



POLICE DEPARTMENT

**VISION, MISSION &
GUIDING PRINCIPLES**

**CONDUCT &
RESPONSIBILITY #101**

Responsible Executive:
Chief of Police
Responsible Office:
Vice President for Public Safety
Approved by:
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Policy Statement

In tireless pursuit of the Johns Hopkins vision for public safety, the mission and guiding principles are established for the Johns Hopkins Police Department (JHPD), stating the JHPD’s purpose and providing broad direction and a framework against which actions should be assessed.

Who Is Governed by This Policy

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

Purpose

The purpose of this Directive is to inform JHPD members of Johns Hopkins’ vision for public safety, to identify core principles and values that will guide both individual and organizational decision-making, and to aid in setting a mission that is a concise explanation of the JHPD’s purpose and overall intention.

Definitions

Member:	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.).
Mission:	An organization’s public purpose, its services, its priorities, and its beneficiaries; the unique purpose of an organization, the fundamental reason it was created, and what it is supposed to do to contribute to its vision.
Officer:	All sworn police officers, at any rank, as defined by MD Code, Public Safety, § 3-201, in service with the JHPD.
Principle:	A fundamental truth or proposition that serves as the foundation for a system of beliefs or behaviors or for a chain of reasoning. Guiding principles or precepts guide an organization in all circumstances, irrespective of changes in its goals, strategies, type of work, or leadership.
Vision:	What and where the organization believes it will be in the future. The vision ensures focus and direction, providing everyone with a common picture of what and where the organization wants or intends to be.

Johns Hopkins Public Safety Vision Statement

Johns Hopkins Public Safety will be the foremost progressive leader in campus safety, working collaboratively through continuous engagement with our community of students, faculty, staff, neighbors, and patients to secure a safe environment that promotes public health, harm reduction, community well-being, and academic success.

Mission

We build trust by continuously engaging our community as partners in building a safe campus environment. The JHPD is committed to the equitable delivery of law enforcement services that prioritize harm reduction and the well-being of our community, including our students, faculty, staff, neighbors, patients, and guests. (Commission on Accreditation for Law Enforcement Agencies (CALEA) 12.2.1.a)

Guiding Principles

We are knowledgeable, public service–focused professionals who embrace diversity and understand that safety is a community effort. Working together, we lead the continuous pursuit of individual and campus safety with:

I. Service

We provide relief to the people and situations we encounter in a campus environment. This is accomplished not through rigid application of laws but through the employment of common sense and compassion in service and enforcement of the law.

II. Professionalism

We demonstrate professionalism through our adherence to the highest legal and ethical standards and practices in public safety, emphasizing customer service and personal conduct that brings honor and respect to Johns Hopkins and our professions.

III. De-escalation

We value the sanctity of human life above all else and shall de-escalate all situations to avoid the use of force when at all possible, and when no alternative to force exists, we shall only use the least amount of force that is reasonable, proportional, and necessary to achieve a legitimate lawful objective. We shall intervene to prevent misconduct, abusive conduct, or the use of retaliatory and excessive force by another officer and render medical aid immediately to the injured.

IV. Respect

We acknowledge the human dignity and individual rights of all people and recognize that our success depends upon the quality of our relationships developed through each contact with members of the public.

V. Humility

We seek to understand the needs of our community through actively listening, grounding all our interactions in empathy, and embracing a sincere desire to learn from these shared experiences, including our mistakes.

VI. Justice

We acknowledge the historically rooted tensions in government structures and this institution. We acknowledge the lack of trust between public safety agencies and historically underrepresented groups. We understand that providing unbiased, high-quality law enforcement service rooted in procedural justice and focused on upholding the legal rights of all members of the community is essential to build public trust, and we tirelessly seek to resolve crime and conflict through harm reduction.

VII. Integrity

We require truth, honesty, and ethical behavior from all members of our department. We will always seek to do the right thing in every situation because doing the right thing is always the right thing to do.

VIII. Diversity

We value the similarities and differences within the JHPD and the Johns Hopkins community and seek the input and talents of all members of the university, the health system, and our surrounding communities. We recognize that a diverse environment and workplace that brings together individuals with different backgrounds, experiences,

perspectives, and problem-solving approaches fosters creativity and leads to innovative solutions to challenging problems, especially in public safety.

IX. **Equity**

We foster community trust through the development of innovative strategies, advanced training, communication with the community, and partnerships that ensure the delivery of fair and equitable service to the diverse Johns Hopkins community. We recognize that racial, social, political, and economic division, oppression, and injustice have long existed and resulted in frustration and a mutual lack of trust between police and the community. We have a duty to act when we witness oppression and injustices, even if it means confronting our colleagues, supervisors, or leaders. We have a duty to help drive positive change and root out inequity.

Policy Enforcement

Enforcement	All members of the Police Department are responsible for upholding these principles and holding themselves and their peers accountable through active bystandership. Managers and supervisors are responsible for leading their personnel toward this noble cause by serving as a positive example, being a resource, and taking appropriate measures to ensure accountability for the creation and maintenance of a work environment that prevents misconduct in the service of public safety.
Reporting Violations	Suspected violations of this Directive should be reported to the Public Safety Accountability Unit.

Related Resources

University Policies and Documents
External Documentation
Police Department Forms and Systems

Contacts

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Policy Management	(667)306-8618	jhpdpolicyinquiry@jh.edu