

How does Johns Hopkins respond?

In order to reaffirm their commitment to a safe learning and working environment, The Johns Hopkins University, Johns Hopkins Hospital and Johns Hopkins Health System have adopted policies on campus violence that call for zero tolerance of violent behavior, threats and intimidation. The Johns Hopkins institutions will not tolerate violent acts on their campuses or in their programs. The policies apply to all employees, faculty, staff and students at the respective institutions.

What is violence?

Any action verbal or nonverbal that can cause harm, threatens, or intimidates another is considered an act of violence. It includes, but is not limited to, threats of bodily harm, harassing and stalking behaviors.

Threats and acts of intimidation are frequently verbal, written or spoken, and may have a physical component. Stalking, for example, is the willful, malicious, and repeated following of another person and making credible threats of harm. Stalking is taken very seriously by The Johns Hopkins institutions and should always be viewed as potentially dangerous. Cyber-stalking is a relatively new phenomenon. It is also an act of harassment and intimidation, and in the state of Maryland, is a criminal offense.

Being impaired by alcohol or other drugs is never an excuse for violent or other unacceptable behavior.

How is violent or threatening behavior managed?

The Johns Hopkins institutions have established risk assessment mechanisms to provide assistance in understanding hostile behavior and in evaluating the possible threats of violence. The Risk Assessment Team assesses violent, threatening or disruptive activity in the workplace and provides guidance to management. The purpose of the Risk Assessment Team is to have a thorough, systematic and consistent evaluation process should hostile or potentially violent incidents arise.

In addition, disciplinary action will be taken in accordance with applicable procedures and the institutions will notify law enforcement authorities of criminal conduct when violent behavior is reported.

Alternatives to Violence

If you or someone you know has difficulty with angry outbursts or violent behaviors, there are skills you can develop to help you respond appropriately and with better resolution and satisfaction. Anger management, conflict resolution, assertive communication, positive self-talk and stress management techniques are some skills that will assist you in being more in control, more effective in your interpersonal communication and more positive about yourself and others.

For information or assistance with these skills, contact counseling or health service personnel, the Faculty and Staff Assistance Program or your divisional human resources office.

Who to call

If you see physically violent behavior and/or feel the threat of violence is imminent, call your campus security at the appropriate number listed below or call 911.

Bayview Medical Center: 410-550-0333

Columbia Center: 410-290-1777

Downtown Center: 410-516-0714

East Baltimore: 410-955-5585

Eastern campus: 443-997-7777

Homewood: 410-516-7777

Howard County General Hospital: (HCGH) 410-740-7911

Montgomery Campus: 301-294-7000

Peabody: 410-659-8100, x1000

SAIS: 202-663-5600 or 202-663-5850

Washington Center: 202-588-0590

Johns Hopkins affiliates, including JHHC, JHCP, and JHHCG Bayview and Howard County employees, should contact their Human Resources Department about the risk assessment procedure.

For more information and for phone numbers of the various Johns Hopkins resources available, go to www.safeathopkins.org.

If the situation does not involve imminent danger, the policies encourage faculty, employees, staff and students to report their concerns about violence to appropriate resources.

- Faculty are urged to contact their divisional offices responsible for faculty matters.
- Employees and staff should contact their human resources office.
- Students should contact their divisional dean of students.

These phone numbers can be found at www.safeathopkins.org.

If you are the victim of violence, there are workplace and community resources to assist you personally in whatever way you need.

Members of the Johns Hopkins community are urged to report all observed or experienced acts of violence to an appropriate campus authority in a timely manner. Reported acts of violence will be responded to and handled in a manner that respects the privacy of all involved.

Violence is not to be tolerated in an atmosphere of learning and progress.

JOHNS HOPKINS
I N S T I T U T I O N S

W I O L E N C E

PHYSICALLY THREATENING ■ HATEFUL ACCUSATIONS ■ VICIOUS ATTACK ■ STALKING ■ **IN THE CLASSROOM**
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