



**The Johns Hopkins University Sexual Misconduct Policy and Procedures (“SMPP”)
EFFECTIVE AUGUST 1, 2019 – AUGUST 13, 2020***

Sections

Section I:	Purpose and Scope
Section II:	Prohibited Conduct
Section III:	Definitions
Section IV:	Reporting Sexual Misconduct
Section V:	Obligations of University Employees
Section VI:	Confidentiality and Confidential Resources
Section VII:	Procedures for Investigation and Resolution of Sexual Misconduct Cases
Section VIII:	Medical Treatment and Preservation of Evidence
Section IX:	Education and Training

Appendices

Appendix A:	Campus Security and Local Law Enforcement
Appendix B:	Confidential Resources (Both JHU and Off-Campus)
Appendix C:	Non-Confidential Resources
Appendix D:	External Government Resources
Appendix E:	On-Campus Medical and International Student Resources
Appendix F:	Local Hospitals

Quick links

- [Information on how to report sexual misconduct to the University](#)
- [Information on how to report sexual misconduct to law enforcement or government agencies](#)
- [Information to contact Campus Security and Local Law Enforcement](#)
- [Information to contact Confidential Resources](#)
- [Information to contact Student Affairs Offices](#)
- [Information to contact External Government Resources](#)
- [Information to contact On-Campus Medical and International Student Resources](#)
- [Information if you want to contact a Local Hospital](#)
- [Learn more about JHU’s Timely Warning Policy](#)
- [Access the University’s Annual Security & Fire Safety Report](#)
- [Access the University’s Crime Logs](#)

* OIE added one sentence to Section VII.iv. on March 6, 2020 to provide a hyperlink to a relevant Maryland Higher Education Commission webpage. On June 15, 2020, OIE added non-substantive changes to clarify policy language and existing practices related to retaliation complaints, anonymous reports, maintaining confidentiality, violations of no contact directives, and on/off campus resources.

Section I Purpose and Scope

The Johns Hopkins University (“JHU” or “the University”) is committed to providing a safe and non-discriminatory educational and working environment for its students, trainees, faculty, staff, post-doctoral fellows, residents, and other members of the University community. In particular, the University will not tolerate and is committed to providing members of its community with an environment that is free from [sexual harassment](#), [sexual assault](#), [relationship violence](#), and [stalking](#) (collectively, “[sexual misconduct](#)”). This conduct is disruptive of the learning and working environment of the University’s community and deprives students, employees, and other community members of equal access to the University’s programs and activities. To that end, the University embraces its responsibility to increase awareness of sexual misconduct, prevent its occurrence, support victims, deal fairly and firmly with offenders, diligently investigate complaints of such misconduct and retaliation, and comply with Title IX of the Higher Education Amendments of 1972 (“Title IX”), the Campus SaVE Act, and other applicable laws. The Johns Hopkins University Sexual Misconduct Policy and Procedures (the “Policy” and these “Procedures”) implement the University’s commitment to investigate and resolve cases involving sexual misconduct and retaliation promptly, fairly, equitably, impartially, and in compliance with law.¹

This Policy and these Procedures apply to University students, trainees, faculty, staff, post-doctoral fellows, and residents, and cover prohibited conduct that:

- occurs on campus or other University property;
- occurs in connection with University programs or activities, whether on or off-campus, including academic, educational, extracurricular, athletic and other programs and activities;
- impedes equal access to any University educational program or activity or adversely impacts the education or employment of a member of the University community, regardless of where the conduct occurred; or
- otherwise threatens the health or safety of one or more students, trainees, faculty members, staff members, post-doctoral fellows, or residents.

This Policy and these Procedures apply equally regardless of an individual’s sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, immigration status, age, disability, religion, sexual orientation, gender identity or expression, military status, veteran status, or other legally protected characteristic. All academic and administrative units of the University (including all schools, divisions, campuses, departments, and centers) must comply with, and ensure that their policies and procedures comply with, this Policy and these Procedures. To the extent there is any inconsistency between unit policies and procedures and this Policy and these Procedures, this Policy and these Procedures control.

All individuals who enter JHU campuses or property are prohibited from engaging in any form of sexual misconduct as defined by this Policy, regardless of their affiliation with the University. In some instances where the accused party (the “Respondent”) is *not* a student, staff member, faculty member, trainee or resident, some or all of the procedures outlined herein may not apply. In other instances, the University may determine that some or all of these Procedures should be applied to third parties (e.g., visitors; volunteers; vendors and contractors while on University property, participating in a University sponsored activity, or providing or receiving services to or from the University; applicants for admission to or employment with the University; and former affiliates of the University). Regardless, OIE will take

¹ The University complies with federal, state, and local law regarding sexual misconduct. This Policy sets forth University policy and procedure, which may be broader or more rigorous than what is required by law. Nothing in this Policy is intended to waive any legal protections, arguments, or defenses.

reasonable and appropriate measures to address prohibited conduct under this policy.

Fundamental to the University's purpose is the free and open exchange of ideas. It is not, therefore, the University's purpose in promulgating this Policy to inhibit free speech or the free communication of ideas by members of the academic community.

The University may amend this Policy and these Procedures from time to time. Further, the Title IX Coordinator, with the approval of the General Counsel, may from time to time make revisions and updates to this Policy and these Procedures to comply with applicable laws, regulations, and governmental guidance and any amendments thereto. Nothing in this Policy and these Procedures shall affect the inherent authority of the University to take such actions as it deems appropriate to further the educational mission of the University or to protect the safety and security of the University community.

Questions regarding this Policy and these Procedures and any questions concerning Title IX should be referred to Linda Boyd, JD, Interim Assistant Vice Provost & Title IX Coordinator:

Interim Assistant Vice Provost and Title IX Coordinator

Linda Boyd
The Johns Hopkins University
Office of Institutional Equity
Wyman Park Building, Suite 515
3400 North Charles Street
Baltimore, MD 21218
Telephone: (410) 516-8075
TTY: Dial 711
E-mail: titleixcoordinator@jhu.edu

Section II
Prohibited Conduct

The University prohibits [sexual misconduct](#), which, as defined below, includes sexual harassment, sexual assault, relationship violence, and stalking. The University further prohibits any form of retaliation, intimidation, threats, coercion, or discrimination or attempts thereof, whether direct or indirect, and including via online communications and activities such as social media, by any officer, employee, faculty, student, trainee, post-doctoral fellow, resident, or agent of the University against a person because that person made a complaint or report of sexual misconduct or participated in any way in the investigation or resolution of such a complaint or report, or who exercises their rights or responsibilities under the Policy, these Procedures, or the law.

Thus, sexual misconduct and retaliation are violations of this Policy, and these Procedures apply to the investigation and resolution of reports and complaints of violations as set forth herein. Any person with a concern or complaint about a violation of this Policy is urged to contact the Title IX Coordinator. Each member of the community is responsible for fostering mutual respect, for being familiar with this Policy, and for refraining from conduct that violates this Policy.

The University prohibits filing complaints or reports of sexual misconduct or retaliation that the complainant knows to be false.

The University will take appropriate remedial action in response to violations of this policy, up to and including expulsion and/or termination.

Conduct that is considered inappropriate or unacceptable within the JHU community may nevertheless not amount to sexual misconduct under this Policy. However, when appropriate OIE will report such conduct to the relevant internal University department or authority such as Human Resources, Student Affairs, or the relevant department or dean to determine and implement appropriate responsive action.

Other Forms of Prohibited Misconduct

- The University’s [Discrimination and Harassment Policy and Procedures](#) apply to complaints of discrimination or harassment based on sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, immigration status, age, disability, religion, sexual orientation, gender identity or expression, military status, veteran status or other legally protected characteristic. For complaints involving *both* allegations under the Sexual Misconduct Policy and Procedures as well as the [Discrimination and Harassment Policy and Procedures](#), OIE will follow the procedures set forth in the Sexual Misconduct Policy and Procedures.
- The [Student Conduct Code](#) applies to undergraduate and graduate students and sets forth various forms of prohibited conduct.² If the facts surrounding a report of sexual misconduct also involve alleged violations of the Student Conduct Code, the Title IX Coordinator or a designee may investigate such alleged violations or refer them to the appropriate authority, such as Student Conduct.
- The University’s [Personal Relationships Policy](#) focuses on the conflict of interest that may exist when individuals simultaneously engage in both personal and professional relationships in which one individual has the potential to exert substantial academic or professional influence over the other. The Personal Relationships Policy only covers consensual and familial relationships. In the event that a personal relationship involves alleged sexual misconduct, the Sexual Misconduct Policy and Procedures will apply.

Section III **Definitions**

Anonymous Complaints: Complaints of sexual misconduct filed with the University, including the Title IX Coordinator or the University’s Office of Institutional Equity (“OIE”), may be filed anonymously, meaning that the complainant files the complaint or report without identifying themselves. Anonymous reporters are encouraged to speak with the Title IX Coordinator or an OIE investigator so as to understand the potential limitations for an investigation being conducted based on an anonymous report. See Section IV of this policy for anonymous reporting options.

Complainant: The term “complainant” refers to the alleged victim of sexual misconduct, whether reported by the alleged victim or a third party.

Confidential Resources: “Confidential Resource” is a formal University designation given to certain University employees/departments who are exempt from any Responsible Employee obligations under this Policy. Confidential Resources do not have to report sexual misconduct to the University. Confidential Resources include mental health providers and staff, healthcare providers and staff, pastoral counselors and

² The Student Conduct Code does not apply to students and student groups/organizations in the [School of Medicine](#), who should visit the [graduate students](#) and [medical students](#) pages for applicable student misconduct policies.

staff, and any other persons who have a legal obligation to protect confidentiality when acting in a professional capacity unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law. Confidential Resources designated by the University include the Sexual Assault Helpline, providers and staff at the Johns Hopkins Counseling Center, the Johns Hopkins Student Assistance Program, the Faculty and Staff Assistance Program, University Mental Health Services, student health centers operated by the University, as well as chaplains and staff at the Bunting Meyerhoff Interfaith and Community Center. Confidential Resources serve in that role at all times regardless of setting or specific activity. For a list of both JHU and off-campus Confidential Resources, see [Appendix B](#). Confidential Resources are not [Responsible Employees](#) (defined below). All resources not specifically designated as Confidential Resources are considered non-confidential. If you have any question about whether you are a Confidential Resource or whether someone you would like to speak to is a Confidential Resource, please contact the [Title IX Coordinator](#) or [Office of Institutional Equity](#) for clarification.

Consent: Sexual activity of any kind requires “consent,” which consists of the following:

- Consent means clear and voluntary agreement between participants to engage in the specific act.
- Consent requires a clear “yes,” verbal or otherwise; it cannot be inferred from the absence of a “no.”
- Consent cannot be obtained from someone who is unconscious, asleep, physically helpless, or incapacitated (including, but not limited to, mentally incapacitated). A person is incapacitated when they are unable to make a rational decision because the person lacks the ability to understand their decision. A person who is incapacitated is unable to consent to sexual activity. A person can become incapacitated as a result of physical or mental disability, involuntary physical constraint, being asleep or unconscious, or consumption of alcohol or other drugs. A person can consume alcohol and/or drugs without becoming incapacitated. A person who engages in sexual activity with someone that person knows or reasonably should know is incapacitated does not have consent and will be found responsible for a Policy violation.
- Consent cannot be obtained by pressure, threats, coercion or force of any kind, whether mental or physical. Consent means actually agreeing to the specific sexual activity, rather than merely submitting as a result of pressure, threats, coercion or force of any kind, whether mental or physical.
- Consent cannot be obtained from an individual who is under the legal age of consent.
- Consent must be ongoing throughout a sexual encounter and can be revoked at any time.
- Consent to some sexual acts does not necessarily imply consent to others.
- Past consent does not mean ongoing or future consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

Dating Violence:³ The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, but excludes acts covered under domestic violence.

Domestic Violence:⁴ The term “domestic violence” means violence committed by a current or former

³ Dating violence is covered by the Policy whether or not it involves sexual conduct.

⁴ Domestic violence is covered by the Policy whether or not it involves sexual conduct.

spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Domestic violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Discrimination: The term “discrimination” means treating a member of the community unfavorably because that person is a member of a protected class. The University prohibits discrimination on the basis of: race, color, national origin, immigration status, ethnicity, age, disability, religion, sex, gender, pregnancy, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, or other legally protected characteristics. For further information, see the [University Statement on Equal Opportunity](#) and [Discrimination and Harassment Policy and Procedures](#).

Hostile Environment: A “hostile environment” results from unwelcome and discriminatory conduct that is so severe, pervasive, or persistent that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the University's education or employment programs and/or activities. A hostile environment can be the result of acts committed by any individual or individuals, including any member of the University community. To assess whether the alleged conduct has created a hostile environment, the University considers all relevant evidence, weighs a variety of factors, and evaluates the conduct at issue from both a subjective and objective perspective.

Interim Measures: The term “interim measures” means reasonably available and feasible measures, accommodations, or steps the University may take following an incident or while a matter under these Procedures is pending to assist, support, or protect the complainant, respondent, or another person and/or to protect the integrity of the investigation and resolution process. For examples of interim measures, see [Section VII](#) below. To discuss or request interim measures, please contact the [Title IX Coordinator](#) or Deputy Title IX Coordinator.

Preponderance of the Evidence: A “preponderance of the evidence” means it is more likely than not that a policy violation occurred (or did not occur) based on the evidentiary record.

Respondent: The term “respondent” refers to the person alleged to have committed sexual misconduct.

Responsible Employees: Responsible Employee is a designation given to certain University employees who have a duty to report sexual misconduct that they learn of to the University's Title IX Coordinator. “Responsible Employees” are designated based on the University's determination that they have the authority to redress sexual misconduct, have the duty to report sexual misconduct to the [Title IX Coordinator](#), or are employees whom a student reasonably believes have such authority or duty. [Confidential Resources](#) are not Responsible Employees. Responsible Employees designated by the University include academic administrators, academic advisors, non-confidential employees serving in a supervisory role, department heads and chairs, directors, deans, student affairs staff, Office of Institutional Equity staff, faculty, Human Resources personnel, campus security officers, resident advisors, and athletic coaches. **Responsible Employees must promptly report all known relevant information to the Title IX Coordinator, including the name of the complainant, respondent, and any witnesses and any other relevant facts, including the date, time, and location of the misconduct.** Faculty who are also licensed medical providers do not have a Responsible Employee obligation when providing patient care where the patient information that constitutes a report of potential sexual misconduct is protected by applicable patient privacy laws. If you have any question about whether you are a Responsible Employee or questions

regarding your Responsible Employee duties, please promptly contact the [Title IX Coordinator](#) or the [Office of Institutional Equity](#) for clarification.

Relationship Violence: The term “relationship violence” means dating violence and domestic violence.

Retaliation: The term “retaliation” means intimidating, threatening, coercing, harassing, taking adverse employment or educational action against, and/or otherwise discriminating against an individual in any way, including through online communications and activities such as social media, because the individual made a report or complaint under this Policy or these Procedures, participated in any way in the investigation or resolution of such a report or complaint, opposed conduct that they reasonably believed to be prohibited under this Policy, these Procedures, or applicable law regarding discrimination or harassment, or exercised any right or responsibility under this Policy or these Procedures. Retaliation includes conduct that is reasonably likely to deter an individual from making a complaint or report under this Policy or from participating in the investigation or resolution of a complaint or report, or from opposing conduct that they reasonably believe to be prohibited under this Policy, these Procedures, or applicable law regarding discrimination or harassment.

Sexual Assault: The term “sexual assault” includes, but is not limited to:

- *Nonconsensual Sexual Intercourse or Rape*, which is any act of sexual intercourse with another individual against a person’s will or without consent, where *sexual intercourse* includes vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.
- *Nonconsensual Sexual Contact*, includes: fondling, which is any intentional touching of the intimate parts of another person or causing another to touch one’s intimate parts against a person’s will or without [consent](#), where intimate parts may include genitalia, groin, breast, or buttocks, or clothing covering them, or any other body part that is touched in a sexual manner; disrobing or exposure of another against a person’s will or without consent; other sexual acts or sexual contact against a person’s will or without consent; sexual battery; sexual coercion; and attempted non-consensual sexual intercourse.
- *Incest*, which is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape*, which is sexual intercourse with a person who is under the statutory age of consent.

Resistance of any form need not occur to fulfill the definition of sexual assault.

Sexual Harassment: The term “sexual harassment,” whether between people of different sexes or the same sex, includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, sexual assault and other verbal, non-verbal, electronic or physical conduct of a sexual nature when:

- submission to such conduct is implicitly or explicitly a term or condition of an individual’s employment or participation in an educational program;
- submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement; or
- such conduct creates a hostile environment (“[hostile environment](#)”).

Examples of conduct that may, depending on the facts and circumstances, constitute sexual harassment include, but are not limited to: making comments about someone’s appearance in a sexually suggestive way; staring at someone or making obscene gestures or noises; repeatedly asking someone on a date; stalking (including cyber stalking); “flashing” or exposing body parts; spreading sexual rumors; rating peers or

colleagues with respect to sexual performance; non-consensual observation, photographing, or recording of sexual activity or nudity; non-consensual distribution or dissemination of photographs or recordings of sexual activity or nudity, including distribution or dissemination of photographs or recordings that were made consensually; allowing a third party to observe sexual activity without the consent of all parties; and prostituting or trafficking another person. In evaluating allegations of sexual harassment, the University considers all relevant evidence, weighs a variety of factors, and evaluates the conduct at issue from both a subjective and objective perspective.

Sexual Misconduct: The term “sexual misconduct” includes sexual harassment, sexual assault, relationship violence, and stalking.

Stalking:⁵ The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress. For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with another person, or interferes with that person’s property.

Section IV **Reporting Sexual Misconduct**

Reporting to the University: Complaints of sexual misconduct and retaliation may be brought to the Interim Assistant Vice Provost/Title IX Coordinator, Linda Boyd:

The Johns Hopkins University
Office of Institutional Equity
Wyman Park Building, Suite
515 3400 North Charles Street
Baltimore, MD 21218
Telephone: (410) 516-8075
TTY: Dial 711
E-mail: titleixcoordinator@jhu.edu

[Sexual Assault Response and Prevention Website Complaint Form](#)

Anonymous Complaints: Complaints may be made anonymously using any of the reporting options above. To make an anonymous complaint by any method above, do not provide any personally identifiable information (such as name, email, phone numbers) when making the complaint.

Reporting to Law Enforcement: In an emergency, contact 911 to reach law enforcement. A listing of campus security and local law enforcement contact information is available in [Appendix A](#). Campus security or the Title IX Coordinator can also provide assistance with contacting local law enforcement.

Speaking with Confidential Resources: If a complainant does not wish to make a report or complaint to the University, the complainant may contact a [Confidential Resource](#), which includes the JHU Sexual Assault Helpline (students may talk with an on-call counselor 24/7, Telephone: (410) 516-7333). See [Appendix B](#) for a list of other Confidential Resources.

⁵ Stalking is covered by the Policy whether or not it involves sexual conduct.

a. ***The Office of Institutional Equity and the Title IX Coordinator***

The [University's Office of Institutional Equity](#) ("OIE") is tasked with receiving and handling complaints of sexual misconduct. OIE is a neutral resource available to all students.

The Vice Provost for Institutional Equity (the "Vice Provost") is responsible for OIE and is the University's senior equal opportunity official.

The University's Title IX Coordinator works within OIE and coordinates the University's efforts to comply with laws governing sexual misconduct, including Title IX; oversees related policies and procedures; explains the operation of the complaint resolution process; ensures that the University responds appropriately to complaints of sexual misconduct and retaliation; coordinates training related to Title IX; and provides or oversees the provision of information to members of the University community, including the complainant and the respondent, concerning Title IX and this Policy and these Procedures, the availability of confidential and other resources, interim measures, and how to file a complaint with law enforcement authorities.

The Title IX Coordinator also coordinates, oversees, or conducts the investigation of sexual misconduct and retaliation complaints. No employee or student is authorized to investigate or resolve such complaints without the express direction of the Title IX Coordinator. If an employee or student is unsure whether the conduct at issue involves sexual misconduct, they should contact the Title IX Coordinator.

b. ***Complaints of Sexual Misconduct***

The University encourages students, faculty, staff, and other members of the community to report [sexual misconduct](#), and to do so as promptly as possible, so that the University can respond effectively. Individuals are encouraged to file complaints of sexual misconduct directly with the Title IX Coordinator. Anyone may meet with the Title IX Coordinator or a designee to learn more about the process before making a complaint. Note, Responsible Employees (discussed below) who receive reports or otherwise become aware of sexual misconduct are required to promptly report this misconduct to the Title IX Coordinator.

A [complainant](#) may ask the Title IX Coordinator not to conduct an investigation. The University respects the autonomy of complainants and will provide complainants with the information and support they need to make a determination about whether they would like an investigation to be conducted. If a complainant requests that no investigation be conducted, the Title IX Coordinator will independently determine whether to investigate the allegations, weighing the complainant's interest in confidentiality against any risk that not investigating the incident may contribute to a hostile environment or pose a threat to the safety and security of the University community.

Complaints of sexual misconduct may be filed anonymously, meaning that the individual files the complaint without identifying themselves. Anonymous reporters are encouraged to speak with the Title IX Coordinator or an investigator so as to understand the potential limitations of an investigation being conducted based on an anonymous report. JHU will review anonymous complaints to determine whether preventive or remedial action should be taken, such as prevention or educational programs, or increased safety patrols or monitoring.

Because sexual misconduct often involves behaviors or interactions that are not witnessed by third parties, complaints cannot always be corroborated by additional evidence. The lack of such evidence should not dissuade a complainant from reporting sexual misconduct.

If a complainant is under the age of 18 (i.e., a minor), the complainant's parent or legal guardian will be informed of any report of sexual misconduct made by or on behalf of the complainant. Parental or guardian requests on behalf of a minor that a complaint be kept confidential or that an investigation not proceed will be handled in the same manner as such requests by a complainant over the age of 18. As appropriate, the parent or legal guardian will also be informed of the status of any investigation or resolution of the matter. Matters involving minors will also be addressed pursuant to the [University's Policy on the Safety of Children in University Programs](#), as well as applicable law.

When a third party (e.g., a faculty member, resident advisor, friend, or roommate) reports a sexual misconduct incident, the Title IX Coordinator or a designee will promptly notify the complainant that a report has been received, and these Procedures will apply in the same manner as if the complainant had made the initial report.

Upon receiving a complaint of sexual misconduct, whether from a third party or directly from the complainant, the Title IX Coordinator or a designee will discuss available options, interim measures, and on- and off-campus resources with the complainant.

If a [respondent](#) is not a member of the University community or the respondent's identity is not known, the University will still make efforts to assess the alleged misconduct, prevent its recurrence, and address its effects. The Title IX Coordinator or designee will also assist complainants in identifying appropriate campus and external resources.

The University does not limit the time for submitting a report of sexual misconduct and encourages all complaints irrespective of when the underlying incident occurred. The University's ability to investigate and respond effectively may be reduced with the passage of time.

c. ***Notice of Rights***

Upon receiving a complaint of [sexual assault](#), [stalking](#), or [relationship violence](#), the University will provide the complainant with a written explanation of their rights, options, and responsibilities and the resources available to assist the complainant.

d. ***Maintenance and Privacy of Records***

The University will maintain a record of all complaints of [sexual misconduct](#) and related evidence, documents, records, and information pertaining to the investigation and resolution of the complaints. These records will be maintained in accordance with applicable policies, procedures, and legal requirements. This information will be used by the Title IX Coordinator to help determine whether multiple complaints have been made against the same individual and to document the incidence of sexual misconduct in the University community.

e. ***Amnesty Provisions for Students***

Sometimes individuals may be reluctant to report instances of sexual misconduct because they fear being charged with violations of other University policies, including those regarding alcohol or drugs. The University encourages students to report all instances of sexual misconduct. The University will not impose disciplinary action, except for a mandatory intervention for substance abuse, for a violation of alcohol or drug policies for a student who reports to the University or law enforcement an incidence of sexual misconduct or who participates in an investigation of sexual misconduct as a witness if: (1) the University determines the violation occurred during or near the time of the alleged sexual misconduct; (2) the student is determined to have made the report of sexual misconduct or is participating in an

investigation as a witness in good faith; and (3) the University determines that the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

f. ***Reporting to Law Enforcement or Government Agencies***

Depending on the facts and circumstances, [sexual misconduct](#) may involve criminal activity. The University encourages students, faculty, staff, and other members of its community to report any potential criminal conduct to law enforcement authorities, and the University may do so in a health or safety emergency.

The University has campus security officers who are specially trained to work with individuals reporting sexual misconduct. Upon request, Campus Safety and Security or the Title IX Coordinator or a designee will provide assistance to an individual wishing to contact law enforcement, including those seeking to obtain orders of protection, peace orders, civil no-contact orders, restraining orders, or similar orders issued by a criminal or civil court. The University will notify complainants of the availability of this assistance. Contact information for Campus Safety and Security and local law enforcement is available at [Appendix A](#).

Reporting an incident to law enforcement authorities does not preclude filing a complaint with the University. Individuals may file complaints of sexual misconduct under this Policy before, after, or simultaneously with reporting an incident to law enforcement, or if no report is made to law enforcement at all. Whether or not an incident results in a criminal investigation, prosecution, or conviction, the University will decide, pursuant to these Procedures, whether the respondent has violated the Policy and, if so, what appropriate sanctions to impose.

g. ***Clery Reporting Obligations***

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) requires the University to record and report certain information about certain crimes (including certain sexual misconduct incidents) that occur on or near campus. Certain University employees who are designated as Campus Safety Authorities (CSAs) and who receive reports of certain types of sexual misconduct are required by the Clery Act and the University to notify Campus Safety and Security about such incidents for statistical reporting purposes. The University reports crimes as required by the Clery Act in its Campus Crime Blotter, Clery Crime Log, and Annual Security and Fire Safety Report available online on the [Campus Safety and Security website](#). The Clery Act also requires the University to issue a “timely warning” when it receives a report of certain crimes that pose a serious or continuing threat to the safety of the campus community. Campus Safety and Security will issue timely warnings in accordance with the [University’s Timely Warning Policy](#). Personally identifiable information about complainants will not be included in any timely warning or security notification, or in any publicly available record-keeping, including the disclosure of crime statistics in the Annual Security and Fire Safety Report.

h. ***Other Reporting Options***

Inquiries or complaints concerning the application of Title IX or the University’s handling of sexual misconduct complaints may be referred to the Department of Education’s Office for Civil Rights. Employee complaints may also be referred to the U.S. Equal Employment Opportunity Commission, the Maryland Commission on Civil Rights (for Maryland employees), or the District of Columbia Office of Human Rights (for Washington, D.C. employees). Contact information is located in [Appendix D](#). In addition, participants in programs funded by other federal agencies may also file a complaint directly with those agencies.

Section V Obligations of University Employees

All [Responsible Employees](#) who receive reports or otherwise become aware of [sexual misconduct](#) are required to promptly report such misconduct to the Title IX Coordinator.

Responsible Employees must report all known relevant information to the Title IX Coordinator, including the names of the complainant, respondent, and any witnesses and any other relevant facts, including the date, time, and location of the misconduct. [Confidential Resources](#) discussed in the section immediately below are exempt from the above reporting requirement.

All University personnel, including Responsible Employees and Confidential Resources, are charged with protecting and respecting the privacy of complainants, respondents, and any witnesses to the greatest extent possible. Information about sexual misconduct should be shared only with those who have a need to know such information. University personnel must participate in training on issues of sexual misconduct.

No employee is authorized to investigate or resolve sexual misconduct reports or complaints without the express direction of the Title IX Coordinator. If any Responsible Employee has question about their designation as a Responsible Employee or duties, please contact the [Title IX Coordinator](#).

Section VI Confidentiality and Confidential Resources

A [complainant](#) may request confidentiality, for example that the complainant's identity not be disclosed to anyone else, including the [respondent](#), or that information about the incident not be shared with others. The Title IX Coordinator will consider any requests for confidentiality or requests that an investigation not be pursued in light of the University's commitment to provide a safe and non-discriminatory environment for all members of the community.⁶ For example, if the Title IX Coordinator concludes that the allegations about the respondent suggest a threat to the community, the request for confidentiality may not be granted. If the University honors a request for confidentiality, the University's ability to investigate and respond to the reported misconduct and pursue disciplinary action against the respondent may be limited. The University will however take all reasonable steps to respond to the complaint consistent with a request that has been honored. If the Title IX Coordinator determines that the University will not honor a complainant's request for confidentiality, the Title IX Coordinator or a designee will inform the complainant prior to starting an investigation.

In all circumstances, the University will make appropriate interim measures available, provide access to resources, and take such other actions as necessary and appropriate to protect the safety and security of the parties and the University community. In order to maintain confidentiality, a student may seek information from officials (including from the Title IX Coordinator and OIE staff) about their rights and options, including interim measures, without disclosing the underlying offense.

If an individual desires to keep the details of any sexual misconduct confidential, the individual may speak to a [Confidential Resource](#), (fully listed in [Appendix B](#)). Information shared with Confidential Resources (listed in [Appendix B](#)) does not constitute a report or complaint filed with the University for the purpose of instituting an investigation or resolution of a sexual misconduct complaint.

⁶ The Title IX Coordinator may also consider a complainant's request for confidentiality in conjunction with other legal obligations, such as compliance with court orders, governmental investigations and proceedings, and litigation requests related to the complaint.

Section VII
Procedures for Investigation and Resolution of Sexual Misconduct Cases

During all phases of the disciplinary proceedings described in these Procedures, the University is committed to treating complainants and respondents with dignity, respect, and sensitivity; to investigating and resolving cases fairly, impartially, promptly, and equitably; and to providing the complainant and respondent with an opportunity to be heard.

a. ***Interim Measures***

The Title IX Coordinator will work with all affected persons to ensure their safety and promote their well-being. This assistance may include the provision of interim measures following an incident or while a matter under these Procedures is pending to assist, support, or protect an individual and/or to protect the integrity of an investigation or resolution process. Both complainants and respondents will have equal access to appropriate and reasonably available and feasible interim measures.

Upon receipt of a complaint or report, the Title IX Coordinator or a designee will provide written notice to the complainant of the interim measures that may be available and feasible. Similar notice will be provided to the respondent upon the initiation of an investigation. Interim measures are afforded whether or not the complainant reports the matter to Campus Safety and Security or law enforcement, or files a complaint with the University.

Interim measures will be implemented by the student affairs office or other appropriate authority at the individual's school, division, campus, department, or center, under the direction of the Title IX Coordinator. Student affairs personnel or other appropriate authorities, in conjunction with the Title IX Coordinator, will communicate with other University personnel to ensure that they make appropriate interim measures available. The University will exercise discretion in implementing interim measures and will only disclose information needed to implement such measures. All disclosures will be compliant with federal privacy laws protecting student information.

Interim measures may include, but are not limited to:

- Moving residences;
- Adjusting work schedules;
- Changing academic schedules;
- Changing advisors;
- Parking and/or transportation accommodations;
- Rescheduling examinations;
- Allowing withdrawal from or re-taking classes without penalty;
- Providing access to tutoring or other academic support;
- Prohibiting attendance at group or organizational informal or formal functions overseen by the University;
- Ban from campus;
- Suspension;
- Issuing "no contact" orders;
- Medical and/or mental health services;
- Change in dining location;
- Access to safety escort services;
- Developing an anti-retaliation plan to address retaliation concerns; and/or
- Assistance connecting with a supporter.

For more information about interim suspension procedures for student misconduct cases, please read the [University's Interim Suspension Procedures](#).

Violations of no contact orders and failures to comply with other interim measure directives may result in disciplinary action pursuant to the student conduct code or relevant divisional policy for faculty and staff. All reported violations of “no contact” orders and other interim measure directives will be assessed to determine whether additional misconduct charges are warranted.

b. *Investigations of Sexual Misconduct Cases*

Except as specifically noted herein, these Procedures apply to any complaint or report of [sexual misconduct](#) across the University, regardless of the status of the respondent (unless the respondent is not a student, trainee, faculty member, staff member, post-doctoral fellow, or resident).

Complainants and respondents are expected to check their official University email on a regular basis throughout any complaint investigation and resolution process. University email is the primary way in which complainants and respondents will receive communications from the Title IX Coordinator, the Office of Institutional Equity, and (where applicable) from those involved in the resolution panel process.

i. *Investigative Process*

When the Title IX Coordinator receives a complaint or report of sexual misconduct, the Title IX Coordinator determines whether to initiate an investigation. In some cases, the Title IX Coordinator may need to engage in limited fact-gathering to make a preliminary assessment as to whether a complaint should be investigated. The determination as to whether to initiate an investigation will take into account whether the alleged conduct violates the Policy, as well as any requests by the complainant for the matter not to be investigated or for confidentiality, as discussed above.

If the Title IX Coordinator decides not to conduct an investigation or to conduct a limited inquiry prior to the commencement of any disciplinary proceedings, the Title IX Coordinator will memorialize that decision in a written statement of reasons and will notify the complainant of that determination. If the Title IX Coordinator decides to open an investigation, the Title IX Coordinator or a designee will promptly notify the complainant and respondent simultaneously in writing of the alleged violation(s) that the University plans to investigate, including the date, time, and location of the alleged violation(s) and the range of potential sanctions associated with the alleged violation(s). The Title IX Coordinator or a designee reserves the right to amend or supplement that notice at any time and will provide the complainant and respondent with notice of any such changes in the scope of the investigation.

The Title IX Coordinator or a designee will also provide the complainant and respondent, respectively, with a written explanation of their rights, options, and responsibilities under this Policy and these Procedures, including the availability of interim measures and support services, information regarding other civil and criminal options, the party's right to the assistance of a supporter (including an attorney or advocate, as discussed below), and the legal service organizations and referral services available to the party. Additionally, the Title IX Coordinator or a designee will ensure that both the complainant and respondent are updated appropriately and equivalently throughout the investigative process, including providing timely notices of scheduled meetings, hearings, and interviews in which they are required or permitted to attend. The complainant and/or respondent may, however, decline to participate in the investigation or resolution process. The University may continue the process without the complainant's and/or respondent's participation.

If the facts surrounding a report of sexual misconduct also involve other alleged violations of University policy, including, but not limited to, student codes of conduct, the Title IX Coordinator or a designee may also investigate such other alleged violations or refer them to the appropriate authority, such as Student Conduct or Human Resources.

ii. Informal Resolution

If the complainant and respondent agree, certain cases may be resolved informally. Cases involving allegations of [sexual assault](#) or sexual coercion are not suitable for informal resolution. Informal resolution may also be unavailable if the Title IX Coordinator determines that it is inappropriate based on the facts and circumstances of the particular case. All informal resolutions will be conducted or overseen by the Title IX Coordinator or a trained designee, and under no circumstances will a complainant be directed to resolve a matter directly with the respondent.

Either the complainant or the respondent may withdraw their agreement to proceed informally at any time. If both parties are satisfied with a proposed informal resolution and the Title IX Coordinator considers the resolution to satisfy the University's obligation to provide a safe and non-discriminatory environment, the resolution will be implemented and the informal resolution process will be concluded. If informal resolution efforts are unsuccessful, the resolution process will continue.

If a matter is resolved through informal resolution, the parties will receive a written notice of the outcome memorializing the terms of the informal resolution.

iii. Conflict of Interest Policy

All persons participating in the investigation or resolution (including hearing, sanctioning and appeals) of sexual misconduct cases should disclose any potential or actual conflict of interest to the Title IX Coordinator. The Title IX Coordinator is responsible for sharing relevant information with the complainant and respondent. If either party believes that any person involved in the process has a conflict of interest, they may make a request to the Title IX Coordinator that the individual not participate. Any such request should include a description of the alleged conflict. If the Title IX Coordinator determines that a disabling conflict of interest exists, the Title IX Coordinator will take steps to address the conflict in order to ensure an impartial process.

iv. Supporters

If they choose, the Complainant and the Respondent each may identify one or two supporter(s) to assist and advise them throughout the investigative and resolution process (including hearing, sanctioning, and appeals). If a party chooses to have two supporters, only one of the supporters may be legal counsel, an advocate supervised by an attorney or a trained advocate.

- The supporter(s) may accompany the party to and attend any meeting, hearing, or interview held pursuant to this Policy.
- Prior to participating in the investigation or resolution process, the supporter(s) shall be apprised of their rights, role, and process by the Title IX Coordinator, investigator, or other designee.
- During any meeting, hearing, or interview under these Procedures, the supporter(s) (whether or not legal counsel) may privately advise and consult with the party, except during questioning of the party at a hearing. The supporter(s) may not speak on the party's behalf or otherwise participate, or address or question the investigator, resolution panel, or other parties or witnesses.

- The supporter(s) may make written submission on the party's behalf.

Maryland law (Education Article section 11-601) provides that a party (whether the complainant or respondent) who would like to be assisted by legal counsel during an investigation under this Policy is permitted to access counsel paid for by the Maryland Higher Education Commission ("MHEC") if:

- (1) the party is a current or former student;
- (2) the party makes or responds to a complaint alleging an incident of sexual assault;
- (3) the party was enrolled as a student at the University at the time of the alleged incident of sexual assault; and
- (4) the Title IX Coordinator decides to conduct an investigation into the complaint.

Under those circumstances, and assuming funding is available, MHEC is required to pay the reasonable costs and attorney's fees for students who access legal counsel. A student who is authorized to access legal counsel paid for by MHEC may select their counsel from a list of attorneys and legal services programs developed by MHEC. Alternatively, if a student selects and retains an attorney who is not on MHEC's list, MHEC will pay fees to the attorney selected by the student that are equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation. A student may select and retain legal counsel at any time prior to the conclusion of the investigative and resolution process. Notwithstanding the foregoing, the complainant and/or the respondent may knowingly and voluntarily choose not to have legal counsel. JHU is not responsible for the provision of attorneys through MHEC (or any other source) or the payment of any attorneys' fees, and cannot guarantee that attorneys or funding for attorney's fees will be available from MHEC. The following MHEC webpage provides more information, including a list of participating attorneys: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>.

University personnel employed in the offices responsible for the disciplinary proceedings described in these Procedures, along with those in the chain of command above them, personnel employed by the Office of the General Counsel, and others whose participation could create a conflict of interest and/or reasonably call into question the impartiality of the University's process are not eligible to serve as supporters. If there is a question or concern about a possible supporter, please consult with the Title IX Coordinator.

Both the complainant and the respondent and any supporters will have access to a neutral staff member within the University to explain and answer any questions about the disciplinary process.

v. ***Time Frame***

The University will seek to resolve cases, not including any appeal, within 60 calendar days after an investigation commences. Typically, the investigation of a complaint takes up to 30 days and the resolution of a complaint (not including any appeal) takes an additional 30 days, however a variety of factors can result in the investigation and/or resolution taking longer. The Title IX Coordinator may extend this time frame for good cause with written notice to the complainant and respondent of the delay and the reason for the delay. Good cause includes, but is not limited to the nature and scope of the allegations; the number of witnesses involved; the availability of the parties, witnesses, or evidence; evidence gathering in a concurrent law enforcement investigation; and the academic calendar (e.g., exam periods, breaks, etc.). The University will not delay its processes to await the conclusion of a concurrent criminal investigation beyond the evidence-gathering phase. The University will provide the complainant and respondent with periodic updates on the status of the investigation.

vi. ***Fact-Gathering Process***

During the first phase of its investigation, the University will gather facts related to the allegations of sexual misconduct. The Title IX Coordinator will designate one or more trained internal or external investigators to interview the complainant, respondent, and witnesses. The Title IX Coordinator may serve as an investigator. Investigators will also gather pertinent documents and other evidence identified by either party or that comes to their attention.

Parties have the right to submit evidence, witness lists and/or suggest specific questions to be posed to the other party during the investigation.

The investigators will follow the protocols set forth below:

- **Preservation of Evidence:** The investigators will request that the complainant, respondent, witnesses, and other interested individuals preserve any relevant evidence, including documents, text messages, voice messages, e-mails, and postings on social media.
- **Romantic or Sexual History:** The investigators will not solicit or consider information concerning the romantic or sexual history of either party other than 1) information concerning the parties' shared romantic or sexual history that the investigators deem relevant, or 2) information concerning a party's prior sexual history with someone other than the other party if deemed relevant to prove the source of injury or prior sexual misconduct, to show that an individual has an ulterior motive, or to impeach an individual's credibility after this individual has put their own prior sexual conduct at issue. The existence of a prior consensual romantic or sexual relationship between the complainant and respondent is not proof of [consent](#) to alleged sexual activity.
- **Prior Conduct Violations:** The investigators will generally not consider evidence of any prior incident, but the investigators have discretion to consider evidence of any prior incident(s) that involved conduct substantially similar to the allegation(s) being investigated or demonstrates a common pattern of behavior.
- **Mental Health Conditions:** The investigators will not solicit or consider information concerning a party's history of mental health counseling, treatment, or diagnosis, unless the party consents to the use of such information.
- **Law Enforcement Investigations:** If the University's investigation is delayed during the evidence-gathering stage of a concurrent law enforcement investigation, the University's investigation will resume promptly thereafter.

At any time prior to or during an investigation, the respondent may accept responsibility for some or all of the alleged violations. If the respondent accepts responsibility for all of the alleged violations, the matter will then proceed to the applicable sanctioning phase and any available appeal of the sanctioning decision. If the respondent only accepts responsibility for some of the alleged violations, the investigation shall continue with respect to all remaining disputed allegations, if determined to be appropriate by the investigator and Title IX Coordinator. Where the respondent has accepted responsibility for some alleged violations but other allegation(s) remain under investigation, the Title IX Coordinator will determine whether the sanctioning phase for the accepted allegations will proceed at the time of acceptance or await the resolution of entire investigation, including the disputed allegations.

vii. ***Investigative Report***

Upon completion of the fact-gathering process, the investigator will consider all relevant evidence and

prepare a report. The report will include the investigator's findings of fact, an assessment of credibility of the information provided, and a recommended determination as to whether the respondent is responsible for the alleged violation(s) by a preponderance of the evidence.

The complainant and respondent will be notified in writing of their right to review the investigative report and submit written comments to OIE within five (5) business days of the date of notification. If either party chooses to submit written comments to OIE, these comments will be provided in full to the other party as well as the resolution panel or other applicable decision-making authority along with OIE's final investigative report.

When the investigative report is submitted to the parties, the names and identifying information of other students/individuals will be redacted to the extent required by FERPA and to protect other privileged and confidential information. Once the Title IX Coordinator or investigator determines that an investigation is complete, the Title IX Coordinator or investigator will transmit the investigative report and any party and OIE comments regarding the same, to the resolution panel or, in the case of faculty or staff respondents, the appropriate entity or administrator for determination of findings pursuant to applicable procedures.

viii. Training for Officials Conducting the Investigation and Hearings

All officials conducting investigations and hearings under these Procedures shall, at a minimum, receive annual training on issues related to sexual misconduct and on how to conduct an investigation and hearing that protects the safety of victims and promotes accountability.

c. Resolution Procedures for all Sexual Misconduct Investigations

Resolution, sanctions and appeals of [sexual misconduct](#) complaints in which the respondent is a staff member will be governed by the procedures in the University's personnel policies, except as provided herein. Resolution, sanctions and appeals of sexual misconduct investigations in which the respondent is a member of the faculty, post-doctoral fellow, or resident will be processed by the office of the dean of the appropriate division according to the disciplinary procedures established by that division, except as provided herein.

Notwithstanding the normal procedures in divisional or unit policies, the following provisions apply for: (1) complaints of [sexual assault](#), [relationship violence](#), and [stalking](#) regardless of whether the complainant or respondent is a student, or faculty or staff member; and (2) for complaints of sexual harassment in which the complainant or respondent is a student:

- **Equal Rights:** All procedural rights will be afforded equally to respondents and complainants.
- **Testimony:** If the applicable procedures allow one party to be present for the entirety of a hearing, both parties shall be provided this right equally. When requested, arrangements shall be made so that the complainant and the respondent are not present in the same room at the same time. Both parties will be permitted to offer testimony at a hearing or, if the procedures do not include a hearing, to the adjudicating official.
- **Review of Information:** The complainant and respondent will each have equal and timely access to any information that will be used during disciplinary meetings and hearings, consistent with FERPA and to protect other confidential and privileged information.
- **Questioning:** If the applicable procedures include a hearing, only the resolution panel

may ask questions of the parties and any witnesses. Both parties may propose questions of the other party and witnesses by submitting questions to the panel in writing at any time during the proceeding. The resolution panel is encouraged to include all relevant questions, but may, in its discretion, ask, alter or omit any or all submitted questions.

- **Romantic/Sexual History:** In general, the resolution panel will not consider evidence concerning the romantic or sexual history of either party, except for evidence of 1) the parties' shared romantic or sexual history that the resolution panel deems relevant, or 2) information concerning a party's prior sexual history with someone other than the other party if deemed relevant to prove the source of injury or prior sexual misconduct, to show that an individual has an ulterior motive, or to impeach an individual's credibility after this individual has put his or her own prior sexual conduct at issue. If such evidence is offered by the complainant or respondent, the other may respond to it. The existence of a prior consensual romantic or sexual relationship between the complainant and respondent is not proof of alleged sexual misconduct.
- **Mental Health Conditions:** The resolution panel will not solicit, consider or permit introduction of information concerning a party's history of mental health counseling, treatment, or diagnosis, unless the party consents to the use of such information. The resolution panel will determine whether a party effectively consented to consideration of their own mental health conditions by placing any such conditions at issue of their own accord to support their allegations or defense.
- **Students on Panel:** If the applicable procedures normally include the participation of one or more students on a resolution panel, those students will be replaced by administrative staff or faculty.

d. *Resolution Procedures for Sexual Misconduct Investigations Involving Student Respondents*

The following procedures apply to the resolution of sexual misconduct investigations in which the respondent is a student (except where broader application is explicitly noted).⁷

i. *Resolution Panel*

If a matter involving a student respondent is not resolved by informal resolution or a respondent's acceptance of responsibility,⁸ the Title IX Coordinator or a designee will convene a resolution panel at the conclusion of an investigation to determine whether the respondent is or is not responsible for violation(s) of the Policy. If the facts surrounding a report of sexual misconduct also involve other alleged violation(s) of University policy, including but not limited to student codes of conduct, the resolution panel may also hear such other alleged violations.

Each resolution panel will have three members drawn from a trained pool of University faculty and administrators and retired judges or other qualified legal professional selected by the Title IX Coordinator or a designee. Each resolution panel will include two University personnel (faculty and/or administrators) and a retired judge or other qualified legal professional.

The complainant and respondent will be informed of the resolution panel's membership before the hearing

⁷ These procedures do not apply to cases where the respondent is a post-doctoral fellow or resident, or Peabody Preparatory School student.

⁸ If a respondent does accept responsibility, a resolution panel will be convened to determine appropriate sanction.

and shall have the opportunity to object to the participation of any member based on a conflict of interest. All resolution panel members and employees involved in the resolution process shall have received, at a minimum, annual training on issues related to sexual misconduct and on how to conduct a compliant investigation and hearing process that protects the safety of victims and promotes accountability.

ii. Determination of Responsibility

Upon review of the investigative report and any comments submitted by the parties and OIE, the resolution panel may (1) determine that the case can be decided without hearing from witnesses or receiving further evidence, (2) remand the case for further investigation or clarification of the investigative report, or (3) convene a hearing. If the resolution panel determines that a case can be decided without hearing from witnesses or receiving further evidence, both the complainant and respondent will nonetheless have the opportunity to make a statement to the resolution panel in person or in writing if they so choose.

In the event that the resolution panel decides to convene a hearing or that either party (or both) elect to make an in person statement to the resolution panel, this will be a closed proceeding, meaning that no one other than the resolution panel members, supporters, and necessary University personnel may be present. If a hearing is convened, the complainant and respondent, their respective supporter(s), and witnesses called to the hearing will be present in the hearing room only when making a statement or being questioned by the resolution panel. The complainant and respondent will be given the opportunity to view or hear the evidence stage of the hearing from separate rooms via closed-circuit television or similar video or audio transmission. The deliberations of the resolution panel will be closed and private.

In general, hearings will proceed as follows, although the resolution panel has discretion to alter the order or manner in which it hears or receives evidence:

- Opening statement by the complainant
- Opening statement by the respondent
- Questioning of the complainant by the panel
- Questioning of the respondent by the panel
- Questioning of witnesses by the panel
- Questioning of the investigators by the panel
- Closing statement by the complainant
- Closing statement by the respondent

The resolution panel may set reasonable time limits for any part of the hearing. The resolution panel may also determine the relevance of, place restrictions on, or exclude any witnesses or information. Formal rules of evidence do not apply.

Additional hearing rules include:

- **Prior Conduct Violations:** The resolution panel will generally not consider evidence of any prior incident, but the resolution panel has discretion to consider evidence of any prior incident(s) that involved conduct substantially similar to the allegation(s) being investigated or demonstrates a common pattern of behavior.
- **Audio or Video Recording:** The University will make an audio and/or video recording of the hearing for the use of the resolution panel, for sanctioning, and for purposes of appeal. The resolution panelists, the Title IX Coordinator, and/or the Vice Provost for Student Affairs may request a transcript and recording of the hearing. The

parties may not record any part of the investigation or hearing.

The resolution panel in student respondent cases (and the appropriate administrator/panel/board in faculty/staff respondent cases) will use the [preponderance of the evidence](#) standard to determine respondent's responsibility for alleged Policy violations.

Determinations of responsibility by the resolution panel are made by majority vote; determinations as to the appropriate sanction are also made by majority vote, except where the sanction in question is expulsion or a revocation of a degree, for which unanimity is required.

If the resolution panel finds the respondent not responsible, it will simultaneously send its determination, with the reasons for its decision, to the complainant and respondent, with a copy to the Title IX Coordinator. If the resolution panel finds the respondent responsible, it will proceed to the sanctioning phase, described below.

Whatever the outcome of the resolution process, either party may request ongoing or additional accommodations, and the Title IX Coordinator will determine whether such accommodations are appropriate. Potential ongoing accommodations include, but are not limited to: (1) providing a security escort; (2) moving residences; (3) changing academic schedules; adjusting work schedules; (5) allowing withdrawal from or re-taking a class without penalty; (6) providing access to tutoring or other academic support, such as extra time to complete or re-take an examination; and (7) directing that the parties have no contact with one another.

iii. Sanctioning

This section "Sanctioning" applies to all sexual misconduct cases, irrespective of whether the complainant or respondent is a student or faculty or staff member.

The resolution panel, in consultation with the Title IX Coordinator, is responsible for sanctioning student respondents found responsible for violating the Policy. Student affairs personnel will coordinate with the resolution panel and the dean of the respondent's school to ensure that the resolution panel has access to and assesses all relevant information.

The resolution panel in student respondent cases (or appropriate administrator/panel/board in faculty/staff respondent cases) may consider the following factors in the sanctioning process:

- The specific misconduct at issue;
- The circumstances accompanying any lack of [consent](#) (e.g., force, threat, coercion, intentional incapacitation, etc.);
- The respondent's state of mind (bias-motivated, reckless, negligent, etc.);
- The respondent's prior disciplinary history;
- The safety of the University community;
- Impact or mitigation statement by one or both parties;
- The respondent's conduct during the investigation and resolution process; and
- Such other factors as the resolution panel deems appropriate.

In appropriate cases, e.g., where the administrator/panel/board finds that the respondent poses a threat to the complainant or to campus safety, the administrator/panel/board, in consultation with the Title IX Coordinator, may impose interim sanctions before issuing a decision.

The administrator/panel/board will impose sanctions that are fair and appropriate, consistent with the University's handling of similar cases, adequate to protect the safety of the campus community, and reflective of the seriousness of the misconduct at issue. The administrator/panel/board may impose any one or more of the following sanctions on a respondent found responsible for sexual misconduct, or other such appropriate sanction as the circumstances may dictate:

- Reprimand/warning;
- Changing the respondent's academic or employment schedule;
- Disciplinary probation;
- Revocation of honors or awards;
- Loss of privileges;
- Imposition of conditions of employment;
- Restricting access to University facilities or activities, including student activities and campus organizations;
- Mandatory training;
- Service hours;
- Alcohol and/or drug assessment or counseling;
- Issuing a "no contact" order to the respondent or requiring that an existing order remain in place;⁹
- Moving the respondent's residence;
- Dismissal, termination or restriction from University employment;
- Making a former University employee or student (including those expelled or terminated pursuant to these sanctions) ineligible for hire or rehire by the University;
- Removal from student housing;
- Demotion or other removal from a management, supervisory or leadership role(s);
- A full or partial ban from campus (either limited time or indefinite);
- Transcript notations;
- Deferred suspension;
- Restriction from University sponsored or affiliated events;
- Pay reduction;
- Loss of raise;
- Loss of supervision or oversight duties;
- Suspension;
- Expulsion; and
- Revocation of degree.

The administrator/panel/board will simultaneously send its determination of responsibility and sanction(s), with the reasons therefor, to the complainant and respondent, with a copy to the Title IX Coordinator. The administrator's/panel's/board's notice to the complainant and respondent shall describe the University's appeal procedures.

The administrator/panel/board may recommend, and the Title IX Coordinator may implement, additional measures that are designed to prevent the recurrence of sexual misconduct or respond to the effects of the sexual misconduct on the University community that include, but are not limited to: increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred; additional training and/or educational materials for students or groups; revision of the Policy; and campus climate surveys.

⁹ All reported violations of "no contact" orders will be assessed to determine whether additional misconduct charges are warranted.

The administrator/panel/board may also recommend, and the Title IX Coordinator may implement, additional measures to remedy the effects of the sexual misconduct on the complainant. These measures, which should be considered regardless of what interim measures were instituted, include but are not limited to: providing an escort for passage between classes and activities; ensuring the complainant and respondent do not share classes or extracurricular activities; moving the respondent or complainant (if the complainant requests to be moved) to a different residence hall; providing victim focused services including medical, counseling and academic support services, such as tutoring; and arranging for the complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty.

iv. Appeals

Both parties have the right to appeal the resolution panel's finding of responsibility and/or imposition of sanction(s). A party has five (5) business days from receipt of the resolution panel's determination to appeal. Any appeal must be filed in writing with the Vice Provost for Student Affairs or a designee, who will decide all appeals. An appeal will involve a review of the file, including the investigative report, recording or transcript of the hearing, and decision of the resolution panel; the appeal does not involve another hearing, or meetings with the complainant or respondent.

The sole grounds for appeal are:

- A procedural error that could have affected the determination or sanction(s);
- New information that was not available at the time of the investigation or hearing and that could reasonably have affected the determination or sanction(s); and
- Excessiveness or insufficiency of the sanction(s).

If the Vice Provost for Student Affairs or designee concludes that a change in the resolution panel's responsibility or sanctioning determination is warranted, they may (1) enter a revised determination; (2) remand the matter to the resolution panel to reconsider its determination or sanction; or (3) remand the matter for further investigation by the investigative team. The Vice Provost for Student Affairs or designee will simultaneously send the appeal determination, with the reasons therefor, to the complainant and respondent, with a copy to the Title IX Coordinator. No further appeals are permitted.

In faculty and staff respondent cases that involve a student complainant, the parties may appeal a determination or sanction. In faculty and staff respondent cases that do not involve a student, if divisional or unit procedures allow an appeal with respect to procedural errors, findings or sanctions, such right to appeal shall be available equally to the complainant and respondent.

v. Notice of Outcomes

This section "Notice of Outcomes" applies to all sexual misconduct cases, irrespective of whether the complainant or respondent is a student or faculty or staff member.

In cases of sexual misconduct both the complainant and the respondent will be notified of the outcome of the complaint in writing simultaneously. In all such cases, this notice will include (a) whether it was found that the alleged misconduct occurred, (b) any sanctions imposed on the respondent that directly relate to the complainant, and (c) any steps taken to eliminate a hostile environment and prevent recurrence. The complainant should also be notified of (d) any individual remedies offered or provided to the complainant, and the respondent should be notified of (e) any remaining sanctions imposed on the respondent. Additionally, in cases alleging a sexual assault, relationship violence, or stalking, the complainant and respondent will be notified of all sanctions imposed against the respondent, along with rationale for the result and sanctions.

In all cases, the notice will also include information on the procedures, if any, for the complainant and respondent to appeal the results of the disciplinary proceeding. Subsequent simultaneous written notice will be provided to the complainant and respondent if there is any change to the results that occurs prior to the time that such results become final, when such results become final, and the outcome of an appeal, if any.

Section VIII

Medical Treatment and Preservation of Evidence

Victims of sexual assault, stalking, and relationship violence are encouraged to seek medical attention in order to treat injuries, test for and treat sexually transmitted infections, test for pregnancy, and access emergency contraception, as needed. Obtaining medical attention from a forensic nurse examiner is recommended, as this medical professional can both administer medical services and conduct a medical forensic examination. In circumstances of sexual assault, stalking and relationship violence where the victim does not opt for forensic evidence collection, forensic nurse examiners can still treat injuries and take steps to address concerns of pregnancy and sexually transmitted infections.

Collection of evidence and provision of prophylactic medications can be time-sensitive. Victims who wish to preserve evidence and/or receive prophylactic medications for pregnancy and sexually transmitted infections are encouraged to seek forensic medical attention as soon as possible after the incident. If a victim chooses not to make a complaint regarding an incident, but thinks that this may be a possibility in the future, the victim should consider speaking with Campus Safety and Security or law enforcement to preserve evidence in the event of a change of mind at a later date.

If possible, to best preserve any evidence, a victim should not shower, bathe, wash, douche, brush hair, drink, eat, or change clothes or bedding before a forensic medical exam. If the victim decides to change clothes, the individual should not wash the clothes worn during the assault and should bring them to the hospital or medical facility. However, even if the victim has already done these things, a forensic exam may still be able to collect valuable evidence. Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any. Such evidence may be useful to University investigators and hearing boards, to law enforcement authorities (e.g., in proving that an alleged criminal offense occurred), and when seeking civil no-contact orders or protection or peace orders.

A forensic medical exam by a forensic nurse examiner allows for collection and preservation of evidence that may be necessary to aid in prosecution of sexual assault, stalking and relationship violence, or in obtaining a civil no-contact order or protection or peace order. A forensic exam goes beyond DNA evidence collection, and therefore is important regardless of whether the perpetrator is known to the victim, and regardless of whether the victim thinks there is biological/DNA evidence to collect. The exam can include writing down the victim's description of events, physical examination, photographic documentation of injuries, evidence collection procedures, and assessment for drug-facilitated assault ("date-rape drugs"). Victims have the right to accept or decline any or all parts of the exam. At some hospitals, a forensic medical exam can be completed regardless of whether a victim wishes to report the incident to law enforcement. Under such circumstances, the victim has the option of conducting a "Jane/Joe Doe" examination, where the forensic nurse examiner completes a history, conducts a physical exam and collects evidence but does not release the information to law enforcement; the medical records and evidentiary kit can be stored and later released to law enforcement if the victim chooses to make a police report.

Baltimore's designated forensic nurse examiner site is Mercy Medical Center, 345 St. Paul Place Baltimore, MD 21202, 410.332.9494. Mercy Medical Center is staffed with forensic nurse examiners trained to assist victims of sexual assault with physical examination, evidence collection, and pursuing a complaint with law enforcement, if a victim so desires (however, engagement with or reporting to law enforcement is not

required by Mercy Medical Center). An [app called bMOREsafe](#) explains more about victims' options for medical attention, reporting, forensic examination, and support services.

Victims will receive full and prompt cooperation from University personnel in obtaining appropriate medical attention, including transporting the victim to the nearest hospital. Victims reporting an incident to Student Affairs personnel, OIE or Campus Safety and Security will be offered transportation to Mercy Medical Center or another appropriate medical center. Victims who wish to be transported to Mercy Medical Center or another appropriate medical center and also wish to remain anonymous should call Campus Safety and Security with a transportation request, but should not disclose their name.

For a list of hospitals near JHU's campuses and surrounding areas, please see Appendix F. Victims in other cities should contact the closest local hospital or crisis center, some of which may be available on the [Rape, Abuse, Incest National Network website](#), and inquire about the nearest hospital equipped with forensic nurse examiners/medical forensic services.

Although the University encourages all members of its community to report sexual misconduct to law enforcement authorities, victims have the right to decline involvement with law enforcement authorities. The University's Title IX Coordinator or Campus Safety and Security will assist any victim with notifying local law enforcement authorities if they so desire. A victim can choose to only make a law enforcement report, only make a University report, do both, or do neither. The University reserves the right to report information to law enforcement authorities, as it deems appropriate.

Section IX **Education and Training**

Primary and Ongoing Prevention and Awareness Programs

The University has a variety of education programs to promote prevention and awareness of sexual misconduct for students and employees. The University offers training on sexual misconduct at orientation for new students and employees, as well as enhanced ongoing prevention and awareness campaigns that address sexual misconduct for students and employees. For information regarding training programs, including online training, contact OIE at: (410) 516-8075, ois@jhu.edu or visit [OIE's website](#).

Bystander Intervention Training (BIT) Programs

The University's education program also includes safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual misconduct against another person. BIT programs help students identify situations of concern, and provide knowledge and tools to encourage safe and successful interventions. If you would like to schedule a BIT program for your student group, please contact OIE at: (410) 516-8075, ois@jhu.edu or visit [OIE's website](#).

Escalation Workshop on Relationship Violence

The University has partnered with the One Love Foundation, dedicated to raising awareness about intimate partner violence. Students participating in a ninety (90) minute workshop will participate in a facilitated discussion about intimate partner violence, and view a forty (40) minute feature film, "Escalation." After the film, a facilitator guides students through a meaningful discussion about relationship violence, the warning signs of an abusive relationship and how this relates to their lives and their campus. To schedule a workshop for your student group, please contact OIE at: (410) 516-8075, ois@jhu.edu or visit [OIE's website](#).

Rape Aggression Defense (RAD)

The Rape Aggression (“RAD”) system is a program of realistic self-defense tactics and techniques for women offered by Campus Safety and Security. The RAD system is a comprehensive women-only course with the instructional objective of developing and enhancing options for self-defense, so they may become viable considerations to the woman attacked. The program includes crime prevention awareness, risk reduction and avoidance, and basic self-defense techniques. RAD is not a martial arts program and no prior training or knowledge is required to attend the class. Women of all ages and fitness levels can participate in the class. RAD is a twelve (12) hour course consisting of four (4) classes, three (3) hours each. Class size is limited to twenty (20) students and there is no cost to attend. Call (410) 516-4671 to register.

APPENDIX A
CAMPUS SECURITY AND LOCAL LAW ENFORCEMENT CONTACT INFORMATION

Campus	Agency/Office	Non- Emergency Phone Number	Emergency Phone Number
Homewood Campus	Campus Safety & Security	410-516-4600	410-516-7777
	Baltimore Police Department	410-396-2455	911
The Peabody Institute Campus	Campus Security	410-234-4605	410-234-4600
	Baltimore Police Department	410-396-2411	911
East Baltimore Campus	Corporate Security	410-614-3473	410-955-5585
	Baltimore Police Department	410-396-2433	911
Harbor East Campus	Campus Security	410-234-9301	410-234-9300
	Baltimore Police Department	410-396-2411	911
Columbia Campus	Director of Campus Operations	410-516-9700	410-516-9700
	Howard County Police Department	410-313-2929	911
Montgomery County Campus	Campus Security	301-294-7191	301-294-7191
	Montgomery County Police	301-279-8000	911
Applied Physics Laboratory (APL)	Security Services Department	443-778-7575	443-778-7575
	Howard County Police Department	410-313-2929	911
Washington DC Campus	SAIS Security/Allied Barton	202-663-7796	202-663-7796
	Metropolitan Police Department	202-737-4404	911
SAIS Europe, Bologna Campus	Finance and Administration	+39 051-2917811	+39 051-2917811
	State Police	112	112
Hopkins – Nanjing	American Co-director	86.25.8359.2436	86.25.8359.2436
	Nanjing Public Security Bureau	86.25.8442.0009	86.25.8442.0009

APPENDIX B
CONFIDENTIAL RESOURCES (BOTH JHU & OFF-CAMPUS)

JHU CONFIDENTIAL RESOURCES

JHU Sexual Assault Helpline – 410-516-7333

A confidential service available 24/7 to ALL JHU students. Receive information, support and discuss options for medical care, counseling and reporting with professional counselors. Calls do NOT constitute making an official report of sexual misconduct to the University. Callers can remain anonymous.

JHU Counseling Center – 410-516-8278

Serves all full-time undergraduate & graduate students from KSAS, WSE, & Peabody.
3003 N. Charles Street, Suite S-200
Baltimore, MD 21218
<http://jhu.edu/counselingcenter>

JHU Student Health and Wellness Center – 410-516-8270

Serves all full-time, part-time & visiting undergraduate & graduate students from KSAS, WSE & Peabody. Serves post-doctoral fellows enrolled in KSAS, WSE, School of Education & Sheridan Libraries.
Homewood Campus
1 East 31st Street, N200
Baltimore, MD 21218
<https://studentaffairs.jhu.edu/student-health/>

Gender Violence Prevention & Education – 410-516-8396

Alyse Campbell, Gender Violence Prevention & Education Specialist
acampb39@jhu.edu

College Chaplains, Bunting Meyerhoff Interfaith and Community Service Center – 410-516-1880

3400 North Charles Street
Baltimore, MD 21218
<http://jhu.edu/chaplain>

Johns Hopkins University Services/Mental Health

Serves BSPH, SOM, and SON students, residents, fellows & trainees & their spouses or domestic partners.
University Health Services (UHS) – 410-955-3250
933 N. Wolfe Street
Baltimore, MD 21205
<http://www.hopkinsmedicine.org/uhs>
Mental Health Services – 410-955-1892
Available by telephone 24/7.
Press “0” to speak with the on-call psychiatrist in an emergency

Johns Hopkins Student Assistance Program (JHSAP) – 443-287-7000

Serves graduate, medical & professional students, and immediate family members.
<http://jhsap.org>

mySupport (formerly known as the Faculty and Staff Assistance Program (FASAP)) – 443-997-7000

Serves University faculty & staff & their immediate family members.

<http://fasap.org>

Both JHSAP and FASAP have offices at these 2 main locations. Additional JHSAP locations include Bayview, Columbia, & Washington, DC.

East Baltimore Campus 550
North Broadway
Suites 403, 507 & 510
Baltimore, MD 21205

Johns Hopkins @ Eastern
1101 East 33rd Street, Suite C100
Baltimore, MD 21218

OFF CAMPUS CONFIDENTIAL RESOURCES

Mercy Medical Center (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore City)
410-332-9494

www.bmoresafemercy.org

GBMC (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore County)
443-849-3323

<http://www.gbmc.org/safe>

Howard County General Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Howard County)

410-740-7890

http://www.hopkinsmedicine.org/howard_county_general_hospital/

Shady Grove Adventist Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Montgomery County)

240-826-6000

<http://www.adventisthealthcare.com/locations/shady-grove-medical-center>

(See [Appendix F](#) for other hospitals with SAFE programs)

RAPE CRISIS RECOVERY CENTERS

Turnaround (Serves Baltimore City & Baltimore County)

Hotline: 443- 279-0379

<http://www.turnaroundinc.org>

HopeWorks (Serves Howard County)

Hotline: 410-997-2272

www.wearehopeworks.org

Victim Assistance & Sexual Assault Program (Serves Montgomery County)

Hotline: 240-777-4357

www.vasap.org

DC Rape Crisis Center (Serves the Washington DC Metro Area)

Hotline: 202-333-RAPE
www.dcrcc.org

OTHER CONFIDENTIAL RESOURCES

RAINN (Rape, Abuse, and Incest National Network)
<https://rainn.org>

MCASA: Maryland Coalition Against Sexual Assault
(Website provides a complete listing of SAFE Programs and Rape Crisis and Recovery Centers in Maryland)
<http://www.mcasa.org>

SALI: Sexual Assault Legal Institute
(Provides direct legal services for victims and survivors of sexual assault)
<http://www.mcasa.org/law-public-policy/legal-services-sali/>

National Sexual Assault Hotline
Toll Free: 1-800-656-4673

House of Ruth (Comprehensive services for victims of intimate partner violence)
Hotline: 410-889-7884
<http://www.hruth.org/>

National Domestic Violence Hotline
Hotline: 1-800-799-7233
<http://www.thehotline.org/>

Maryland Network Against Domestic Violence
Telephone: 301-429-3601
<http://mnadv.org/>

Sexual Assault/Spouse Abuse Resource Center (SARC)
Hotline: (410) 836-8430
<https://www.sarc-maryland.org/>

OneLove (Information about intimate partner violence)
<http://www.joinonelove.org/>

Loveisrespect (Resource to empower youth to prevent and end dating abuse)
<http://www.loveisrespect.org/>

APPENDIX C
JHU & OTHER NON-CONFIDENTIAL RESOURCES

A. CAMPUS SECURITY & LOCAL LAW ENFORCEMENT

1. See **APPENDIX A**
2. Download the [Live Safe App](#) available on the Homewood and DC campuses

B. OFFICE OF INSTITUTIONAL EQUITY

1. Office of Institutional Equity

3100 Wyman Park Drive
Suite 515
Baltimore, Maryland 21211
Telephone: 410-516-8075
<http://oie.jhu.edu>

2. [JHU Sexual Assault Website](#) (Includes a link to the Sexual Misconduct Policy & Procedures as well as resource information)

C. STUDENT AFFAIRS RESOURCES & OFFICES

1. Help Connecting with a Supporter

For all complaints of sexual assault, dating violence, domestic violence, and stalking, and for complaints of sexual harassment in which the complainant or respondent is a student, individuals may be assisted and advised by a supporter of their choice, including legal counsel, or a parent or legal guardian, throughout the investigative and resolution process, including hearing, sanctioning and appeals. Supporters may accompany, advise and provide support at any meeting or hearing in connection with an investigation and resolution of the complaint; but may not speak on behalf of an individual for whom they provide support or otherwise participate, or address or question the investigator, resolution panel, or other parties or witnesses. Students in need of help connecting with a supporter while involved in a sexual misconduct matter should contact Jennifer Calhoun, Special Advisor, VP Student Affairs, calhoun@jhu.edu for assistance; (410) 516-6283.

2. Student Affairs Offices

Advanced Academic Programs

Amy Carmack
Executive Director of Student Affairs
1717 Massachusetts Ave NW, Suite 101
Washington, DC 20036
E-mail: acarmac1@jhu.edu

Engineering for Professionals

Heather Stewart
Manager of Academic Affairs
3400 N Charles St.

Baltimore, MD 21218
Telephone: 410-516-1256
E-mail: hstewal3@jhu.edu

Bloomberg School of Public Health

Michael Ward
Associate Dean for Enrollment and Student Affairs
615 N. Wolfe Street,
Baltimore, MD 21205
Telephone: 443-287-7277
E-mail: mward@jhu.edu

Carey Business School

Debra “Jill” Green
Associate Dean for Student Development 100 International Dr.
Baltimore, MD 21202
Telephone: 410-234-9467
Email: djillgreen@jhu.edu

School of Education

Teresa Murray
Director of Student Services
6740 Alexander Bell Drive
Columbia, MD 21046
Telephone: 410-516-9734
E-mail: teri.murray@jhu.edu

KSAS and WSE

Smita Ruzicka
Dean of Students
Homewood Campus 210, Mattin
Baltimore, MD 21218
Telephone: 410-516-5994
E-mail: sruzick1@jhu.edu

Renee Eastwood
Director of Graduate and Postdoctoral Academic Affairs
Krieger School of Arts & Sciences
614 Wyman Park Building
Telephone: 410-516-8477
E-mail: rseit5@jhu.edu

Christine Kavanagh
Assistant Dean for Graduate and Postdoctoral Academic Affairs
Whiting School of Engineering
Wyman 3 West
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410-516-0764
E-mail: christinekavanagh@jhu.edu

School of Medicine

Tom Koenig
Associate Dean for Student Affairs
Assistant Professor, Department of General Psychiatry
Broadway Research Building (BRB), Room 137
733 North Broadway
Baltimore, MD 21205
Telephone: 410-955-3416
E-mail: tkoenig@jhmi.edu

Peter Espenshade
Associate Dean for Graduate Biomedical Education
725 North Wolfe Street
Baltimore, MD 21205
Telephone: 443-287-5026
E-mail: peter.espenshade@jhmi.edu

School of Nursing

Jennifer Dotzenrod
Associate Dean of Enrollment Management and Student Affairs
525 North Wolfe Street
Baltimore, MD 21205
Telephone: 410-955-7545
E-mail: dotzenrod@jhu.edu

Peabody

Toni Blackwell
Interim Director of Student Affairs
1 East Mount Vernon Place
Unger Lounge Plaza Level
Baltimore, MD 21202
Telephone: 667-208-6703
E-mail: peabodydisability@jhu.edu

School of Advanced and International Studies (SAIS)

Noemi Crespo Rice
Chief Student Affairs Officer
1740 Massachusetts Avenue, N.W., Suite #305
Washington, DC 20036
Telephone: 202-663-5707
E-mail: noemi.crespo@jhu.edu

3. Financial Aid

Advanced Academic Programs

<http://advanced.jhu.edu/prospective-students/financial-aid/>
1717 Massachusetts Avenue, NW Washington, DC 20036
Telephone: 202-452-1940

Bloomberg School of Public Health

<http://www.jhsph.edu/offices-and-services/student-affairs/financial-aid/>

615 N. Wolfe Street, Baltimore, MD 21205
Telephone: 410-955-3004

Carey Business School

<http://carey.jhu.edu/admissions/financial-aid/>

Baltimore Campus: 100 International Dr., Baltimore, MD 21202
410-234-9200

DC Campus: 1625 Massachusetts Avenue, NW, Washington, DC 20036
Telephone: 410-234 9200

School of Education

<http://www.students.education.jhu.edu/financial/>

2800 North Charles Street, Baltimore, MD 21218
Telephone: 410-516-9808

KSAS and WSE (including Engineering for Professionals)

<http://finaid.johnshopkins.edu/>

3400 N Charles St., 146 Garland Hall, Baltimore, MD 21218
Telephone: 410-516-8028

Peabody

<http://www.peabody.jhu.edu/conservatory/financialaid/>

1 East Mount Vernon Place, Baltimore, MD 21202
Telephone: 667-208-6500

SAIS

<https://www.sais-jhu.edu/content/financial-aid-office#welcome>

Washington: Nitze Building, 1740 Massachusetts Ave., N.W. Washington, D.C. 20036
Telephone: 202-663-5600

Europe: Bologna Center, via Belmeloro, 11, 40126 Bologna, Italy
Telephone: +39.051.2917.811

Nanjing: Hopkins-Nanjing Center, Nanjing University, 162 Shanghai Road, Nanjing, Jiangsu Province, China 210008, People's Republic of China

Telephone: 202-663-5800

Telephone: +1.800.362.6546

Telephone: +86.25.8359.2436

School of Medicine

<http://www.hopkinsmedicine.org/financialaid>

1620 McElderry Street, Suite 427, Baltimore, MD 21205-1911
Telephone: 410-955-1324

School of Nursing

<http://nursing.jhu.edu/admissions/financial-aid/>

525 N. Wolfe Street, Student House, Baltimore, MD 21205
Telephone: 410-955-9840

4. Office of International Services

James Brailer, Assistant Provost for International Student and Scholar Services
jbraille1@jhu.edu

<http://ois.jhu.edu>

Telephone: 667-208-7001

5. **Gender Equity**

Jeannine Heynes, Director of Women and Gender

Resources <http://studentaffairs.jhu.edu/gender-equity/>

Telephone: 410-516-8730

6. **LGBTQ Life**

Demere Woolway, Director of LGBTQ Life

<http://studentaffairs.jhu.edu/lgbtq/>

Telephone: 410-516-8208

7. **Office of Multicultural Affairs**

Joseph Colon, Director of Multicultural Affairs

<http://oma.jhu.edu/>

Telephone: 410-516-8730

8. **Center for Student Success**

Irene Ferguson, Associate Dean for Student Success

<http://studentaffairs.jhu.edu/dass/>

Telephone: 410-516-8730

9. **Disability Services**

Advanced Academic Programs

<http://advanced.jhu.edu/students/disability-accommodations/>

Talia A. Varone, Sr. Student Services Coordinator, AAP Student Services

Bernstein Office Building

1717 Massachusetts Avenue, NW Washington, DC 20036

Telephone: 202-663-5956

Email: tvarone@jhu.edu

Bloomberg School of Public Health

<http://www.jhsph.edu/office-and-services/student-affairs/disability-support-services/>

Audrey Ndaba, Disability Support Services Coordinator

615 N. Wolfe Street, Suite E-1002

East Baltimore Campus

Telephone: 410-955-6602

Email: andaba1@jhu.edu

Carey Business School

<http://carey.jhu.edu/life-at-carey/student-resources/disability-services>

Jeanette Proakis, Sr. Student Services Coordinator

100 International Dr.

Baltimore MD 21202

Telephone: 410-234-9310

Email: carey.disability@jhu.edu

Center for Talented Youth

<http://cty.jhu.edu/disability/index.html>

Melissa A. Kistler, Disability Services Administrator
McAuley Hall, Ste. 400
5801 Smith Ave,
Baltimore, MD 21209
Telephone: 667-208-7641
Email: melissa.kistler@jhu.edu

School of Education

<http://www.students.education.jhu.edu/disability/index.html>

Jennifer Eddinger, Assistant Director, Office of Student Affairs
6740 Alexander Bell Drive, Suite 302
Columbia, MD 21046
Telephone: 410-516-9734
E-mail: jeddinge@jhu.edu

Engineering for Professionals

<http://ep.jhu.edu/student-services/other-services/disability-support-services>

Allison Leventhal, *Outreach and Support Case Manager for Graduate and Postdoctoral Affairs/ Student Disability Services Coordinator*
Johns Hopkins Whiting School of Engineering, Graduate Academic Affairs
Wyman 3 West
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410-516-2328
Email: ep-disability-svcs@jhu.edu

Krieger School of Arts and Sciences / Whiting School of Engineering

(Undergraduate and full time graduate students)

<http://web.jhu.edu/disabilities>

Terri Massie-Burrell, Director of Student Disability Services
Dayna Geary, Assistant Director, Student Disability Services
3400 N Charles St., Schaffer 101 (1st Floor)
Baltimore MD 21218
Telephone: 410-516-6103
Email: tmassie1@jhu.edu
Email: dgeary2@jhu.edu

Peabody

<http://www.peabody.jhu.edu/conservatory/studentaffairs/disability/>

Toni Blackwell, Interim Director of Student Affairs and Disability Resources Coordinator
1 East Mount Vernon Place
Baltimore, MD 21202
Telephone: 667-208-6703
E-mail: peabodydisability@jhu.edu

SAIS

<https://www.sais-jhu.edu/campus-life/washington#wellbeing-and-support>

Khorey Baker, Director of Student Life
1740 Massachusetts Avenue, N.W., Room 318
Washington, D.C. 20036
Telephone: 202-663-5705
E-mail: khorey.baker@jhu.edu

School of Medicine

<http://www.hopkinsmedicine.org/som/students/life/disability.html>
Ellen Kaplan, Learning Specialist and Disability Services Coordinator
1600 McElderry Street
Baltimore, MD 21205
Telephone: 410-502-6295
E-mail: ekapla19@jhmi.edu

School of Medicine – Ph.D. Programs

http://www.hopkinsmedicine.org/graduateprograms/disability_services.cfm
Kristina Nance, Assistant Director, Graduate Student Experience and Diversity
1830 East Monument Street, Suite 620
East Baltimore Campus
Telephone: 410-614-3385
E-mail: GradDisabilityOffice@jhu.edu

School of Nursing

<http://nursing.jhu.edu/life-at-hopkins/student-resources/disability/index.html>
Megan Barrett, Director of Student Affairs
525 N. Wolfe Street, Student House 216
Baltimore, MD 21205
Telephone: 410-955-7549
E-mail: mbarrett@jhu.edu

Office of Institutional Equity

Aaron Hodukavich
Director, ADA Compliance and Disability Services
Telephone: 410-516-8075
Email: ahoduka1@jhu.edu

D. STUDENT OPERATED RESOURCES

1. SARU – Peer Run Support Line Hotline: 410-516-7887
<https://jhusaru.wordpress.com/about>

APPENDIX D
EXTERNAL GOVERNMENT RESOURCES

The government resources listed below may provide additional assistance for students or employees wishing to file an external complaint of sexual misconduct, students or employees with inquiries regarding the application of Title IX and its implementing regulations, or students or employees wishing to file an external complaint against the University. In addition, participants in programs funded by other federal agencies may also file a complaint directly with those agencies.

Please note that different agencies may have different time limits requirements for filing reports or complaints.

U.S. Department of Education

Office for Civil Rights
Philadelphia Office
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107
(215) 656-8541
OCR.Philadelphia@ed.gov
<http://www.ed.gov/ocr>

U.S. Department of Justice

Office on Violence Against Women
145 N Street NE, Suite 10 W.121
Washington, DC 20530
(202) 307-6026
<https://www.justice.gov/ovw>

EEOC Baltimore Field Office

GH Fallon Federal Building
31 Hopkins Plaza, Suite 1432
Baltimore, MD 21202
1-800-669-4000 / (TTY) 1-800-669-6820
<https://www.eeoc.gov/field/baltimore>

EEOC Washington, D.C. Field Office

131 M Street, NE
Fourth Floor, Suite 4NWO2F
Washington, DC 20507-0100
1-800-669-4000
<https://www.eeoc.gov/field/washington/index.cfm>

Maryland Commission On Civil Rights

6 St. Paul Street, Suite 900
Baltimore, MD 21202-1631
1-800-637-6247 / (TTY) 711
<http://mccr.maryland.gov>

APPENDIX E
ON-CAMPUS MEDICAL AND INTERNATIONAL STUDENT RESOURCES

- 1. JHU Student Health and Wellness Center**
Homewood Campus
1 East 31st Street, N200 Baltimore, MD 21218
Telephone: 410-516-8270
<https://www.jhu.edu/life/health-wellness/>

- 2. University Health Services**
933 N. Wolfe Street Baltimore, MD 21205
Telephone: 410-955-3250
<http://www.hopkinsmedicine.org/uhs/directions.html>

- 3. Office of International Services**
www.ois.jhu.edu
Telephone: 667-208-7001
Email: ois@jhu.edu

APPENDIX F
LOCAL HOSPITALS

Baltimore City

Mercy Hospital (24/7)
301 St. Paul Place
Baltimore, MD 21011
Telephone: 410-332-9000

Anne Arundel County

Anne Arundel Medical Center
2001 Medical Parkway
Annapolis, MD 21401
Telephone: 443-481-1200

Baltimore County

Baltimore Washington Medical Center
301 Hospital Drive
Glen Burnie, MD 21061
Telephone: 410-787-4328

GBMC (24/7)

6701 North Charles Street Towson, MD 21204
Telephone: 443-849-3323
<http://www.gbmc.org/safe>

Carroll County

Carroll Hospital Center
200 Memorial Avenue Westminster, MD 21157
Telephone: 410-871-6655

Howard County

Howard County General
5755 Cedar Lane
Columbia, MD 21044
Telephone: 410-740-7777

Montgomery County

Shady Grove Adventist Hospital
9901 Medical Center Drive
Rockville, MD 20850
Telephone: 240-826-6000

Washington, DC

MedStar Washington Hospital Center (24/7)
110 Irving Street, N.W.
Washington, D.C. 20010
Telephone: 800.641.4028
<http://dcsane.org>

Bologna

Pronto Soccorso Ostetrico e Ginecologico (Gynecology ER) Ospedale Sant'Orsola-Malpighi

Via Massarenti Padiglione 4

Pronto Soccorso Generale Ospedale Sant'Orsola-Malpighi Via Albertoni 15

Pronto Soccorso Generale Ospedale Maggiore

Largo Nigrisoli 2 (Via Saffi)

Nanjing

Nanjing University Hospital 22 Hankou Rd

Gulou, Nanjing, Jiangsu China

Telephone: +86-25-8359-2526