

The Johns Hopkins University
Interim Sexual and Sex-Based Misconduct Policy and Procedures¹ (“SMPP”)
EFFECTIVE AUGUST 1, 2024 – JANUARY 8, 2025

Note Regarding Allegations That Pre-Date This Policy:

This policy and its procedures do not apply retroactively. For any matters reported to OIE prior to August 1, 2024, or which concern allegations of sexual or sex-based misconduct that allegedly occurred prior to August 1, 2024, the Office of Institutional Equity (OIE) will consider the nature and timing of the allegations to determine the appropriate policy and procedures to apply.

Note Regarding Pending Legal Challenges to the Title IX Regulations:

This policy complies with the August 1, 2024 Title IX regulations, however the Department of Education is currently enjoined from enforcing these regulations in some states. This does not impact the majority of JHU students and employees, because there are no such legal challenges or injunctions in Maryland or Washington, D.C. If the University receives allegations of sexual or sex-based misconduct that cannot be handled under this policy due to ongoing injunctions, OIE will apply the applicable policy that pre-dated the August 1, 2024 revisions.

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¹ This policy complies with the August 1, 2024 Title IX regulations and became effective on that date. The policy has been given the designation of “interim” due to the short implementation period and numerous legal challenges pending against the Title IX regulations. The University will continue to seek feedback and consider potential policy improvements to best serve our community. In addition, the University will monitor legal developments that may impact this policy.

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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 any form of sexual and sex-based misconduct, including sexual and sex-based discrimination and harassment. 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 and sex-based 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 and Sex-Based Misconduct Policy and Procedures (the “Policy” and these “Procedures”) implement the University’s commitment to investigate and resolve cases involving sexual and sex-based misconduct and retaliation promptly, fairly, equitably, impartially, and in compliance with law.²

This Policy and its Procedures apply equally regardless of an individual’s sex, gender, marital status, parental status, pregnancy (and related conditions), 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 and ensure that their policies and procedures comply with this Policy and its Procedures. To the extent there is any inconsistency between unit policies and procedures and this Policy and its Procedures, this Policy and its Procedures control.

This Policy prohibits sexual and sex-based misconduct 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.

All individuals who enter JHU campuses or property are prohibited from engaging in any form of sexual or sex-based misconduct as defined by this Policy, regardless of their affiliation with the University. When a report of such misconduct is received, OIE will assess the involved individuals’ relationship with the University as well as the type, location, and context of the reported conduct to determine whether it should be addressed using this Policy and these Procedures or by another University policy or process. In some instances where the alleged conduct involves employees who work and live overseas on an extended or full-time basis, some or all of the procedures outlined herein may not apply. The University maintains discretion to respond to the allegations in an appropriate manner that is consistent with local law and

² The University complies with federal, state, and local law regarding sexual and sex-based 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.

practice. Regardless of the policy or process applied, OIE will take reasonable and appropriate supportive and responsive measures to address prohibited conduct under this Policy.

In some instances where the reporting party (the “complainant”) or 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 the procedures outlined herein should be applied to third parties (e.g., visitors; volunteers; vendors and contractors while on University property, participating or attempting to participate 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 reasonable and appropriate supportive and responsive 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, in consultation with 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, Assistant Vice Provost & Title IX Coordinator:

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 and sex-based misconduct, as defined below. The University also prohibits any form of retaliation (including peer 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 and/or sex-based misconduct or participated or refused to participate in any way in the investigation or resolution of such a complaint or report, or who exercised their rights or responsibilities under this Policy, these Procedures, or the law.

Thus, sexual and sex-based misconduct and retaliation are violations of this Policy, and the Procedures set forth in [Appendix G](#) apply to the investigation and resolution of reports and complaints of violations as set forth herein, except where stated otherwise. 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 will take appropriate remedial action in response to violations of this Policy, up to and including expulsion and/or termination.

The University prohibits filing complaints or reports of sexual or sex-based misconduct or retaliation that the complainant knows to be false. OIE will review and forward complaints that are determined to be false to the relevant internal University department or authority such as Human Resources, Student Conduct, or the relevant department or dean to determine and implement appropriate responsive action.

Conduct that is not considered sexual or sex-based misconduct under the definitions of this Policy may nevertheless be inappropriate or unacceptable within the JHU community. 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.

Some Other Forms of Prohibited Misconduct

- The University's [Discrimination and Harassment Policy and Procedures \("DHPP"\)](#) apply to complaints of discrimination and harassment based on race, color, ethnicity, national origin, immigration status, age, disability, religion, military status, veteran status or other legally protected characteristic. For complaints involving *both* allegations under the Sexual and Sex-Based Misconduct Policy and Procedures as well as the Discrimination and Harassment Policy and Procedures, the Vice Provost for Institutional Equity and the Title IX Coordinator will determine the appropriate procedures to be applied to the non-sexual/sex-based misconduct allegations, which may be the procedures specified in the Discrimination and Harassment Policy and Procedures or the Sexual and Sex-Based Misconduct Policy and Procedures.
- The [Student Conduct Code](#) applies to undergraduate and graduate students and sets forth various forms of prohibited conduct. If the facts surrounding a report of sexual or sex-based misconduct also involve alleged violations of the Student Conduct Code, the Title IX Coordinator or a designee may investigate such alleged violations of the Student Conduct Code 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. In the event that a personal relationship involves alleged sexual or sex-based misconduct, the Sexual and Sex-Based Misconduct Policy and Procedures will apply.

Section III
Definitions

Definitions of Sexual and Sex-Based Misconduct

Sexual and Sex-Based Misconduct as prohibited by this Policy includes the following conduct:

Sex-Based Discrimination³: Sex based discrimination means treating an individual differently based on their sex characteristics, gender identity or expression, pregnancy or related conditions, sexual orientation, or sex stereotypes. Sex-based discrimination can also include treating an individual differently based on their parental or marital status, if such differential treatment is based on sex.

Sex-Based Harassment: The term “Sex-Based Harassment” means sexual and other harassment on the basis of sex,⁴ including based on sex characteristics, gender identity or expression, sexual orientation, sex stereotypes, pregnancy or related conditions, and parental or marital status, that satisfies one or more of the following:

1. *Quid pro quo harassment*. An employee, agent, or other person authorized by the University to provide an aid, benefit, or service under the University’s education program or activity explicitly or implicitly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct;
2. *Hostile environment harassment*.⁵ Unwelcome sex-based conduct that, based on the totality of the circumstances, unreasonably creates a work or academic environment that a reasonable person would perceive to be abusive or hostile; or
3. Sexual assault, dating violence, domestic violence and stalking as defined below.

When analyzing hostile environment harassment, the alleged unwelcome sex-based conduct need not be severe or pervasive. When assessing whether the alleged conduct unreasonably creates an abusive or hostile work or academic environment from the perspective of a reasonable person, the university considers the totality of the circumstances. This includes consideration of whether the unwelcome and offensive conduct interferes with, limits, or deprives a member of the community of the ability to participate in or benefit from the university’s education or employment programs and/or activities. Although the conduct need not be severe or pervasive to constitute an unreasonably hostile or abusive environment, the heightened seriousness of alleged severe or pervasive conduct will be considered during OIE’s process.

Examples of conduct that may, depending on the facts and circumstances, constitute sex-based hostile environment harassment include, but are not limited to: sexual advances; making lewd or sexual jokes; 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; “flashing” or exposing body parts; sharing or displaying lewd or sexually charged material; sexual coercion; intentional sexual in nature touching that does not meet the specific offenses set forth in subsection 3 above; disrobing; spreading sexual rumors; rating peers or colleagues with respect to sexual performance; non-consensual observation, photographing,

³ In addition to sex-based discrimination, the University prohibits discrimination on the basis of: race, color, national origin, immigration status, ethnicity, age, disability, religion, military status, veteran status, genetic information, and other legally protected characteristics. For further information, see the [University Statement on Equal Opportunity and Discrimination and Harassment Policy and Procedures](#).

⁴ This includes conduct based on sex characteristics, sex stereotypes, sexual orientation, and gender identity or expression.

⁵ The University’s definition of “hostile environment harassment” is intentionally broader than, but fully encompasses, the definition of “hostile environment harassment” set forth by the Title IX regulations at 34 CFR Part 106, § 106.2.

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.

Sexual Misconduct: The term “sexual misconduct” means sex-based harassment (including quid pro quo harassment, hostile environment harassment, sexual assault, dating violence, domestic violence, and stalking) and sexual exploitation as defined in this policy.

Dating Violence:⁶ The term “dating violence” means violence or the threat of 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:⁷ The term “domestic violence” means felony or misdemeanor crimes committed by a person who (1) is a current or former spouse or intimate partner of the victim, under the family or domestic violence laws of the relevant jurisdiction, or a person similarly situated to a spouse of the victim; (2) is cohabitating or has cohabitated with the victim as a spouse or intimate partner; (3) shares a child in common with the victim; or (4) commits acts against a youth or adult who is protected from those acts under the family or domestic violence laws of the jurisdiction. Domestic violence can include the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim.

Retaliation: The term “retaliation” means intimidating, threatening, coercing, harassing, taking adverse employment or educational action against, otherwise discriminating against an individual in any way and/or interfering with any right or privilege secured by Title IX or its implementing regulations, 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 or refused to participate in any way in the investigation, adjudication, 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 sex-based 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 sex-based discrimination or harassment. Retaliation includes peer retaliation.

Stalking:⁸ 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. Acts which solely create an annoyance or inconvenience are generally insufficient to meet this standard. 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,

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

⁷ Domestic violence is covered by the Policy whether or not it involves sexual conduct.

⁸ Stalking is covered by the Policy whether or not it involves sexual conduct.

method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with another person, or interferes with that person's property.

Although stalking does not require evidence that the respondent intended to cause fear or emotional distress, there must be evidence that the respondent intentionally engaged in a course of conduct directed at the complainant, as set forth above. Inadvertent, involuntary, or accidental conduct will not meet this standard. Likewise, incidental or routine contact and/or communications issued during the regular course of University business concerning legitimate academic or employment matters - for example, a supervisor issuing an annual performance review or a professor providing feedback on an essay – do not constitute stalking. Protected conduct – such as making a good faith complaint/report under this policy or participating in an OIE investigation – also will not be considered part of a course of conduct in evaluating alleged Stalking.

Sexual Assault: The term “sexual assault” includes the following actual or attempted acts:

- **Rape (except Statutory Rape):** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Sodomy:** Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Sexual Assault With An Object:** To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. This includes digital penetration.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Exploitation: The term “sexual exploitation” means engaging in unwelcome conduct that abuses or exploits another person's sexuality. Examples of sexual exploitation may include, but are not limited to, non-consensual and/or abusive photographing or recording of nudity or sexual activity; unauthorized sharing or distribution of images or recordings of nudity or sexual activity in any form; intentionally observing, spying on, recording, or listening to one or more person(s) involved in sexual contact or in any state of undress without their consent; exposing one's genitals or inducing another to expose the person's genitals in nonconsensual circumstances; knowingly exposing another person to a sexually transmitted infection or virus without their knowledge; or lying to a sexual partner about sexually transmitted infection or virus status or prophylactic/birth control use.

Other Relevant Definitions

Anonymous Reports: Reports of sexual and sex-based 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 reporter files the report without identifying themselves. Anonymous reporters are encouraged

to speak with the Title IX Coordinator or another OIE staff member 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.

Complaint: The term “Complaint” means an oral or written request that objectively can be understood as a request for the University to investigate and make a determination about alleged sexual and/or sex-based misconduct under this Policy and Procedures.

Complainant: The term “complainant” refers to (1) a student or employee who is alleged to have been subject to conduct that could constitute sexual or sex-based misconduct even if reported by another party; or (2) a person other than a student or employee who is alleged to have been subject to sexual or sex-based misconduct while that person was participating or attempting to participate in the University’s education program or activity at the time of the alleged conduct.

Confidential Resources: A “Confidential Resource” is a formal University designation given to certain University employees who and departments that are not required to report to the University incidents of sexual or sex-based misconduct learned during the course of their Confidential Resource-designated employment. Confidential Employees must notify individuals reporting sexual or sex-based misconduct: (1) of their confidential employee status; (2) how to notify the Title IX Coordinator; (3) how to make a complaint of sexual or sex-based misconduct; and (4) that the Title IX Coordinator may be able to offer and coordinate supportive measures as well as initiate informal resolution or an investigation under this Policy and Procedures.

Confidential Resources include mental health providers and staff, healthcare providers and staff, pastoral counselors and staff, the Ombuds office 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. 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.
- Consent cannot be obtained by threats, fear, 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 threats, fear, coercion or force of any kind, whether mental or physical.

A person who engages in sexual activity with someone that person knows or reasonably should know has submitted or agreed to the sexual activity as a result of threats, fear, coercion or force does not have consent.

- 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.

Economic Abuse: The term “economic abuse”, in the context of domestic violence and dating violence, means behavior that is coercive, deceptive, or unreasonably controls or restrains a person’s ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to (A) restrict a person’s access to money, assets, credit, or financial information; (B) unfairly use a person’s personal economic resources, including money, assets, and credit, for one’s own advantage; or (C) exert undue influence over a person’s financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.

Gender Expression: The external appearance of one’s gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender Identity: One’s innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One’s gender identity can be the same as or different from their sex assigned at birth.

Supportive Measures: The term “supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available, without unreasonably burdening a complainant or respondent, and without fee or charge to the complainant, respondent or other individuals involved in a matter, before or after the filing of any type of Sex-Based Misconduct report or complaint. Such measures are designed to restore or preserve equal access to a university program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment, or deter sexual and sex-based misconduct. For examples of supportive measures, see Section VII below. To discuss or request supportive measures, please contact the [Title IX Coordinator](#) or Deputy Title IX Coordinator.

Mandated Reporter: “Mandated reporter” is another term for “Responsible Employee,” which is defined below.

Parental Status: Parental status means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but incapable of self-care because of a physical or mental disability, is a biological parent, an adoptive parent, a foster parent, a stepparent, a legal custodian or guardian, in loco parentis with respect to such a person, or actively seeking legal custody, guardianship, visitation or adoption of such a person.

Pregnancy or related conditions: Pregnancy or related conditions means (1) Pregnancy, childbirth, termination of pregnancy, or lactation; (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) Recovery from pregnancy, childbirth, termination of

pregnancy, lactation, or related medical conditions.

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. The investigation and adjudication process determines whether the preponderance of the evidence supports a determination that the respondent is responsible for the alleged misconduct. Until and unless the decision-maker(s) issues a final determination of responsibility, the respondent is presumed to be not responsible.

Relevant: The term “relevant” means information related to the allegations of sexual or sex-based misconduct under investigation as part of this Policy and these Procedures. Evidence is considered relevant when it may aid a decisionmaker in determining whether the alleged sexual or sex-based misconduct occurred.

Respondent: The term “respondent” refers to an individual who has been alleged to have engaged in sexual or sex-based misconduct as defined by this Policy and Procedures.

Responsible Employee⁹: “Responsible Employee” is a designation given to certain University employees who have a duty to report potential sexual and sex-based 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 and sex-based misconduct, have the duty to report sexual and sex-based misconduct to the [Title IX Coordinator](#), or are employees who 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, all faculty (including deans and department directors, heads and chairs), student affairs staff, Office of Institutional Equity staff, faculty, Human Resources personnel, campus security officers, resident advisors, athletic coaches and students/trainees who hold a formal JHU employment assignment involving teaching responsibilities (including but not limited to Teaching Assistants, medical residents, and clinical fellows).¹⁰ **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 sex-based misconduct is protected by applicable patient privacy laws. Employees conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination do not have Responsible Employee obligations to report information received while conducting the study. 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.

All other non-confidential employees (including student employees¹¹) who learn of conduct that may reasonably constitute sexual or sex-based misconduct are obligated to give the individual who shares this

⁹ Another term for “Responsible Employee” is “Mandated Reporter.”

¹⁰ Students/trainees who hold a formal JHU employment assignment involving teaching responsibilities (including but not limited to Teaching Assistants, medical residents, and clinical fellows) are only considered Responsible Employees with respect to information they learn in the course of executing the duties and responsibilities associated with the formal teaching assignment. OIE is available to address questions about the extent of the reporting obligations.

¹¹ Resident Advisors (RAs) and Teaching Assistants (TAs) are Responsible Employees. All other student-employees must adhere to the below requirement to provide information if, *while serving in their employment capacity*, they learn of potential sexual or sex-based misconduct.

information the following: (1) Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu; phone: 410-516-8075); and (2) Information about how to make a complaint of sexual or sex-based misconduct.¹²

Student: A student is a person who has gained admission to Johns Hopkins University. Admission means selection for part-time, full-time, special, associate, transfer, exchange, or any other enrollment, membership, or matriculation in or at the University's education program or activity.¹³

Technological Abuse: The term "technological abuse" means an act or pattern of behavior that occurs within domestic violence, sexual assault, dating violence or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

Section IV **Reporting Sexual and Sex-Based Misconduct**

1. ***Making A Report***

Reporting to the University: Reports of sexual and sex-based misconduct and retaliation may be brought to the Assistant Vice Provost/Title IX Coordinator, Linda Boyd, and/or the Deputy Title IX Coordinator, Julie Yura:

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

Online complaint submission:

- OIE [Sexual and Sex-Based Misconduct Online Reporting Form](#)
- Johns Hopkins Speak-2-Us Compliance Reporting:
 - 844-SPEAK2US (844-773-2528)
 - Online Report: <https://secure.ethicspoint.com/domain/media/en/gui/65464/index.html>

Reports versus Complaints: A Complaint is an oral or written request that objectively can be understood as a request for the University to investigate and make a determination about alleged sexual or sex-based misconduct. A Report occurs when, *without requesting that the University investigate and make a determination*, an individual shares information about allegations of sexual or sex-based misconduct, asks questions about OIE policy, processes and options, and/or seeks

¹² The various ways to make a complaint of sex-based or sexual-misconduct are described in Section IV below.

¹³ For students under the age of 18 who have gained admission to a Johns Hopkins education program or activity that does *not* award a JHU undergraduate or graduate degree, e.g., Center for Talented Youth, Peabody Preparatory School, the following adjudication procedures will apply to allegations of sexual and sex-based misconduct: [Interim adjudication procedures for Title IX sexual and sex-based misconduct involving minor participants in non-degree programs](#).

supportive resources or measures. If OIE is not certain whether an individual is seeking to file a Complaint, OIE will seek to clarify directly with that individual.

Anonymous Reports: Reports may be made using any of the reporting options above. To make an anonymous report by any method above, do not provide any personally identifiable information (such as name, University email, personal e-mail that discloses your name, University phone number) when making the report. If the anonymous reporter has provided a way for OIE to send information and resources to them, OIE will do so. 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 reports to determine whether preventive or remedial action should be taken, such as prevention or educational programs or increased safety patrols or monitoring.

Reporting to Law Enforcement: In an emergency, contact 911 to reach local law enforcement. A listing of campus security and local law enforcement contact information is available in Appendix A. [JHU Public Safety](#) and/or the Title IX Coordinator or designee 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, both on and off-campus.

2. *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 and sex-based misconduct. OIE is a neutral resource available to all students, faculty and staff.

The Vice Provost for Institutional Equity (the "Vice Provost") oversees OIE.

The University's Title IX Coordinator works within OIE and coordinates the University's efforts to comply with laws governing sexual and sex-based 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 and sex-based 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 its Procedures, the availability of confidential and other resources, supportive measures, and how to file a complaint with law enforcement authorities or seek an appropriate protective, peace, or restraining order from the court.

The Title IX Coordinator also coordinates, oversees, or conducts the investigation of sexual and sex-based 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 or sex-based misconduct, they should contact the Title IX Coordinator.

3. *Reports of Sexual and Sex-Based Misconduct*

The University encourages students, faculty, staff, and other members of the community to report sexual and sex-based misconduct and to do so as promptly as possible, so that the University can respond effectively. Individuals are encouraged to file reports of sexual and sex-based misconduct directly with

the Title IX Coordinator or OIE staff member. Anyone may meet with the Title IX Coordinator or an OIE staff member to learn more about the process before making a report or complaint.

Reports of sexual and sex-based misconduct may be filed anonymously, as described above.

Reports Involving Minor Complainants Whom Are Enrolled in a Degree-Seeking Program¹⁴

If a complainant is under the age of 18 (i.e., a minor), the complainant's parent or legal guardian may be informed of any report of sexual or sex-based misconduct made by or on behalf of the complainant, as well as the status of any investigation or resolution of the matter. However, OIE will strongly consider a minor complainant's request that their parent(s) or guardian(s) *not* be informed of a report of sexual or sex-based misconduct and/or the status of any investigation or resolution. 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.

Reports from Responsible Employees and other Third Parties

Responsible Employees (discussed below) who receive reports or otherwise become aware of sexual or sex-based misconduct are required to promptly report this misconduct to the Title IX Coordinator. When a Responsible Employee reports a sexual and/or sex-based misconduct incident, the Title IX Coordinator or a designee will promptly notify the complainant that a report has been received. Thereafter these Procedures will apply in the same manner as if the complainant had made the initial report, including that the Title IX Coordinator or designee will provide information about the complainant's rights and available supportive measures.

Reports Involving Non-Affiliates of JHU or Unknown Individuals

If a respondent is not a member of the University community or the respondent's identity is not known, the University will still make reasonable 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.

No Time Limit for Reporting

The University does not limit the time for submitting a report of sexual or sex-based misconduct and encourages all reports irrespective of when the underlying incident occurred. The University's ability to investigate and respond effectively may be reduced with the passage of time. OIE typically utilizes the policy definitions that were in effect at the time of the alleged conduct and determines the applicable procedures based on a variety of factors, including the timing and nature of the alleged conduct and other considerations.

4. Notice of Rights & Supportive Measures

Upon receiving a report of sexual and sex-based misconduct, the University will provide the complainant with a written explanation of their rights, options, and responsibilities and the resources available to assist the complainant, including notifying the complainant of the Sexual and Sex-Based Misconduct Policy and Procedures. The Title IX Coordinator or designee will promptly contact the complainant to review the availability of supportive measures (regardless of whether a complaint is

¹⁴ The parent(s) or guardian(s) of students under the age of 18 who have gained admission to a Johns Hopkins education program or activity that does *not* award a JHU undergraduate or graduate degree (e.g., Center for Talented Youth, Peabody Preparatory School) typically *will* be notified of any report of sexual or sex-based misconduct made by or on behalf of the complainant. The adjudication procedures for such matters are located here: [Interim adjudication procedures for Title IX sexual and sex-based misconduct involving minor participants in non-degree programs](#).

filed), the complainant's wishes with respect to supportive measures, and the process for initiating a complaint if not already initiated.

5. ***Maintenance of Records***

The University will maintain a record of all reports of sexual and sex-based misconduct and related evidence, documents, records, and information pertaining to the investigation and resolution of Formal Complaints. The University will also maintain a record of supportive measures offered to complainants and respondents and all training materials related to the Policy. 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 and any patterns of sexual and/or sex-based misconduct in the University community.

6. ***Communications During Sexual and Sex-Based Misconduct Matters***

Complainants and respondents are expected to check their official University email on a regular basis throughout any complaint investigation and adjudication 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 adjudication process.

7. ***Amnesty Provisions for Students***

Sometimes individuals may be reluctant to report instances of sexual or sex-based 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 and sex-based 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 or sex-based misconduct or who participates in an investigation of sexual or sex-based misconduct as a witness if: (1) the University determines the violation occurred during or near the time of the alleged sexual or sex-based misconduct; (2) the student is determined to have made the report of sexual or sex-based 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.

8. ***Reporting to Law Enforcement or Seeking Court Orders***

Depending on the facts and circumstances, sexual and sex-based 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 exceptional circumstances such as a health or safety emergency.

The University has Public Safety officers who are specially trained to work with individuals reporting sexual and/or sex-based misconduct. In addition, the University's [Behavioral Health Crisis Support Team](#) (BHCST) pairs licensed clinicians who have crisis response expertise with these specially trained public safety personnel to assist people experiencing behavioral health crises. Upon request, JHU Public Safety 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 JHU Public Safety and local law enforcement is available in Appendix A.

Reporting an incident to law enforcement authorities does not preclude filing a report or complaint with the University. Individuals may file a report or complaint of sexual and sex-based 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, the appropriate sanctions to impose.

9. *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 and sex-based 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 or sex-based misconduct are required by the Clery Act and the University to notify JHU Public Safety 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 [JHU Public Safety 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. JHU Public Safety 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.

10. *Other Reporting Options – Government Agencies*

Inquiries or complaints concerning the application of Title IX or the University’s handling of sexual or sex-based misconduct reports 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

1) *Obligations of Employees Who Learn of Potential Sexual or Sex-Based Misconduct*

a. *Responsible Employees*

All Responsible Employees who receive reports or otherwise become aware of conduct that may reasonably constitute sexual or sex-based misconduct or retaliation are required to promptly report such misconduct to the Title IX Coordinator or designee.

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.

b. *Confidential Employees*

All confidential employees who receive reports or otherwise become aware of possible sexual or sex-based misconduct are required to provide the following information to the individual making the report:

- An explanation of their confidential employee status;
- Information on how to notify the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075)
- Information about how to make a report or complaint of sexual or sex-based misconduct; and
- An explanation that the Title IX Coordinator may be able to offer and coordinate supportive measures as well as initiate informal resolution or an investigation under this Policy and Procedures.

c. *ALL Other Employees*

All employees who are *not* Responsible Employees or Confidential Employees and who learn of conduct that may reasonably constitute sexual or sex-based misconduct under this policy are obligated to give the individual who shares this information the following:

- Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075)
- Information about how to make a report or complaint of sexual or sex-based misconduct (see Section IV above)

*Note regarding student-employees: Resident Advisors (RAs) and Teaching Assistants (TAs)¹⁵ are Responsible Employees. All other student-employees must adhere to the above requirement to share information if they learn of potential sexual or sex-based misconduct while serving in their employment capacity.

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

2) *Obligations of Employees Who Learn of a Student's Pregnancy or Related Condition*

When a student, or a person who has a legal right to act on behalf of a student, informs a University employee of the student's pregnancy or related condition(s), the employee must share the following *unless* the employee reasonably believes that the Title IX Coordinator already has been notified:

- Contact information for the Title IX Coordinator (e-mail: TitleIXCoordinator@jhu.edu, phone: 410-516-8075);
- Notification that the Title IX Coordinator can coordinate specific actions to prevent sex-discrimination and ensure the student's equal access to the University's education programs and activities.

¹⁵ As noted above, Teaching Assistants are only considered Responsible Employees with respect to information they learn in the course of executing the duties and responsibilities associated with their Teaching Assistant role.

3) *Protecting privacy*

All University personnel, including Responsible Employees and Confidential Resources, are required to protect the privacy of complainants, respondents, and any witnesses to the greatest extent possible. Information about sexual and sex-based misconduct or about a student's pregnancy or related conditions should be shared only with those who have a need to know such information. University personnel must participate in training on issues of sexual and sex-based misconduct.

Section VI **Confidentiality and Requests for No Investigation**

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

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 supportive measures, without disclosing the underlying offense.

In the case of a specific report of sexual or sex-based misconduct to a Responsible Employee or the Title IX Coordinator, 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 prefer that an investigation be conducted. If a complainant requests that no investigation be conducted, the Title IX Coordinator will make a fact-based determination about whether to initiate a complaint by weighing the following factors:

1. The complainant's request not to proceed with an initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of sexual or sex-based misconduct would occur if a complaint is not initiated;
4. The severity of the alleged sexual or sex-based misconduct, including whether the conduct, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the respondent is an employee of the University;
6. The scope of the alleged sexual or sex-based misconduct, including information suggesting a pattern, ongoing sexual or sex-based misconduct, or sexual or sex-based misconduct alleged to have impacted multiple individuals;
7. The availability of evidence to assist a decisionmaker in determining whether sexual or sex-based misconduct occurred; and
8. Whether the University could end the alleged sexual or sex-based misconduct and prevent its recurrence without initiating an investigation.

After considering these and other relevant factors, the Title IX Coordinator may initiate an investigation if the Title IX Coordinator determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the complainant or other person, or that the conduct as alleged prevents the University from ensuring equal access on the basis of sex to its education programs or activities.

If the University grants a request for no investigation, the University's ability to respond to the reported misconduct may be limited. The University will, however, take reasonable steps to respond to the report consistent with a request that no investigation be conducted.

In all circumstances, the University will make appropriate supportive 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.

Section VII **Supportive Measures**

Every time that OIE receives a report of sexual or sex-based misconduct of any kind, and regardless of how the report proceeds, the Title IX Coordinator or designee will work with all affected persons to ensure their safety and promote their well-being. This assistance may include the provision of supportive measures following an incident or while a matter under these Procedures is pending in order 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 supportive measures.

Upon receipt of a report, the Title IX Coordinator or a designee will provide written notice to the complainant of the supportive measures that may be available and feasible and will seek to discuss with the complainant these measures and the complainant's wishes. Similar notice will be provided to the respondent upon being notified of the complaint or report. Supportive measures are afforded whether or not the complainant reports the matter to JHU Public Safety or law enforcement, or files a complaint with the University.

Supportive measures can be implemented by Student Affairs, Human Resources, or other appropriate authority at the individual's school, division, campus, department, or center, under the direction of the Title IX Coordinator or designee. 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 supportive measures available. The University will exercise discretion in implementing supportive measures and will only disclose information if necessary to implement such measures. All disclosures will be compliant with federal privacy laws protecting student information.

Supportive Measures may include, but are not limited to:

- Moving residences on-campus;
- Adjusting work schedules;
- Changing academic schedules;
- Changing advisors;
- Changing or designating specific locations and/or time frames for each party with respect to use of dining facilities, athletic facilities, libraries, and other on-campus spaces;
- Parking and/or transportation accommodations;
- Rescheduling examinations or other academic deadlines;
- Allowing withdrawal from or re-taking classes without penalty;
- Providing access to tutoring or other academic support;
- Prohibiting attendance at a group or organizational informal or formal functions overseen by the University;
- Administrative leave;

- Interim Suspension/Emergency removal as permitted by applicable law;
- Issuing “no contact” orders, which will typically be mutual;
- Assistance connecting with medical and/or mental health services;
- Access to safety escort services;
- Developing an anti-retaliation plan to address retaliation concerns; and/or
- Assistance connecting with a supporter.

An interim suspension/emergency removal will be issued only after the University undertakes an individualized safety and risk analysis and determines that an immediate threat to the health or safety of any student or other individual arising from the allegations of sexual or sex-based misconduct justifies removal. 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 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 similar directives will be assessed to determine whether additional misconduct charges are warranted, including charges of retaliation under this Policy.

Section VIII **Supporters**

If they choose, the complainant and the respondent each may identify one or two supporters to assist and advise them throughout the investigative and adjudicative process. If a party chooses to have two supporters, only one can be a personal supporter (i.e., someone who is not serving as legal counsel or advocate, for example, a friend, parent, or legal guardian) and only one may be an attorney, an advocate supervised by an attorney, or a trained advocate).

- The supporter(s) may physically or virtually accompany the party to and attend any meeting or proceeding held pursuant to this Policy and Procedures unless otherwise prohibited by law.
- Prior to participating in the investigation or adjudicative 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 or proceeding under this Policy and 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, other parties or witnesses or the decision maker(s).
- The supporter(s) may make written submissions on their party’s behalf.

University personnel employed in the offices responsible for the disciplinary proceedings described in this Policy and 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 sexual and sex-based misconduct process.

*** Attorneys for Student Sexual Assault Matters:** In investigations of sexual or sex-based misconduct

that involve allegations of Sexual Assault by or against a current or former student, the student parties may have access to free legal counsel through the Maryland Higher Education Commission:

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 attorney’s 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>.

Section IX

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 JHU Public Safety 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 and/or sex-based 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 JHU Public Safety can be provided with 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 JHU Public Safety 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 and sex-based misconduct to law enforcement authorities, victims have the right to decline involvement with law enforcement authorities. The University's Title IX Coordinator or JHU Public Safety 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 X **Education and Training**

Training for Officials Conducting the Investigation and Hearings

The Title IX Coordinator, investigator(s), decision-makers, appeal officials, and any person who facilitates an informal resolution process will, at a minimum, receive all required and applicable training on issues including, but not limited to, definitions of and related to sexual and sex-based misconduct, how to conduct an investigation and grievance process, determinations of relevance, how to facilitate informal resolutions, and how to identify conflicts of interest and bias.

Primary and Ongoing Prevention and Awareness Programs

The University has a variety of education programs to promote prevention and awareness of sexual and sex-based misconduct for students and employees. The University offers training on sexual and sex-based misconduct at orientation for new students and employees, as well as enhanced ongoing prevention and awareness campaigns that address sexual and sex-based 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 and sex-based 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 Alyse Campbell, Associate Director of Student Well-being, Gender Violence Prevention (Center for Health, Education & Wellness), acampb39@jhu.edu; 410-516-5133.

Escalation Workshop on Relationship Violence

The University offers an escalation workshop on relationship violence. The curriculum incorporates elements of training offered by the One Love Foundation, an organization dedicated to raising awareness about intimate partner violence. During this training, 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 session, please contact Alyse Campbell, Associate Director of Student Well-being, Gender Violence Prevention (Center for Health, Education & Wellness), acampb39@jhu.edu; 410-516-5133.

Rape Aggression Defense (RAD)

The Rape Aggression (“RAD”) system is a program of realistic self-defense tactics and techniques offered by JHU Public Safety. The RAD system is a comprehensive course with the instructional objective of developing and enhancing options for self-defense, so they may become viable considerations to the person 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. The RAD program was designed for women / female-presenting individuals of all ages and fitness levels. Public Safety offers additional self-defense courses that are available for men and male-presenting individuals. Call (410) 516-4671 to register or learn more information.

APPENDIX A
PUBLIC SAFETY 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 FOR FACULTY AND STAFF

Johns Hopkins Employee Assistance Program (EAP) – 443-997-7000, option 2
Serves University faculty & staff & their immediate family members.
<https://hr.jhu.edu/benefits-worklife/support-programs>

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

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

JHU CONFIDENTIAL RESOURCES FOR STUDENTS

*The [We Listen, You Decide](https://wellbeing.jhu.edu/youdecide/) website provides a complete listing of JHU confidential resources for students: <https://wellbeing.jhu.edu/youdecide/> *

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 or sex-based misconduct to the University. Callers can remain anonymous.

Gender Violence Prevention & Education—443-927-3548 or HopkinsGBVP@jh.edu
Primarily serves students.
Alyse Campbell, Associate Director for Student Well-Being, Gender Violence Prevention Specialist
acampb39@jh.edu

JHU Mental Health Services

- **[Mental Health Services-Homewood \(Counseling Center\)](#) (410-516-8278)
*Serves all in-person undergraduate and graduate students and trainees from KSAS, WSE, SOE, and Peabody, as well as Carey students taking in-person classes in Baltimore.***
- **[Mental Health Services – East Baltimore](#) (410-955-1892)
*Serves graduate, medical, and professional students and trainees in BSPH, SOM, and SON.***
- **[Mental Health Services – Washington, DC](#) (443-287-7000)
*Serves all DC-based students and trainees, including SAIS, Carey DC, AAP, and Engineering for Professionals.***

JHU Primary Care Services

- **[Primary Care Homewood](#) (410-516-8270)
*Serves all full-time, part-time, and visiting undergraduate and graduate students and trainees from KSAS, WSE, SOE, and Peabody, and Carey students taking classes in Baltimore.***
- **[Primary Care East Baltimore](#) (formerly *University Health Services*) (410-955-3250)
*Serves Bloomberg School of Public Health, School of Medicine, and School of Nursing students, residents, fellows, and trainees.***

- [Primary Care Washington, DC \(202-249-7333\)](#)
Serves all DC-Based learners such as SAIS, Carey DC, AAP, and Engineering for Professionals.

[TimelyCare](#)

Available to degree-seeking students and to all trainees, this mental telehealth resource includes on-demand support from licensed clinicians and scheduled counseling. Students under the age of 18 will require parental consent to use TimelyCare.

[Religious & Spiritual Life](#) – 410-516-1880
3400 North Charles Street, Baltimore, MD 21218
<http://jhu.edu/chaplain>

OFF CAMPUS CONFIDENTIAL RESOURCES

MEDICAL ASSISTANCE

Baltimore City

Mercy Hospital (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore City)
301 St. Paul Place
Baltimore, MD 21011
410-332-9000
<http://mdmercy.com/departments-and-services/emergency-department>
www.bmoresafemeracy.org

Baltimore County

GBMC (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Baltimore County)
6701 North Charles Street
Towson, MD 21204
443-849-3323
<http://www.gbmc.org/safe>

Howard County

Howard County General (Hospital offering Sexual Assault Forensic Exam (SAFE) in Howard County)
5755 Cedar Lane
Columbia, MD 21044
410-740-7777

Montgomery County

Shady Grove Adventist Hospital (Hospital offering Sexual Assault Forensic Exam (SAFE) in Montgomery County)
9901 Medical Center Drive
Rockville, MD 20850
240-826-6000
Washington, DC

Washington, D.C.

MedStar Washington Hospital Center (24/7) (MedStar Washington Hospital Center (24/7) (Hospital offering Sexual Assault Forensic Exam (SAFE) in Washington, DC)

110 Irving Street, N.W.

Washington, D.C. 20010

800-641-4028

<http://dcsane.org>

Victims in other locales should contact the closest local hospital and inquire about the nearest medical facility equipped with medical forensic services.

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

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

OTHER OFF-CAMPUS 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)

<https://mcasa.org/survivors/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/>

Gay Men's Domestic Violence Project

Hotline: 1-800-832-1901

<https://gmdvp.org/gmdvp/>

Forge (Provides direct services to transgender, gender non-conforming and gender non-binary survivors)

<https://forge-forward.org/>

Anti-Violence Project (Resource for lesbian, gay, bisexual, transgender, queer and HIV-affected communities and allies)

Hotline: 212-714-1141

<https://avp.org/>

1 in 6 (Resource for men who have had unwanted or abusive sexual experiences)

<https://1in6.org/>

Male Survivor (Resource for boys and men who have experienced sexual assault or abuse)

<https://malesurvivor.org/>

APPENDIX C
JHU & OTHER NON-CONFIDENTIAL RESOURCES

A. CAMPUS SECURITY & LOCAL LAW ENFORCEMENT

1. See [APPENDIX A](#) of the Sexual and Sex-Based Misconduct Policy and Procedures
2. [Download the Live Safe App available on the Homewood and DC campuses](#)

B. OFFICE OF INSTITUTIONAL EQUITY

Office of Institutional Equity

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

C. STUDENT AFFAIRS RESOURCES & OFFICES

1. Help Connecting with a Supporter

For all complaints of sexual and sex-based misconduct, individuals may be assisted and advised by a supporter(s) of their choice, as described in Section VIII.2. Students in need of help connecting with a supporter can contact OIE at oie@jhu.edu.

2. Student Affairs Offices

Advanced Academic Programs

1717 Massachusetts Ave NW, Suite 101
Washington, DC 20036
E-mail: aapstudentservices@jhu.edu
Website: <https://advanced.jhu.edu/student-resources/student-services/>

Engineering for Professionals

3400 N Charles St.
Baltimore, MD 21218
Telephone: 410-516-2300
E-mail: jhep@jhu.edu
Website: <https://ep.jhu.edu/student-services/>

Bloomberg School of Public Health

615 N. Wolfe Street
Baltimore, MD 21205
Telephone: 443-287-7277
<https://publichealth.jhu.edu/offices-and-services/office-of-student-affairs>

Carey Business School

100 International Dr.
Baltimore, MD 21202

555 Pennsylvania Avenue, NW

Washington, D.C. 20001

Telephone: 410-234-9200

Email: carey.student@jhu.edu

Website: <https://carey.jhu.edu/student-experience/services-resources>

School of Education

5801 Smith Avenue

Baltimore, MD 21209

Telephone: 410-516-4925

E-mail: soe.studentaffairs@jhu.edu

Website: <https://education.jhu.edu/student-experience/student-support/>

Krieger School of Arts and Sciences and Whiting School of Engineering

Homewood Undergraduate Student Affairs

Website: <https://studentaffairs.jhu.edu/>

Homewood Graduate Student Services

Website: <https://homewoodgrad.jhu.edu/student-services/>

Krieger School of Arts & Sciences

Renee Eastwood

Assistant Dean of Graduate and Postdoctoral Academic Affairs

E-mail: rseitz5@jhu.edu

Whiting School of Engineering

E-mail: WSE-StudentAffairs@jhu.edu

Peabody Institute

One East Mount Vernon Place

Unger Lounge Plaza Level

Baltimore, MD 21202

Telephone: 667-208-6107

E-mail: PeabodyStudentAffairs@jhu.edu

Website: <https://peabody.jhu.edu/life-at-peabody/student-affairs/>

School of Advanced and International Studies (SAIS)

555 Pennsylvania Avenue, NW

Washington, D.C. 20001

Website: <https://sais.jhu.edu/current-students>

School of Medicine

Katherine Chretien
Associate Dean for Medical Student Affairs
Armstrong Medical Building, Suite 230
Baltimore, MD 21205
Telephone: 410-955-3416
E-mail: kchretien@jhmi.edu
Website: <https://www.hopkinsmedicine.org/som/offices/studentaffairs>

Office of Graduate Biomedical Education
1830 E. Monument Street, Suite 620
Baltimore, MD 21287
Telephone: 410-614-3385
E-mail: ogbe@jh.edu
Website: <https://www.hopkinsmedicine.org/som/education-programs/graduate-programs/about/contact>

School of Nursing

525 North Wolfe Street
Baltimore, MD 21205
Telephone: 667-306-9649
E-mail: son-studentaffairs@jhu.edu
Website: <https://nursing.jhu.edu/current-students/student-affairs/>

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
Telephone: 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

Krieger School of Arts and Sciences and Whiting School of Engineering (including Engineering for Professionals)

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

3400 N Charles St., 146 Garland Hall, Baltimore, MD 21218

Telephone: 410-516-8028

Peabody Institute

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

1 East Mount Vernon Place, Baltimore, MD 21202

Telephone: 667-208-6608

School of Advanced and International Studies

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

DC Campus: Nitze Building, 1740 Massachusetts Ave., N.W. Washington, D.C. 20036

Telephone: 202-663-5600

Europe Campus: Bologna Center, via Belmeloro, 11, 40126 Bologna, Italy

Telephone: +39.051.2917.811

Nanjing Campus: 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

Office of International Services

James Brailer, Assistant Provost for International Student and Scholar Services

<http://ois.jhu.edu>

Telephone: 667-208-7001

Women and Gender Resources

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

Telephone: 410-516-8730

LGBTQ Life

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

Telephone: 410-516-8208

Office of Multicultural Affairs

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

Telephone: 410-516-8730

Center for Student Success

Kelly Barry, Executive Director, Student Success

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

Telephone: 410-516-8730

Disability Services

<https://studentaffairs.jhu.edu/disabilities/>

Dr. Catherine Axe, Executive Director for Student Disability Services

3510 N Charles Street, AMR II, Suite 0004, Baltimore, MD 21218

Telephone: 410-516-1107

Division-Specific Disability Coordinator List

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 or sex-based 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

Medical Treatment – <i>On-Campus</i> (Confidential Resources)	
<p><u>Primary Care Homewood</u> 1 East 31st Street, N200 Baltimore, MD 21218 Telephone: 410.516.8270 https://wellbeing.jhu.edu/PrimaryCare/contact-information/</p>	<p><u>Primary Care East Baltimore</u> 933 N. Wolfe Street Baltimore, MD 21205 Telephone: 410.955.3250 https://wellbeing.jhu.edu/PrimaryCare/contact-information/</p>
<p><u>Primary Care Washington, DC</u> 555 Pennsylvania Ave. NW, Suite 554 Washington, DC 20001 Telephone: (202) 249-7333 https://wellbeing.jhu.edu/PrimaryCare/contact-information/</p>	<p><i>Information for Emergencies and After-Hours Care</i> https://wellbeing.jhu.edu/PrimaryCare/emergencies-and-after-hours-care/ If you encounter a medical emergency when our clinics are closed, immediately call 911 or Public Safety at 410-516-4600.</p>

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