Baltimore City	21224	1
Baltimore City	21231	1
Baltimore City	21239	3
Total		10



III. Johns Hopkins 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. 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 Officer, Campus Police Sergeant, Campus Security Officer, Security Officer, Security Officer II, and Off-Duty Police Officer. A total of 1,933 applications were received, with 117 applicants for the Campus Police Investigator, 604 applicants for Campus Police Officer, 122 applicants for Campus Police Sergeant, including Campus Police Sergeant (Overnight), 219 applicants for Campus Security Officer, 178 applicants for Security Officer, including positions for Day Shift and Evening Shift, 653 applicants for Security Officer II, and 40 applicants for Off-Duty Police Officer.

As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the applicants.

Among the 1,933 applicants, 809 applicants identified as male, and 616 identified as female; 36 applicants identified as Black or African American, and 1,896 opted not to disclose their race.

Of the 1,933 applicants, 14 applicants identified their ethnicity as Hispanic/Latino, 387 applicants identified as not Hispanic/Latino, and 1,532 applicants chose not to disclose their ethnicity.



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

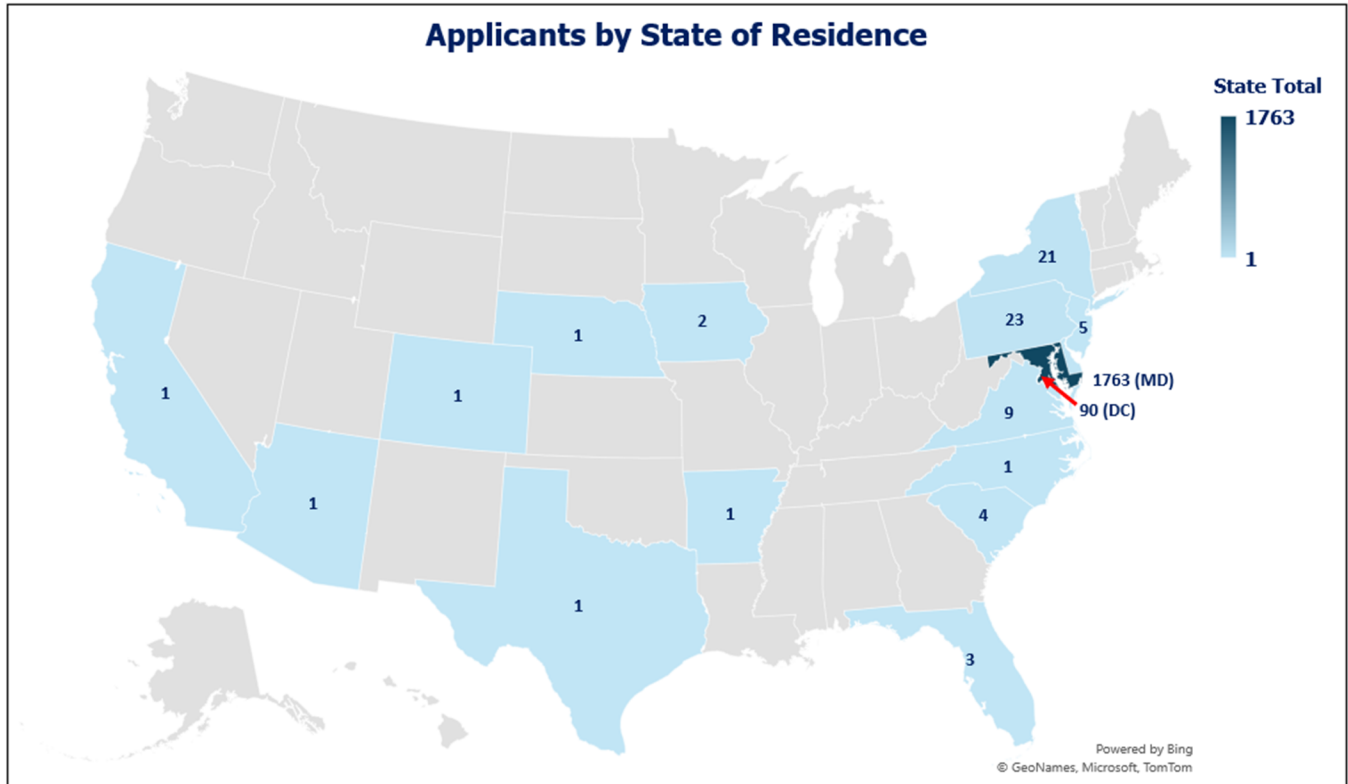
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	15	13	0	8	36
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	1	1
Unknown	601	796	0	499	1896
Total	616	809	0	508	1933
Percentage	32%	42%	0%	26%	100%

Ethnicity					
Hispanic/Latino	2	8	0	4	14
Not Hispanic/Latino	114	164	0	109	387
Unknown	500	637	0	395	1532
Total	616	809	0	508	1933
Percentage	32%	42%	0%	26%	100%

Age					
<19 years	0	2	0	0	2
20 to 24 years	0	2	0	1	3
25 to 29 years	4	4	0	7	15
30 to 34 years	4	4	0	2	10
35 to 39 years	3	3	0	2	8
40 to 44 years	1	3	0	3	7
45 to 49 years	0	5	0	0	5
50 to 54 years	4	0	0	1	5
55 to 59 years	0	0	0	1	1
60 to 64 years	0	1	0	1	2
65 to 69 years	0	1	0	0	1
70+ years	0	1	0	0	1
Unknown	600	783	0	490	1873
Total	616	809	0	508	1933
Percentage	32%	42%	0%	26%	100%

Rank					
Campus Police Investigator	31	62	0	24	117
Campus Police Officer	142	297	0	165	604
Campus Police Sergeant	17	65	0	20	102
Campus Police Sergeant (Overnight)	2	11	0	7	20
Campus Security Officer	101	68	0	50	219
Security Officer (Day Shift)	44	33	0	34	111
Security Officer (Evening Shift)	29	28	0	10	67
Security Officer II	241	227	0	185	653
Off-Duty Police Officer	9	18	0	13	40
Total	616	809	0	508	1933
Percentage	32%	42%	0%	26%	100%

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 1,933 applicants, 1,763 are residents of Maryland and 90 are residents of Washington, DC. Five 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
Arkansas	Pulaski	772203	1
Arkansas Total			1
California	Ventura	93010	1
California Total			1
Colorado	Cook	60005	1
Colorado Total			1
Delaware	New Castle	19802	1
Delaware Total			1
District of Columbia	District of Columbia	20001	2
	District of Columbia	20002	15
	District of Columbia	20003	3
	District of Columbia	20005	1
	District of Columbia	20008	1
	District of Columbia	20009	3
	District of Columbia	20010	5
	District of Columbia	20011	9
	District of Columbia	20012	1
	District of Columbia	20017	1
	District of Columbia	20018	2
	District of Columbia	20019	19
	District of Columbia	20020	13
	District of Columbia	20024	1
	District of Columbia	20032	12
	District of Columbia	20033	2
District of Columbia Total			90
Florida	Hillsborough	33549	1
	Manatee	34219	1
	Orange	32822	1
Florida Total			3
Iowa	Orange	05060	2
Iowa Total			2
Nebraska	Douglas	68106	1
Nebraska Total			1
New Jersey	Bergen	07666	1
	Burlington	08562	1
	Camden	08081	1
	Essex	07108	1
	Mercer	08618	1
New Jersey Total			5
New York	Cayuga	13021	7
	Kings	11210	1
	Kings	11210	1
	Nassau	11542	1
	Nassau	11575	4
	New York	10025	1
	New York	10035	1
	New York	10039	1
	Ontario	14456	2
	Queens	11364	1
	Richmond	10304	1
New York Total			21
North Carolina	Durham	27705	1
North Carolina Total			1

State	County	Zip Code	Total
Pennsylvania	Bedford	15554	1
	Chester	19382	1
	Delaware	19050	1
	Franklin	17222	2
	Franklin	17236	1
	Luzerne	18704	1
	Montgomery	19003	2
	Montgomery	19406	1
	Philadelphia	19126	1
	Philadelphia	19133	1
	Philadelphia	19136	1
	Philadelphia	19142	1
	Westmoreland	15012	1
	York	17331	4
	York	17349	1
	York	17362	1
	York	17363	1
	York	17408	1
Pennsylvania Total			23
South Carolina	Richland	29223	4
South Carolina Total			4
Texas	Dallas	75052	1
Texas Total			1
Virginia	Alexandria City	22304	1
	Fairfax	22015	1
	Fairfax	22043	1
	Fairfax	22152	1
	Hampton City	23666	2
	Loudoun	20164	1
	Prince William	22025	1
	Prince William	22193	1
Virginia Total			9



State	County	Zip Code	Total
Maryland	Anne Arundel	20724	1
	Anne Arundel	20764	1
	Anne Arundel	21054	2
	Anne Arundel	21060	1
	Anne Arundel	21061	11
	Anne Arundel	21090	2
	Anne Arundel	21108	5
	Anne Arundel	21113	8
	Anne Arundel	21122	8
	Anne Arundel	21144	9
	Anne Arundel	21146	4
	Anne Arundel	21226	3
	Anne Arundel	21401	3
	Anne Arundel	21403	2
	Anne Arundel	21409	2
	Baltimore City	21201	29
	Baltimore City	21202	52
	Baltimore City	21205	46
	Baltimore City	21206	110
	Baltimore City	21210	1
	Baltimore City	21211	12
	Baltimore City	21212	25
	Baltimore City	21213	94
	Baltimore City	21214	23
	Baltimore City	21215	117
	Baltimore City	21216	69
	Baltimore City	21217	76
	Baltimore City	21218	87
	Baltimore City	21223	69
	Baltimore City	21224	39
	Baltimore City	21225	36
	Baltimore City	21229	77
	Baltimore City	21230	23
	Baltimore City	21231	14
	Baltimore City	21235	3
	Baltimore City	21239	58
	Baltimore	21030	6
	Baltimore	21057	1
	Baltimore	21093	9
	Baltimore	21117	23
	Baltimore	21128	1
	Baltimore	21133	21
	Baltimore	21136	9
	Baltimore	21156	2
	Baltimore	21162	1
	Baltimore	21202	1
	Baltimore	21204	5
	Baltimore	21207	67
	Baltimore	21208	17
	Baltimore	21209	3
	Baltimore	21219	2
	Baltimore	21220	21
	Baltimore	21221	22
	Baltimore	21222	35
	Baltimore	21227	14
	Baltimore	21228	7
	Baltimore	21229	1
	Baltimore	21234	49
	Baltimore	21236	14
	Baltimore	21237	35
	Baltimore	21244	30
	Baltimore	21286	8

State	County	Zip Code	Total
Maryland	Calvert	20732	2
	Caroline	21660	2
	Carroll	21074	2
	Carroll	21102	3
	Carroll	21157	3
	Carroll	21158	1
	Carroll	21784	2
	Carroll	21787	1
	Cecil	21903	2
	Cecil	21904	2
	Cecil	21921	3
	Charles	20601	1
	Charles	20602	4
	Charles	20603	3
	Charles	20625	1
	Charles	20637	1
	Charles	20646	1
	Charles	20695	1
	Frederick	21702	2
	Frederick	21704	1
	Frederick	21770	1
	Frederick	21771	1
	Frederick	21778	1
	Harford	21001	3
	Harford	21009	5
	Harford	21014	10
	Harford	21017	5
	Harford	21040	12
	Harford	21047	1
	Harford	21078	2
	Harford	21085	2
	Howard	20723	6
	Howard	20794	1
	Howard	21042	1
	Howard	21043	6
	Howard	21044	3
	Howard	21045	6
	Howard	21046	1
	Howard	21075	4
	Montgomery	20832	1
	Montgomery	20833	2
	Montgomery	20850	1
	Montgomery	20852	1
	Montgomery	20874	3
	Montgomery	20876	1
	Montgomery	20878	1
	Montgomery	20886	1
	Montgomery	20901	1
	Montgomery	20902	1
	Montgomery	20903	3
	Montgomery	20904	3
	Montgomery	20905	1
	Montgomery	20906	4
	Montgomery	20910	1
	Montgomery	20912	1



<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
Maryland	Prince George's	20613	1
	Prince George's	20705	4
	Prince George's	20706	8
	Prince George's	20707	3
	Prince George's	20708	4
	Prince George's	20710	1
	Prince George's	20712	1
	Prince George's	20716	2
	Prince George's	20720	3
	Prince George's	20721	4
	Prince George's	20735	5
	Prince George's	20737	1
	Prince George's	20740	3
	Prince George's	20743	10
	Prince George's	20744	6
	Prince George's	20745	5
	Prince George's	20746	12
	Prince George's	20747	5
	Prince George's	20748	3
	Prince George's	20770	2
	Prince George's	20772	1
	Prince George's	20774	2
	Prince George's	20781	2
	Prince George's	20782	4
	Prince George's	20783	1
	Prince George's	20784	2
	Prince George's	20785	3
	Washington	21740	2
	Washington	21742	2
Maryland Total			1763



Applicants Hired

To fill various positions within the Public Safety workforce, 30 candidates were hired, with 2 hired as Campus Police Investigator, 4 hired as Campus Police Sergeant, 14 hired as Campus Police Officer, 4 hired as Security Officer II, 2 hired as Campus Security Officer, 3 hired as Security Officer, and 1 hired as Off-Duty Police Officer.

As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the hired applicants.

Among the 30 candidates hired, 29 candidates chose not to disclose their race. The remaining individual identified as Black or African American and male. Of the candidates hired, 10 reported identifying as not Hispanic/Latino, while 20 did not disclose their ethnicity.



Applicants Hired by Gender, Race, Ethnicity, Age, and Rank

	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	1	0	0	1
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	7	16	0	6	29
Total	7	17	0	6	30
Percentage	23%	57%	0%	20%	100%

Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	1	7	0	2	10
Unknown	6	10	0	4	20
Total	7	17	0	6	30
Percentage	23%	57%	0%	20%	100%

Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	1	1
25 to 29 years	3	1	0	1	5
30 to 34 years	0	2	0	1	3
35 to 39 years	1	3	0	1	5
40 to 44 years	0	2	0	0	2
45 to 49 years	0	3	0	0	3
50 to 54 years	1	0	0	1	2
55 to 59 years	0	0	0	0	0
60 to 64 years	0	1	0	0	1
65 to 69 years	0	1	0	0	1
70+ years	0	1	0	0	1
Unknown	2	3	0	1	6
Total	7	17	0	6	30
Percentage	23%	57%	0%	20%	100%

Rank					
Campus Police Investigator	1	1	0	0	2
Campus Police Officer	1	9	0	4	14
Campus Police Sergeant	0	2	0	1	3
Campus Police Sergeant (Overnight)	0	1	0	0	1
Campus Security Officer	1	1	0	0	2
Security Officer (Day Shift)	1	1	0	0	2
Security Officer (Evening Shift)	1	0	0	0	1
Security Officer II	2	2	0	0	4
Off-Duty Police Officer	0	0	0	1	1
Total	7	17	0	6	30
Percentage	23%	57%	0%	20%	100%



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 their state, county, and zip code. Out of the 1,933 applicants, 30 were hired, with 28 residing in the state of Maryland, 1 residing in the District of Columbia, and 1 residing in the state of Pennsylvania.

Staff Hires by Residency of State, County, and Zip Code

<i>State</i>	<i>County</i>	<i>Zip Code</i>	<i>Total</i>
District of Columbia	District of Columbia	20002	1
District of Columbia Total			1
Maryland	Anne Arundel	21061	1
	Anne Arundel	21144	1
	Baltimore City	21206	3
	Baltimore City	21212	1
	Baltimore City	21213	1
	Baltimore City	21214	1
	Baltimore City	21215	4
	Baltimore City	21217	1
	Baltimore City	21229	1
	Baltimore City	21239	1
	Baltimore	21133	1
	Baltimore	21207	2
	Baltimore	21208	1
	Baltimore	21221	1
	Baltimore	21228	2
	Baltimore	21234	2
	Baltimore	21236	1
	Baltimore	21244	1
	Harford	21040	1
	Prince George's	20747	1
Maryland Total			28
Pennsylvania	York	17408	1
Pennsylvania Total			1



IV. JHPD Funding

During the reporting period, \$9,448,176 was exclusively dedicated to covering operating expenses associated with maintaining the JHPD.

JHPD FY25 Spending Activity	\$9,448,176
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In FY25, the JHPD experienced significant, planned growth with an increase in sworn personnel from 2 to 22. This translated into associated salary and wage costs. Additionally, several planned initiatives and infrastructure projects were launched or completed. This included consulting services with engagement focused on strategic design, communication and response center assessments, policy development, and training. IT infrastructure investments were considerable, including software systems for network, records management, radio communications hardware, and data center buildout.

V. JHPD Crime Reports & Arrests

The JHPD reports crime based on the National Incident-Based Reporting System (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, 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.

The statistics presented only 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 include incidents reported to Public Safety, Campus Security Authorities (CSA), and local law enforcement.



During the annual reporting period, the JHPD operated below full-duty capacity. While 20 officers across various ranks were hired, a limited number of officers completed the required police academy and field training necessary to assume full operational duties. By the end of the reporting period, a small number of officers were operational, and no crimes or arrests were reported.

Total NIBRS-Defined Crimes and Arrests by JHPD Officers		
Crimes Against Person	Total Crimes	Total Arrests
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
Crimes Against Property	Total Crimes	Total Arrests
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
Crimes Against Property	Total Crimes	Total Arrests
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



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the individuals arrested by JHPD officers.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operational duties by the end of the period. There were no arrests made.

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

As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the individuals stopped by JHPD officers.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operational duties by the end of the period. 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>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the JHPD officers conducting traffic stops.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operational duties by the end of the reporting period. 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>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Rank					
Chief of Police	0	0	0	0	0
Deputy Chief of Police	0	0	0	0	0
Lieutenant	0	0	0	0	0
Sergeant	0	0	0	0	0
Police Officer (Lateral)	0	0	0	0	0
Police Officer (Entry)	0	0	0	0	0
Total	0	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 complainant was 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.

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 the JHPD's chain of command to ensure the existence of an independent layer of review and accountability.

Members of the public can access the complaint process through the Public Safety website, in person, by phone, in writing to JHPD supervisors, or by submitting complaints directly to the Police Accountability Board (PAB) for Baltimore City. 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, the JHPD will publicly report complaints, categorized by type and disposition, against a JHPD officer.

During the annual reporting period, three complaints were filed against the JHPD organization, with no complaints alleged against specific JHPD officers. All three complaints were allegations of misconduct as defined in JHPD Directive #350 as "a pattern, practice, or conduct or failure to act by a sworn JHPD officer that includes but is not limited to (1) depriving persons of rights protected by the constitution or law of the state of Maryland or the United States, (2) a violation of criminal statute, and (3) a violation of JHPD standards, directives, rules, or policies."

Although not all complaints were submitted through a formal process detailed in JHPD Directive #350, the PSAU initiated investigations per their authority in response to information, concerns, or external reports.

Upon completion of an investigation involving a complaint of police misconduct between a member of the public and a police officer, regardless of whether the complaint originated internally or externally, the PSAU shall forward the investigatory files to the administrative charging committee.



All complaints undergo a comprehensive investigation in accordance with the PSAU investigative protocols. Following the conclusion of each complaint, findings are evaluated and categorized into one of four standardized dispositions:

- **Administratively Charged:** The investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur.
- **Not Administratively Charged:** The investigation cannot determine, by a preponderance of evidence, that the misconduct occurred.
- **Unfounded:** The investigation determines allegations of misconduct are not supported by facts.
- **Exonerated:** The investigation determines, by a preponderance of evidence, that the alleged conduct did occur but did not violate JHPD policies, procedures, or training.

Although “**Pending Resolution**” is not a formal disposition category, it is important to acknowledge that some complaints may remain unresolved within a reporting period. Factors such as case complexity and the duration of an investigative review can extend timelines. As of the close of this reporting period, two of the three complaints are pending a resolution as investigative reports are being prepared and finalized, while one was determined to be unfounded.

The table below provides a breakdown of the total number of complaint types and dispositions for this annual reporting period.

Types of Complaints and Dispositions						
Dispositions	<i>Administratively Charged</i>	<i>Not Administratively Charged</i>	<i>Unfounded</i>	<i>Exonerated</i>	<i>Pending Resolution</i>	<i>Total</i>
Complaint Type						
Misconduct	0	0	1	0	2	3
Total	0	0	1	0	2	3



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the individual who filed the complaint to the fullest extent possible. For all three complaints received during this annual reporting period, the complainants did not provide demographic or affiliation information at the time of filing the complaints.

Complainant by Gender, Race, Ethnicity, Age, and Affiliation					
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
<i>Race</i>					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	3	3
Total	0	0	0	3	3
<i>Ethnicity</i>					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	3	3
Total	0	0	0	3	3
<i>Age</i>					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	3	3
Total	0	0	0	3	3
<i>Affiliation</i>					
Student	0	0	0	0	0
Faculty/Staff	0	0	0	0	0
Contractor/Vendor	0	0	0	0	0
Alumni/Former Affiliate	0	0	0	0	0
Non-Affiliate	0	0	0	0	0
Other/Unknown	0	0	0	3	3
Total	0	0	0	3	3



JHPD Complaint Review Process

The JHPD is committed to facilitating a transparent, fair, and efficient procedure for addressing all complaints received against members of the JHPD to instill and uphold public confidence in the integrity of the department and its employees.

Following the enactment of the CSSA, the JHPD, in collaboration with experts in progressive policing reform and with input from students, faculty, staff, and neighboring communities, has established and publicly shared comprehensive policies and procedures.

The JHPD's complaint review process, outlined below, was developed in accordance with the Maryland Police Accountability Act. This process is for allegations of misconduct involving a member of the public and a JHPD officer. The JHPD also will make available upon request a victim rights advocate to support a complainant and keep them informed through the process.

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).



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. Office of Institutional Equity).



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.



The table below lists the disciplinary actions administered against JHPD officers. During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. No disciplinary actions were administered.

Discipline Administered to JHPD Officer	
<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



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the JHPD officers disciplined.

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



VIII. Police Officer–Involved Shootings

A police officer–involved shooting is 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.

As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the victims of police officer–involved shootings.

During the reporting period, the JHPD operated with limited full-duty capacity, with only a small number of officers assuming full operational duties by the end of the period. No victims of police officer–involved shootings were reported.

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



As required by the CSSA, the information below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the JHPD officers involved in shooting incidents.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. There were no reported police officer-involved shootings.

JHPD Officer-Involved Shooting Incidents by Gender, Race, Ethnicity, Age, and Rank					
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Unknown</i>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Rank					
Chief of Police	0	0	0	0	0
Deputy Chief of Police	0	0	0	0	0
Captain	0	0	0	0	0
Lieutenant	0	0	0	0	0
Sergeant	0	0	0	0	0
Police Officer	0	0	0	0	0
Total	0	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 who were killed in the line of duty, categorized by their gender. During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. 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>Total</i>
<i>Cause of Death</i>					
Homicide	0	0	0	0	0
Suicide	0	0	0	0	0
Accident	0	0	0	0	0
Total	0	0	0	0	0



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the JHPD officers who were killed in the line of duty.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. 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>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Rank					
Chief of Police	0	0	0	0	0
Deputy Chief of Police	0	0	0	0	0
Captain	0	0	0	0	0
Lieutenant	0	0	0	0	0
Sergeant	0	0	0	0	0
Police Officer (Lateral)	0	0	0	0	0
Police Officer (Entry)	0	0	0	0	0
Total	0	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 victims involved in a JHPD in-custody death, categorized by their gender. During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. There were no reported in-custody deaths.

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



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the victims involved in a JHPD in-custody death.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. There were no reported victims of 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>Total</i>
<i>Race</i>					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
<i>Ethnicity</i>					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
<i>Age</i>					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0



As required by the CSSA, the table below is disaggregated by race, ethnicity, gender, age, and, when applicable, officer rank, and reported in a manner consistent with federal law, protecting the confidentiality of the JHPD officers involved in a JHPD in-custody death.

During the specified reporting period, the JHPD operated with limited full-duty capacity, with a small number of officers assuming full operations duties by the end of the period. There were no reports of JHPD 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>	<i>Total</i>
Race					
American Indian & Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	0
Two or More Races	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Ethnicity					
Hispanic/Latino	0	0	0	0	0
Not Hispanic/Latino	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Age					
<19 years	0	0	0	0	0
20 to 24 years	0	0	0	0	0
25 to 29 years	0	0	0	0	0
30 to 34 years	0	0	0	0	0
35 to 39 years	0	0	0	0	0
40 to 44 years	0	0	0	0	0
45 to 49 years	0	0	0	0	0
50 to 54 years	0	0	0	0	0
55 to 59 years	0	0	0	0	0
60 to 64 years	0	0	0	0	0
65 to 69 years	0	0	0	0	0
70+ years	0	0	0	0	0
Unknown	0	0	0	0	0
Total	0	0	0	0	0
Rank					
Chief of Police	0	0	0	0	0
Deputy Chief of Police	0	0	0	0	0
Captain	0	0	0	0	0
Lieutenant	0	0	0	0	0
Sergeant	0	0	0	0	0
Police Officer	0	0	0	0	0
Total	0	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, members of the JHPD, including the Chief of Police, the Community Engagement Advisor, Deputy Chiefs of Police, Captain, and several officers actively participated in 215 community events, both on and around our campuses, including, but not limited to:

- **Meetings with community stakeholders**, including the PAB, Baltimore CONNECT, the Charles Village Community Association, the Charles Village Community Benefits District Safety Advisory Council, the Collington Square Community Association, the Eager Park Safety Coalition, the East Baltimore Development, Inc. Community, ROCA Baltimore Board Meeting, the People's Association of Oliver Community, and the Washington Hill Community Association; and
- **Campus and community events**, including the Baltimore Heroes Exhibition Reception, Boys Scouts of America Distinguished Citizen Awards Luncheon, Associated Black Charities Gala, Butcher's Hill Association Safety Walk, Charm City Central Intercollegiate Athletic Association, Welcome Reception, Back-2-School Community Fun Day, Family Resource Fair (Family Weekend), JHU Spring Fair Festival, Lighting of the Quads, Johns Hopkins Commencement, Joel Gamble Community Youth Outreach, 9th Annual Youth NFL Style Draft, Law Enforcement Partners Lunch, Mayor's 2025 Clean Up Press Conference, and National Night Out.

**TOTAL COMMUNITY
ENGAGEMENTS**

215

As the JHPD continues to grow, it will continue to maintain a strong presence at community events and participate in job fairs, in addition to hosting at least four recruitment events. JHPD members successfully participated in several local job fairs by hosting recruitment tables at the Coppin State Spring Career Fair, the Morgan State Career Fair, the Towson University Career Fair, the Unity Hall Job Fair, the Urban One Baltimore Job Fair, and the Yo! Baltimore Career Fair.



XII. Surveillance & Technology

During the annual reporting period, the JHPD operated with limited full-duty capacity. As a result, use of departmental technology systems was minimal. The only system in active operation at that time was the body-worn camera program, while other platforms remained inactive or in the early stages of implementation.