Cover Memorandum

Authority, Department Organization & Command, JHPD Directive #201

Purpose of the Directive
This Directive formally defines the authority of the Johns Hopkins Police Department (JHPD), the oath of office all JHPD members must take, and its organizational structure, order of rank, and chain of command.

Summary of Directive Requirements
Initially, this Directive requires that all JHPD officers take the oath of office before exercising their police authority.

In addition, this Directive outlines the police authority granted to the JHPD under the Community Safety and Strengthening Act (CSSA). The JHPD is a criminal justice agency, and its officers have the authority granted police officers and peace officers under Maryland law within their jurisdictional boundaries, the Johns Hopkins University (JHU) campus area. Per the CSSA, the JHU campus area is defined as property that is: (1) owned, leased, operated by, or under the control of JHU, (2) located within specific boundaries (listed in the CSSA) on the Homewood, East Baltimore, and Peabody campuses, and (3) used for educational or institutional purposes. In addition, as stated in the CSSA, this Directive explains that the campus area includes public property immediately adjacent to the campus, including (1) any sidewalk, a street, or any other thoroughfare, and (2) any parking facility.

Also, this Directive discusses JHPD’s concurrent jurisdiction within the campus area with the Baltimore Police Department (BPD), referencing and adopting the Memorandum of Understanding (MOU) between the JHPD and the BPD, dated December 2, 2022 Furthermore, this Directive explains when JHPD officers are authorized under law to exercise extra-jurisdictional authority while on and off duty and explains the restrictions and notice provisions applicable thereto.

Finally, this Directive explains the organizational structure of the JHPD, including the command structure, rank structure, span of control for supervisors, and discretion of its officers.

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.
Table of Contents

POLICY STATEMENT .................................................................................................................. 1

WHO IS GOVERNED BY THIS POLICY ..................................................................................... 1

PURPOSE ................................................................................................................................... 1

DEFINITIONS .............................................................................................................................. 2

POLICY ...................................................................................................................................... 2

PROCEDURES ............................................................................................................................. 2

POLICY ENFORCEMENT ............................................................................................................ 11

RELATED RESOURCES .............................................................................................................. 11

CONTACTS ................................................................................................................................. 11

APPENDIX A ............................................................................................................................... 12

Policy Statement
The Johns Hopkins Police Department (JHPD) limits the exercise of authority by its sworn police officers to only the authority granted to them by law. Except where otherwise defined by statute or this Directive, the exercise of discretion and use of authority to make arrests and take enforcement action is confined to the specific geographic area or jurisdiction that is defined by the Community Safety and Strengthening Act (CSSA) and this Directive.

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
This Directive formally defines the authority of the JHPD, its organizational structure, order of rank, and chain of command.

Definitions

<table>
<thead>
<tr>
<th>Bureau:</th>
<th>For purposes of this Directive, a bureau is the largest functional unit within the JHPD. A bureau is generally commanded by a Deputy Chief.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chain of Command:</td>
<td>The line of authority which extends from the Chief of Police (Chief) through a single person at each level of supervision to the level of execution or front line.</td>
</tr>
<tr>
<td>Commander:</td>
<td>A sworn officer holding the rank of Lieutenant or higher and having permanent or temporary supervisory responsibility for a bureau, section, or team.</td>
</tr>
<tr>
<td>Member:</td>
<td>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.).</td>
</tr>
<tr>
<td>Officer:</td>
<td>All sworn police officers, at any rank, as defined by MD Code, Public Safety, § 3-201, in service with the JHPD.</td>
</tr>
<tr>
<td>Supervisor:</td>
<td>The term “supervisor” denotes all sworn officers at the rank of Sergeant and above and all non-sworn supervisors and managers.</td>
</tr>
</tbody>
</table>

Policy
The JHPD maintains an organizational structure that is based on function, unity of command, and the delineation of responsibility, accountability, and the delegation of authority.

Procedures
I. Authority

Common law, statutory enactment, and judicial rules establish the authority and responsibilities of law enforcement officers in the State of Maryland.

A. Pursuant to MD Code, Crim. Proc. §10-205, the JHPD, established in accordance with Title 24, Subtitle 12 of the Education Article, is a criminal justice unit established under Maryland law.

B. Pursuant to MD Code, Educ. §24-1202, JHPD officers have the powers granted to a police officer in Maryland, and may exercise these powers, within their territorial jurisdiction, Johns Hopkins University’s (JHU) campus area, with limited exceptions, as fully discussed below.

C. The MD Code, Criminal Law, §4-203 authorizes police officers to carry handguns in the performance of their duties. (Commission on Accreditation for Law Enforcement Agencies (CALEA) 1.2.2)
D. The powers of police officers generally include the duty to preserve the public peace and safety. As defined by MD Code. Crim. Proc. §2-102 and other related statutes, the powers of a police officer in the State of Maryland includes the authority to make arrests, conduct investigations, and otherwise enforce the laws of the State.

E. Duties and responsibilities of JHPD officers include, but are not limited to the following: (CALEA 1.2.1)

- Respond to requests for service from the public, and where necessary utilize police authority to investigate crimes in progress, suspicious activity or other circumstances that threaten the public peace, health, or safety,
- Protect a person in the presence of the officer from physical harm and the imminent infliction of serious bodily injury,
- Provide immediate assistance to a person who has suffered physical harm or is threatened with serious bodily injury,
- Detain or arrest a person who the officer has probable cause to believe committed a crime in the presence of the officer,
- Detain or arrest a person who the officer has probable cause to believe committed a felony under Maryland law, and
- Observe and comply with every person’s clearly established rights under the United States and Maryland constitutions, laws, and regulations.

F. Additional responsibilities, statutes, and other directives that grant or limit the police authority of JHPD officers are included in Appendix A.

G. Oath of Office

JHPD officers will not exercise any police authority until they are duly sworn in as a police officer by the Chief of Police or their designee, and take the oath of office, as stated in Md. Const. Art. I, §9, as follows:

- I, Name of Police Officer, do swear, (or affirm, as the case may be,) that I will support the Constitution of the United States; and that I will be faithful and bear true allegiance to the State of Maryland, and support the Constitution and Laws thereof; and that I will, to the best of my skill and judgment, diligently and faithfully, without partiality or prejudice, execute the office of (Johns Hopkins Police Officer), according to the Constitution and Laws of this State. (CALEA 1.1.1)
H. JHPD officers whose police powers are suspended are strictly prohibited from taking any police action. Any such action will be considered a personal pursuit as a member of the public, and not pursuant to their authority as JHPD officers.

II. Limited Extra-Jurisdictional Authority

A. Generally, pursuant to MD Code, Educ., §24-1201, JHPD officers shall not exercise police powers on any property outside of the campus area, except when:

- Engaged in fresh pursuit of a suspected offender,
- Specially requested or authorized to exercise the powers in Baltimore City by the Mayor of Baltimore City if there is a sudden and unforeseen emergency of such public gravity and urgency that it requires an immediate response to protect the public welfare, and the Mayor issues an order declaring an emergency that specifies the manner in which the police officer's powers will be exercised, or
- When ordered to exercise the powers by the Governor under a declared state of emergency. When the emergency declaration by the Mayor or Governor ends, that broader authorization for the JHPD to exercise police powers outside of the campus area will also end.

B. In addition, pursuant to this Directive and MD Code, Crim. Proc. §2-102, JHPD officers may take extra-jurisdictional (meaning, outside of their jurisdiction) law enforcement action, only if:

- JHPD officers are acting at the request of local police officers or State Police officers, or
  - Emergencies exist, as defined in MD Code, Crim. Proc. §2-101, when there is a sudden or unexpected happening or unforeseen combination of circumstances that calls for immediate actions to protect the health, safety, welfare, or property of persons from actual or threatened harm or from unlawful acts. However, JHPD officers shall not take extra-jurisdictional action solely to protect property.
  - JHPD officers will not accept or respond to nonemergency calls for police service outside of the campus area.
- JHPD officers are participating in joint investigations with officials from any other state, federal, or local law enforcement agencies at least one (1) of which must have local jurisdiction, or
  - They are rendering assistance to other police officers, or
  - They are acting at the request of local police officers or State Police Officers, or
  - Emergencies exist, as defined in MD Code, Crim. Proc. §2-101,
which means sudden or unexpected happenings or unforeseen combinations of circumstances that calls for immediate actions to protect the health, safety, welfare, or property of persons from actual or threatened harm or from unlawful acts. However, JHPD officers shall not take extra-jurisdictional action solely to protect property.

- It becomes necessary to facilitate the safe, orderly flow of traffic to and from a campus area,

C. Excluding service with a branch of the U.S. Military, JHPD officers are strictly prohibited from using their police authority for secondary or extra duty employment as a police officer for any other law enforcement agency.

D. JHPD officers shall not use their law enforcement authority to facilitate, solicit, or otherwise engage in secondary employment that would require or reasonably assume the actual or potential use of their law enforcement authority.

E. Off Duty Action: Off-duty JHPD officers who are outside their primary jurisdiction and observe incidents requiring the exercise of law enforcement authority should notify the proper law enforcement agency and request their response prior to taking any extra-jurisdictional action, unless the JHPD officer has a reasonable belief that the failure to take immediate action could cause serious injury or death.

- In such instances, JHPD officers are not required to wait for the appropriate responding agency but may take extra-jurisdictional authority actions that are reasonable, necessary, proportional, and prudent to protect persons in the officer’s presence from actual or threatened serious bodily harm.

- JHPD officers that take extra-jurisdictional action in accordance with this Directive while off-duty will revert to on duty status with the JHPD upon taking action, and should, unless circumstances otherwise dictate, only take extra-jurisdictional action if they are in possession of the necessary professional tools and equipment to accomplish the desired enforcement effort.

  o When taking extra jurisdictional action while off-duty, the use of equipment not authorized by the JHPD for on-duty use is prohibited. The use of such unauthorized equipment will result in the action being considered a personal pursuit.

- If there is not an immediate threat of bodily harm to a person, JHPD officers shall not take extra-jurisdictional action, and shall instead notify the appropriate law enforcement agency.

F. Required Notifications for Extra-Jurisdictional Action: JHPD officers acting under extra-jurisdictional authority will notify the law enforcement agency having
jurisdiction of their intent/action in accordance with MD Code, Criminal Procedure, §2-102.

- In addition, unless extra-jurisdictional actions were made as part of standard duties and responsibilities of a task force or joint investigations, officers taking extra-jurisdictional actions will notify the JHPD as soon as practical by:
  - Reporting their actions by radio or calling JHPD Communications,
  - Informing Communications of the basic facts of the incident, and
  - Requesting that the Chief and the officer’s respective commander are notified, and that appropriate personnel respond.

- When JHPD officers are acting under extra-jurisdictional authority granted for participation in joint investigations or service of a warrant, notifications to the chief law enforcement officer of the agency having jurisdiction must be made at reasonable times in advance of the exercise of police powers.
  - When advance notice would endanger the life and safety of investigators or compromise the effectiveness of investigations, advance notice times may be abbreviated. In such cases, investigative team supervisors must approve notification delays. Notices should then be given to the local jurisdictions at the first reasonable opportunities, as determined by investigative team supervisors.

- Notices must be given to all jurisdictions wherein investigations will probably occur. In the event investigations occur unexpectedly in jurisdictions for which no advance notice has been given, notices must be given at the first reasonable opportunities.

- JHPD officers will request that local agencies respond to extra-jurisdictional incident scenes when:
  - Arrests are made,
  - There were uses of force,
  - Injuries occurred,
  - Felonies occurred,
  - Victims want to file incident reports,
  - Evidence needs to be collected or processed,
  - Property needs to be recovered or guarded, or
  - There is reason to believe incident scenes will destabilize after officers leave.

- JHPD officers must carry their JHPD identification at all times, including while off-duty, and will clearly identify themselves by displaying their JHPD identification to responding officers. JHPD officers must also be prepared to identify themselves to members of the public in the vicinity of extra-jurisdictional incidents.
Once the appropriate law enforcement agency with primary jurisdiction responds, a JHPD officer that has taken extra-jurisdictional action requiring a criminal charge or arrest will request that that agency assume control and responsibility for any criminal charge and process decision.

- Once the agency having jurisdiction accepts control, the JHPD officer will yield the same and provide continued cooperation and support. Should the agency refuse to accept control, the JHPD officer will notify the on-duty JHPD supervisor for assistance.


### III. Jurisdiction

#### A. Primary Territorial Jurisdiction (CALEA 2.1.1)

The primary jurisdiction of the JHPD is the Campus Area. In accordance with MD Code, Educ., §24-1201(c), the Campus Area includes any property that is owned, leased, or operated by, or under the control of JHU, is used for educational or institutional purposes, and is located on:

- **The Homewood Campus**, meaning the area bounded by West University Parkway and East University Parkway on the north, East 28th Street and West 28th Street on the south, Remington Avenue and Stony Run stream on the west, and North Calvert Street on the east,

- **The East Baltimore Campus**, meaning the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the east, or

- **The Peabody Campus**, meaning the area bounded by West Madison Street and East Madison Street on the north, East Hamilton Street and West Hamilton Street on the south, Cathedral Street on the west, and Saint Paul Street on the east.

- Campus Area also includes the public property that is immediately adjacent to the campus, including: (i) a sidewalk, a street, or any other thoroughfare, and (ii) a parking facility.

#### B. Concurrent Jurisdiction (CALEA 2.1.1, 2.1.2)

- Consistent with authorization established under MD Code, Educ., §24-1201, JHU and Baltimore Police Department (BPD) executed a memorandum of understanding (MOU), dated December 2, 2022, that details the working arrangements of the JHPD and the BPD in order to maximize effective cooperation between the JHPD and the BPD.
specifically as it relates to situations requiring a police response in the Campus Area, where the agencies have concurrent jurisdiction.

- Pursuant to the MOU, in the Campus Area, the JHPD shall exercise primary, but not exclusive, jurisdiction and shall be primarily responsible for the enforcement of state and local laws, the protection of life and property, and will usually be the first responder for incidents occurring in the Campus Area, consistent with the exceptions noted in this MOU and Maryland law.

- In addition, the JHPD will have the primary responsibility of patrolling the buildings and property of the Campus Area. The JHPD will handle all incidents in accordance with the CSSA and this MOU and serve as the first responder to all routine calls for service, all nonemergency calls for service, and all emergency calls for service within the Campus Area that call for a police response.

- The MOU clarifies the JHPD’s and the BPD’s roles, responsibilities, and procedures to be followed when police response occurs within the Campus Area, where they have concurrent jurisdiction. In general, the JHPD has responsibility for responses to calls for police services, traffic enforcement, and investigation of all Group B offenses (under the National Incident Based Reporting System (NIBRS) program), which are generally property related or nonviolent misdemeanors.

- The MOU is hereby incorporated by reference, and is available at: Final-Executed-MOU-12022022.pdf (jhu.edu), and a copy is available on the JHPD’s PowerDMS.

IV. **Organizational Structure** (CALEA 11.1.1)

A. The Chief of Police is responsible for administering the JHPD in accordance with applicable laws and regulations and ensuring that organizational objectives are met.

B. The Deputy Chiefs report directly to the Chief, and are responsible for oversight of their respective bureaus, including the daily operations and direct oversight of adjunct responsibilities not assigned to a commander or supervisor.

C. The JHPD is divided into two (2) bureaus, Operations and Support Services. The following list identifies the major functions within each bureau:

- **Operations Bureau**
  - Patrol Day Shift
    - Homewood & Peabody
    - East Baltimore
  - Patrol Night Shift
• Homewood & Peabody
• East Baltimore

• Support Services Bureau
  o Community Engagement
  o Investigations
  o Special Events
  o Evidence and Records Management

V. \textbf{Command Structure} (CALEA 11.1.1)

The JHPD is committed to a structured chain of command with commensurate authority and responsibility in providing continuity and unity of command.

A. The Chief is the highest-ranking member of the JHPD. In the event the Chief is absent, unless otherwise designated, the command progression is: (CALEA 12.1.2.a)
  • 1\textsuperscript{st} Deputy Chief
  • 2\textsuperscript{nd} Deputy Chief
  • Captain(s), Commander(s), Operations Bureau
  • Captain(s), Commander(s), Support Services Bureau

B. In the absence of the Chief and other senior commanders or managers, the on-duty supervisor assigned to the Operations Bureau has the authority and responsibility to provide operational supervision throughout the JHPD, directing department members in the various sections and divisions to ensure that directives, procedures, orders, and regulations are followed.

C. The Chief may designate a member to serve in an acting command capacity, i.e., Acting Commander. The "Acting Commander" will perform in the Chief’s absence and may rotate among managers or supervisors within the JHPD.

D. The order of rank, (chain of command) for sworn of the JHPD is: (CALEA 12.1.2.d)
  • Chief
  • 1\textsuperscript{st} Deputy Chief
  • 2\textsuperscript{nd} Deputy Chief
  • Captain
  • Lieutenant
  • Sergeant
  • Police Officer
  • Police Officer (Probationary)
  • Police Officer Trainee

E. Each organizational component, whether a division or section, is under the direct command of only one (1) supervisor. (CALEA 11.2.2)
Members assigned to a section, including members assigned temporarily or in an adjunct capacity, are accountable to the supervisor of that section. (CALEA 11.2.1)

In situations involving members from different sections, unless otherwise designated, the senior ranking member is in command. (CALEA 12.1.2.c)

F. During the temporary absence of a commander or supervisor, and when competent authority makes no other provision, the command automatically is designated to the senior ranking member. Seniority is established for command purposes first by rank and, secondly, by length of service in such rank. In cases of equal rank and length of service in rank, the member or communications specialist with the greatest length of service in the JHPD is in command. (CALEA 12.1.2.b)

G. All supervisors are accountable for the conduct and performance of members under their immediate supervision and control. (CALEA 11.3.2.c, 1.1.6)

H. All members must adhere to the provisions of the chain of command in their official duties. Communications and correspondence will be made through official channels, i.e., supervisors in the chain of command. (CALEA 12.1.4)

NOTE: This provision does not apply to any intervention, reports of misconduct, criminal or administrative, or any reports of discrimination, harassment, retaliation, or grievance.

I. Members who have been assigned responsibility also have the requisite authority, delegated by the Chief of Police, to make decisions necessary for the effective execution of those responsibilities. (CALEA 11.3.1.a)

J. Each member is fully accountable for the use of delegated authority, as well as for failure to use it. (CALEA 11.3.1.b)

VI. Span of Control

To achieve effective direction, coordination, and control, supervisors should not normally directly supervise more than six (6) members at any one time, i.e., Lieutenants supervise Sergeants, Sergeants supervise Police Officers, etc.

VII. Discretion (CALEA 1.2.7)

Many factors impact the everyday decisions made by JHPD members, with the complex, varied, and rapidly changing nature of police work evolving beyond the guidance provided by directives and standardized operating procedures. When faced with situations or circumstances that do not fall within specific written guidelines, policies, directives, training, and/or supervision, members must use sound discretion consistent with the JHPD Directive #101, Vision, Mission & Guiding Principles, Directive #103, Rules of Conduct and Directive #102, Professional Ethics to determine the least intrusive and most appropriate response that is consistent with JHPD directives and procedures.
Policy Enforcement

**Enforcement**  
JHPD managers and supervisors are responsible for enforcing this Directive.

**Reporting Violations**  
Suspected violations of this Directive should be reported to the Public Safety Accountability Unit (PSAU).

Related Resources

**University Policies and Documents**
- Conduct & Responsibility, #101 Vision, Mission & Guiding Principles
- Conduct & Responsibility #102, Professional Ethics
- Conduct & Responsibility #103, Rules of Conduct
- Operational Procedure #470, Field Reporting System
- Operational Procedure #407, Use of Force Review, Assessment & Investigation

**External Documentation**

**Police Department Forms and Systems**

Contacts

<table>
<thead>
<tr>
<th>Subject Matter</th>
<th>Office Name</th>
<th>Telephone Number</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Clarification and Interpretation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Appendix A

### Chart of JHPD Officer Authority

<table>
<thead>
<tr>
<th>Authority</th>
<th>Reference</th>
<th>Authority</th>
<th>Reference</th>
<th>Authority</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arrest Warrants</td>
<td>MD Rule 4-212</td>
<td>Firearm</td>
<td>May carry upon training &amp; qualification.</td>
<td>COMAR 12.04.01 &amp; 12.04.02</td>
<td>Search Warrants - May serve &amp; execute.</td>
</tr>
<tr>
<td>Criminal Citations</td>
<td>Criminal Procedures §4-101 &amp; MD Rule 4-201</td>
<td>Handguns</td>
<td>Active &amp; retired law enforcement officers may carry concealed weapons in specified circumstances.</td>
<td>18 USC 926B &amp; 18 USC 296C</td>
<td>Use of Force - may use reasonable, necessary, and proportional force to prevent an imminent threat of physical injury to a person or effectuate a legitimate law enforcement objective when de-escalation is not possible.</td>
</tr>
<tr>
<td>Custody of Defendants</td>
<td>Criminal Procedures §2-106</td>
<td>Jurisdictional Limits</td>
<td>Geographical limits established.</td>
<td>Criminal Procedures §2-102 &amp; Education § 24-1202</td>
<td>De-escalation - Shall gain compliance and de-escalate conflict without using physical force, when possible.</td>
</tr>
</tbody>
</table>

---

00/00/2023  
Johns Hopkins Police Department  
201, pg. 12