



Cover Memorandum

Critical Incident Response & Management, JHPD Directive #480

Purpose of the Directive

The purpose of this Directive is to provide Johns Hopkins Police Department (JHPD) members with an all-hazards plan that is centered on the protection and promotion of safety for all members of the campus community. An all-hazards plan provides for an expeditious response by the JHPD to natural and manmade incidents and disasters that is flexible enough to address the expanding scope and sophistication of emergency operations.

Summary of Directive Requirements

This Directive dictates that during any critical incident, or during a unified response to an emergency under authority of the City of Baltimore or the State of Maryland, that the JHPD will utilize the National Incident Management System (NIMS), whenever appropriate, to respond to critical incidents and emergencies. JHPD members will respond and handle critical incidents in accordance with JHPD's critical incident and emergency management training and procedures. Because the disclosure of JHPD's critical incident and emergency management training and procedures could jeopardize security of JH facilities, facilitate an active assailant or terrorist attack, and endanger the lives and physical safety of JHPD members and the JH community, they will not be made publicly available, pursuant to MD Code, General Provisions, § 4-352.

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

**CRITICAL INCIDENT
RESPONSE &
MANAGEMENT**

**OPERATIONAL
PROCEDURE #480**

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 STATEMENT1

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

PURPOSE1

POLICY.....3

PROCEDURES2

POLICY ENFORCEMENT2

RELATED RESOURCES2

CONTACTS3

Policy Statement

It is the policy of the Johns Hopkins Police Department (JHPD) during any critical incident, a unified response to a Johns Hopkins (JH) campus emergency, or a local emergency under authority of the City of Baltimore or the State of Maryland, to utilize the National Incident Management System (NIMS), whenever appropriate, to respond to and resolve incidents of a serious nature. (Commission on Accreditation for Law Enforcement Agencies (CALEA) 46.1.2)

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

To provide JHPD members with an all-hazards plan that is centered on the protection and promotion of safety of all members of the campus community. An all-hazards plan provides for an expeditious response by the JHPD to natural and manmade incidents and disasters that is flexible enough to address the expanding scope and sophistication of emergency operations. (CALEA 46.1.2)

Policy

The JHPD establishes procedures that will ensure the protection of life and property and provide order during any critical incident managed by the JHPD, or during a unified response to a local event or campus emergency under authority of the Johns Hopkins University (JHU) Emergency Operations Plan (EOP). (CALEA 46.1.2)

Procedures

Members of the JHPD will respond and handle critical incidents in accordance with JHPD's critical incident and emergency management training and procedures. Because the disclosure of JHPD's critical incident and emergency management training and procedures could jeopardize security of JH facilities, facilitate an active assailant or terrorist attack, and endanger the lives and physical safety of JHPD members and the JH community, they will not be made publicly available, pursuant to MD Code, General Provisions, § 4-352.

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 #106, Fair & Impartial Policing Administrative Procedure #221, Media Communications Operational Procedure #402, Use of Force Operational Procedure #440, Emergency Driving Operational Procedure #469, Property & Evidence Management Operational Procedure #481, Active Assailant Response Operational Procedure #486, Assemblies, Demonstrations & Disruptions of Campus Activities Campus Notifications (GOV036) JHPS campus specific Standard Operation Procedure (SOP) JHU Campus Safety & Security Directive C.1, Major Weather Event Action Plan JHU's Campus Safety Directive C.3, Bomb Threats and Searches
External Documentation

Police Department Forms and Systems

Contacts

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

DRAFT