



## Cover Memorandum

### Professional Ethics, JHPD Directive #102

---

#### **Purpose of the Directive**

The purpose of this Directive is to establish a Code of Ethics for the Johns Hopkins Police Department (JHPD) police officers and dispatchers.

#### **Summary of Directive Requirements**

The Code of Ethics, along with JHPD Directive #103, Rules of Conduct, Directive #111 Duty to Intervene, and other JHPD directives, will serve as a guide for everyday professional conduct, and shall be followed by all JHPD officers and dispatchers, both on and off duty.

The Code of Ethics also embodies the JHPD's mission and guiding principles and provides fundamental guidelines, which influence daily behaviors and decision-making by JHPD officers and dispatchers.

#### **Blueprint for the Policy Development Process**

The draft JHPD policies (hereinafter referred to as "directives") shared for community feedback are based on examples of 21st century best practices in public safety policy, identified through extensive benchmarking of university and municipal law enforcement agencies across the nation. Taken together, they represent a comprehensively progressive approach to policing that prioritizes equity, transparency, accountability, and community-based public safety strategies.

The JHPD's draft directives embody approaches that community advocates and leading experts have championed locally and in law enforcement reform efforts across the nation. The draft directives have also been developed based on input received through robust community engagement in prior phases of JHPD development, including suggestions received in the legislative process as well as last fall's Memorandum of Understanding (MOU) public comment period and feedback opportunities.

In addition, the directives were drafted to exceed the minimum requirements of the Constitution and laws of the United States and the State of Maryland, to align with the Community Safety and Strengthening Act (CSSA) and to fulfill the requirements of the MOU between the Johns Hopkins University and the Baltimore Police Department. The Hopkins community and our neighbors throughout Baltimore can help improve and strengthen these directives further through their feedback and input.

Material that was considered in the drafting of the Directive and Procedure Manual, include:

- a. **Publicly available policies from municipal police departments that have undergone substantial reform efforts**, including: the New Orleans Police Department; Seattle Police Department; Portland Police Department; Detroit Police Department; Ferguson Police Department; and Baltimore Police Department;
- b. **National guidance on best practices and model policies from criminal justice reform efforts, social**

**science research centers, and civil rights organizations**, including: the Leadership Conference on Civil and Human Rights; American Civil Liberties Union (ACLU), including the ACLU of Massachusetts’s “Racially Just Policing: Model Policies for Colleges and Universities”; the International Association of Chiefs of Police (IACP); the Police Executive Research Forum (PERF); U.S. Department of Justice Office of Community Oriented Policing Services (COPS Office); The Justice Collaboratory (The JC) at Yale University Law School; and The Center for Innovation in Community Safety (CICS) at Georgetown Law School.

**c. National and local higher education institutions that are based in comparable environments and make policies publicly available**, including: Carnegie Mellon University; Morgan State University; Towson University; University of Chicago; University of Cincinnati; University of Maryland, Baltimore County; University of Pennsylvania; and Yale University.

To ensure that the proposed directives captured national best practices in community-focused public safety services, the development team collaborated with independent experts from two organizations: National Policing Institute (the Institute), a non-profit dedicated to advancing excellence in policing through research and innovation, and 21CP Solutions, an expert consulting team of former law enforcement personnel, academics, civil rights lawyers, and community leaders dedicated to advancing safe, fair, equitable, and inclusive public safety solutions. Each directive was reviewed by experts selected by both organizations, who provided feedback, suggestions, and edits that were fully incorporated into the current draft.

Finally, individuals and organizations representing the diversity of the Johns Hopkins University community provided feedback to ensure the policies and procedures reflect and respond to the values of our institution and to our community’s public safety service needs.

Now they are available for your review. Johns Hopkins is committed to adopting, incorporating, or otherwise reflecting recommended changes and feedback in the final version of policies so long as feedback is aligned with our values and commitments, permissible within legal parameters, and supported by national best practices for community policing and public safety.



**POLICE DEPARTMENT**

**PROFESSIONAL ETHICS**

**CONDUCT & RESPONSIBILITY #102**

Responsible Executive:  
Chief of Police  
Responsible Office:  
Vice President for Public Safety  
Approved by:  
Dr. Branville G. Bard, Jr.  
Issued: [full date]  
Revised: [full date]

**Table of Contents**

**POLICY STATEMENT .....1**  
**WHO IS GOVERNED BY THIS POLICY.....1**  
**PURPOSE .....1**  
**DEFINITIONS.....2**  
**POLICY.....2**  
**PROCEDURE.....2**  
**POLICY ENFORCEMENT .....4**  
**RELATED RESOURCES .....4**  
**CONTACTS .....5**

**Policy Statement**

All members of the Johns Hopkins Police Department (JHPD) shall strive to maintain the highest ethical standards. Members shall be cognizant that while in the performance of their duties, or off-duty but identified or recognized as a JHPD member, they are representatives of the University, as well as the law enforcement community as a whole.

**Who is Governed by this Policy**

All personnel, including sworn, non-sworn and contractual or voluntary persons in service with the JHPD, are governed by this Directive.

**Purpose**

The purpose of this Directive is to establish a canon of ethical behavior by which all members are expected and required to abide.

## Definitions

<b>Employee:</b>	All nonsworn, civilian paid employees, including Police Cadets and paid student interns of the JHPD.
<b>Ethics:</b>	The principles of conduct governing an individual or a group, referring broadly to moral principles and often applied to questions of appropriate behavior within a relatively narrow area of activity, such as police ethics or the ethics of policing.
<b>Member:</b>	All members of the JHPD, including employees, officers, and volunteers, unless the term is otherwise qualified (e.g., member of the public, member of the Baltimore Police Department, etc.).
<b>Officer:</b>	All sworn police officers, at any rank, as defined by MD Code, Public Safety, § 3-201, in service with the JHPD.

## Policy

It is the policy of the JHPD to ensure that its members follow a Code of Ethics and make ethical decisions.

## Procedure

### I. General

- A. The JHPD adopts the following Code of Ethics for its members. The Code of Ethics, along with JHPD Directive #103, Rules of Conduct, Directive #111, Duty to Intervene, and other JHPD policies, will serve as a guide for everyday professional conduct and shall be abided by all members on and off duty.
- B. The Code of Ethics also embodies the Department's mission and guiding principles and provides fundamental guidelines, which influence daily behaviors and decision-making processes as members seek to provide relief to the people and situations they encounter in the campus environment. This is accomplished not through rigid application of laws, but through the employment of ethical decision-making, common sense and compassion in service of the law.

### II. Law Enforcement Code of Ethics (Commission on Accreditation for Law Enforcement Agencies (CALEA) 1.1.2)

JHPD adopts the International Association of Chiefs of Police Law Enforcement Code of Ethics, with minor amendments, for its officers:

- A. As a law enforcement officer, my fundamental duties are to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or

disorder; and to respect the constitutional rights of all to liberty, equality and justice.

- B.** I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept secret unless revelation is necessary in the performance of my duty.
- C.** I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless pursuit of justice, I will enforce the law courteously and appropriately without fear or favor, malice, or ill will, never employing unnecessary force or violence and never accepting gratuities.
- D.** I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone, abet or tolerate such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.
- E.** I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.
- F.** I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession: public safety.

### **III. Public Safety Telecommunicators' Code of Ethics** (CALEA 1.1.2)

JHPD adopts the Association of Public-Safety Communications Officials Public Safety Telecommunicators' Code of Ethics for its dispatchers:

- A.** As a Public Safety Telecommunicator, I am dedicated to serve the public; to safeguard life and property; to keep my personnel informed on all calls that may require their attention; to assist all public safety vehicles and personnel in the performance of their duties; assure that all rules and regulations which govern my position are not violated in any manner.
- B.** I will keep my private and social life free from all criticism; maintain a calm attitude during times of stress and emergencies; develop self-control and be constantly mindful of the welfare of others, regardless of race, creed, or religion. I will obey the laws, rules, and regulations of my department and the Federal

Communications Commission. Whatever information I receive of a confidential nature will be revealed only in the official performance of my duties.

- C. I will never act in a selfish or unofficial manner or let my personal feelings, friendships, prejudices or animosity influence my decisions. I will enforce the rules and regulations of my department without fear, favor or ill will, never employing unnecessary force and never accepting gratuities.
- D. I recognize the solemn responsibility of my position as a symbol of public faith and trust and will accept it to be held as long as I am faithful to the ethics of public safety service. I will constantly strive to achieve those objectives and ideals that govern my profession, dedicating myself to my chosen profession: public safety telecommunications.

**IV. Training** (CALEA 1.1.2)

- A. All members of the JHPD will receive initial and ongoing ethics training.
- B. At minimum, all JHPD members will review this Directive annually and will complete an acknowledgment using PowerDMS or its successor.

**Policy Enforcement**

<b>Enforcement</b>	Police Department managers and supervisors are responsible for enforcing this Directive.
<b>Reporting Violations</b>	Suspected violations of this Directive should be reported to the Public Safety Accountability Unit.

**Related Resources**

<b>University Policies and Documents</b>
Conduct & Responsibility Directive #102, Mission, Vision & Guiding Principles Conduct & Responsibility Directive #103, Rules of Conduct
<b>External Documentation</b>
<b>Police Department Forms and Systems</b>

## Contacts

<b>Subject Matter</b>	<b>Office Name</b>	<b>Telephone Number</b>	<b>E-mail/Web Address</b>
Policy Clarification and Interpretation			