



Cover Memorandum
Active Assailant Response, JHPD Directive #481

Purpose of the Directive

The purpose of this Directive is to establish guidelines and procedures for police officers of the Johns Hopkins Police Department (JHPD) when responding to any active assailant incident.

Summary of Directive Requirements

This Directive provides a comprehensive agency response plan and strategy for active assailant situations.

The Directive explains that officers have the authority and responsibility to immediately engage any active assailant. Members of the JHPD will respond to an active assailant in accordance with JHPD's active assailant training and procedures. Because the disclosure of JHPD's active assailant training and procedures could jeopardize the security of Johns Hopkins (JH) facilities, facilitate the planning of 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, in accordance with 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

**ACTIVE ASSAILANT
RESPONSE**

**OPERATIONAL
PROCEDURE #481**

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]

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Policy Statement

An unfortunate reality that educational institutions face is the potential for an active assailant on campus. Over the last decade, several institutions of higher education have endured the trauma of such an event. The Johns Hopkins Police Department (JHPD) recognizes that immediate action is required to save as many lives as possible by any means during an incident involving an active assailant or assailants presenting a deliberate, ongoing deadly threat to other persons on the Johns Hopkins (JH) campus. To prepare for a potential active assailant, the JHPD must have a comprehensive agency response plan for active shooter and active assailant situations. During situations where a suspect is reasonably likely to employ ongoing deadly force on an indiscriminate basis or with multiple victims, JHPD officers shall take immediate action to prevent further injuries or loss of life. This Directive applies to all situations where there is an active assailant or assailants posing an ongoing deadly threat to multiple persons and there exists the potential for mass casualties on the JH campus, to include, but not limited to, those from bladed weapons, firearms, vehicles, explosives, or any other means.

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 guidelines and procedures for the immediate response by JHPD officers to any threat involving an active assailant, shooter, and/or terrorism incident. The JHPD response to all other critical or emergency events, including the establishment of unified command, incident management and continuity of operations is governed by JHPD Directive #480, Critical Incident Response & Management.

Policy

First responding JHPD officers have the authority and responsibility to immediately engage any active assailant, shooter, and/or person actively engaged in an act of terrorism who poses an imminent danger of death or serious physical injury to others. The goal of the JHPD intervention in an active assailant incident is to take instant action, using all lawful and necessary means to stop the assailant, save lives and prevent serious injuries. Additional goals of responding JHPD officers include but may not be limited to providing medical assistance and shelter to victims, securing a perimeter, and preserving the crime scene for further investigation.

Core Principles

- I. **Preservation of Life**, an incident involving an active assailant can result in a number of casualties in a short period of time, generally before tactical officers or other emergency responders can even be summoned. However, swift, but calculated action by even one or two officers can result in the preservation of life.
- II. **Rapid Intervention**, JHPD officers must take immediate action to locate and stop an active assailant, without hesitation or waiting for additional resources. Despite this logistical disadvantage, it has been recognized that even one or two officers can make a difference in the outcome of shootings and other violent actions by taking immediate action.

Procedures

Members of the JHPD will respond to an active assailant in accordance with JHPD's active assailant training protocols, and procedures. Because the disclosure of JHPD's active assailant training and procedures could jeopardize the security of JH facilities, facilitate the planning of 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, in accordance with MD Code, General Provisions, § 4-352.

Policy Enforcement

Enforcement	JHPD managers and supervisors are responsible for enforcing this Directive. Violations of this Directive, or portions thereof, may result in disciplinary action.
Reporting Violations	Suspected violations of this Directive should be reported to the Office of the Chief of Police

Related Resources

University Policies and Documents
Administrative Procedure #221, Media Communications
Administrative Procedure # 220, Notification of Supervisory & Command Personnel
Administrative Procedure #222, Clery Act Compliance
Operational Procedure #402, Use of Force
Operational Procedure # 480, Critical Incident Response & Management
External Documentation
Police Department Forms and Systems

Contacts

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