Effective August 19, 2015, these procedures no longer apply to cases of sexual misconduct, which includes sexual harassment, sexual assault, relationship violence, and stalking. Complaints of sexual misconduct are processed pursuant to The Johns Hopkins University Sexual Misconduct Policy and Procedures (see http://sexualassault.jhu.edu/policies-laws/).

The Johns Hopkins University Procedures on Discrimination and Harassment

1. Purpose and Scope of Procedures

The Johns Hopkins University is committed to providing the members of its community with an environment free from discrimination and harassment, including sexual harassment, sexual violence, and sexual assault; domestic violence and dating violence; and stalking. The University will not tolerate discrimination, harassment, sexual misconduct, relationship violence and stalking. The University is prepared to receive complaints of discrimination, harassment, sexual misconduct, relationship violence and stalking that are brought by members of the University community to the attention of a responsible employee, as identified in these Procedures.

Members of the University community, including students, trainees, faculty and staff, and certain third parties (e.g., visitors, volunteers, vendors, and contractors while on University property, participating in a University sponsored activity, or providing services to the University, or applicants for admission to or employment with the University, or former affiliates of the University) may bring complaints of violations of the University’s Anti-Harassment Policy under these Procedures.

All academic and administrative units of the University, including all divisions, schools, campuses, departments and centers, must comply with, and ensure that their policies and procedures comply with, these Procedures. To the extent there is any inconsistency between written unit procedures and these Procedures, these Procedures control.

2. Overview of Office of Institutional Equity and University Policy

Office of Institutional Equity

The University’s Office of Institutional Equity (“OIE”) ensures compliance with federal, state and local equal opportunity laws; investigates discrimination, harassment, sexual misconduct, relationship violence and stalking complaints; and provides prevention and awareness training for students, trainees, faculty and staff.

OIE is overseen by the Vice Provost for Institutional Equity (the “Vice Provost”) who is the University’s lead administrator on equal opportunity.

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1 The term “sexual violence” as used in these Procedures includes “sex offenses,” which includes “forcible sex offenses” and “non-forcible sex offenses.” A “forcible sex offense” is any “sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent” and includes forcible rape, forcible sodomy, sexual assault with an object, and forcible fondling. A “non-forcible sex offense” means “unlawful, nonforcible sexual intercourse” and includes incest and statutory rape. 34 CFR Part 668, Subpart D, Appendix A.
OIE’s Assistant Vice Provost, Title IX Coordinator (the “Assistant Vice Provost, Title IX Coordinator”) conducts, oversees or coordinates the investigation of discrimination, harassment, sexual misconduct, relationship violence and stalking complaints received from members of the University community, and shares responsibility with the division or unit within which the complaint arose to resolve complaints.

University Policies

The University’s Sexual Misconduct Policy and Procedures define and prohibit sexual misconduct in keeping with the requirements of Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et. seq. (“Title IX”). Title IX prohibits discrimination on the basis of sex, including sexual misconduct, in any federally funded education program or activity. The University’s Sexual Misconduct Policy and Procedures also define and prohibit relationship violence and stalking, whether based on a legally protected class or not.

The University’s Anti-Harassment Policy defines and prohibits discrimination and harassment based on other legally protected classes identified in relevant local, state and federal laws, including sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, and veteran status.

The Assistant Vice Provost, Title IX Coordinator provides information to members of the University community, including the complainant and the respondent, regarding their rights under the foregoing policies, these Procedures, and Title IX, including information regarding the University’s investigation and disciplinary processes, the availability of interim measures, the availability of medical, counseling and other resources, and the ability to file a complaint with law enforcement authorities.

3. Filing a Complaint with the University

Complaints of Discrimination, Harassment, Sexual Misconduct, Relationship Violence and Stalking

Complaints of discrimination or harassment may be brought to the Vice Provost or the Assistant Vice Provost, Title IX Coordinator where the following protected classes are implicated: sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristic. Complaints of sexual misconduct, relationship violence and stalking may also be brought to the Vice Provost or the Assistant Vice Provost, Title IX Coordinator. Information on filing a complaint with OIE can be found on the JHU Sexual Assault Response and Prevention website.
In addition to the Vice Provost or Assistant Vice Provost, Title IX Coordinator, complaints of sexual misconduct, relationship violence and stalking may also be brought by students to their divisional student affairs dean, director or officer, and by faculty and staff to their divisional or unit human resources director. For a list of who to contact in each school’s Student Affairs Office, see Appendix A.

**Complaints Involving Criminal Conduct**

In cases involving potential criminal conduct, including in cases of sexual misconduct, relationship violence and stalking, a complainant may also bring a complaint to campus security. For campus security contact information, please see Appendix B.

**Responsible Employees**

Individuals should be aware that University “responsible employees” who receive or become aware of complaints of discrimination, harassment, sexual misconduct, relationship violence, or stalking are required to and must bring the matter to the immediate attention of the Vice Provost or Assistant Vice Provost, Title IX Coordinator. A “responsible employee” is a University employee who has the authority to redress sexual misconduct, who has the duty to report incidents of sexual misconduct or other student misconduct to the Assistant Vice Provost, Title IX Coordinator, or who a student could reasonably believe has this authority or duty. University responsible employees include academic administrators, supervisors, department heads or chairs, directors, deans, student affairs staff, faculty, human resources personnel, campus security officers, student resident advisors, and athletic coaches. A responsible employee must report to the
Assistant Vice Provost, Title IX Coordinator all relevant details about the alleged discrimination, harassment, sexual misconduct, relationship violence or stalking shared by the complainant and that the University will need to determine what happened, including the names of the complainant and respondent, any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

**Written Notification of Rights**

A complainant who reports to the University that he or she has been a victim of sexual misconduct, relationship violence or stalking, whether the offense occurred on or off campus, will be provided with a written explanation of his or her rights and options under these Procedures, campus and community based medical, counseling and other resources, the availability of interim accommodations, and options to pursue the University’s disciplinary process and/or a criminal complaint with law enforcement authorities.

4. **Filing a Criminal Complaint with Law Enforcement Authorities**

In addition to being a violation of University policy, incidents of sexual misconduct, relationship violence and stalking may also constitute a crime. Thus, in cases involving potential criminal conduct, individuals may file a complaint with law enforcement authorities. Individuals are encouraged to report incidents of potential criminal conduct to law enforcement authorities or campus security officers who can assist with contacting law enforcement authorities.

Reporting to law enforcement authorities does not preclude an individual from proceeding with a complaint under University policy. Because the standards for a violation of criminal law are different from the standards for a violation of University policy, criminal investigations and proceedings are not determinative of whether a violation of University policy has occurred. In other words, conduct may violate University policy even if law enforcement agencies or local prosecutors decline to prosecute. Complaints of sexual misconduct, relationship violence and stalking, and related University processes, may occur prior to, concurrent with, or following civil or criminal proceedings.

The University has campus security officers who are specially trained to work with individuals reporting sexual misconduct, relationship violence and stalking. Upon request, campus security, the Assistant Vice Provost, Title IX Coordinator, and any student affairs dean, director or officer will provide assistance to an individual wishing to contact law enforcement authorities, including those seeking to obtain orders of protection, civil no-contact orders, restraining orders, or similar lawful orders issued by a criminal or civil court. Contact information for local law enforcement authorities is available at Appendix B. Individuals also have the right to decline to report incidents to law enforcement authorities.
5. Confidentiality and Confidential Resources

Confidentiality

Whether or not confidentiality is specifically requested, the University will in receiving and resolving complaints of discrimination, harassment, sexual misconduct, relationship violence, and stalking strive to protect, to the greatest extent possible, the confidentiality of persons reporting or accused of discrimination, harassment, sexual misconduct, relationship violence or stalking and related information, by being as discrete as possible in its investigations; and minimizing, to the extent practicable, the number of individuals involved in the resolution process. All members of the University community who are involved in a matter relating to a complaint are expected to maintain the confidentiality of information obtained through and pursuant to the complaint and related investigation and resolution in a manner consistent with the foregoing.

If a complainant discloses an incident to a responsible employee but wishes to maintain confidentiality or remain anonymous, or requests that no investigation into a particular incident be conducted or disciplinary action be taken, the University must weigh that request against the University’s legal obligation to provide a safe, non-discriminatory environment for all members of the University community, including the complainant, along with its other legal obligations, including but not limited to compliance with any court orders, governmental investigations and proceedings, and litigation requests related to the complaint (e.g., responding to a subpoena to produce information or documentation for a criminal or civil proceeding related to the same incident reported to the University). These legal obligations extend to complaints received anonymously (i.e., the individual does not disclose his or her identity). The University therefore cannot guarantee confidentiality where it would conflict with its legal obligations and there may be times when the University needs to take action, such as investigating a complaint or action to deter further discrimination or harassment, even in cases in which a complainant has requested confidentiality.

The Assistant Vice Provost, Title IX Coordinator is responsible for evaluating requests for confidentiality. If it is determined that the University cannot maintain a complainant’s confidentiality, the Assistant Vice Provost, Title IX Coordinator will inform the complainant prior to starting an investigation. A complainant requesting confidentiality must understand that the University’s ability to respond to the complaint, meaningfully investigate the incident, and pursue disciplinary action against the respondent may be limited. The University will however take all reasonable steps to investigate and respond to the complaint consistent with any such requests that have been honored.

Individuals should be aware that pursuant to the University’s Timely Warning Policy, the Vice President of Johns Hopkins Corporate Security or a designee (“Corporate Security”) will timely warn the affected campus community of crimes that are reportable under federal law and represent a serious or continuing threat to the community. Even when a timely warning is not required under the Timely Warning Policy, Corporate Security may at any time elect to issue a timely warning or otherwise advise the affected campus community of any incident where doing so is in the best interest of campus security. The timely warning or security notification may include, but will not
necessarily be limited to, a succinct statement of the incident, including the date, time, location and nature of the crime, a physical description of the suspect(s), a photo or composite drawing of the suspect(s), and additional relevant information about the crime(s). The timely warnings or security notifications will normally be disseminated via email to the University-supplied electronic mail account issued to the appropriate group of students and employees. Depending on the circumstances, Corporate Security could also utilize one or more of the following modes of communication to transmit the warning: Corporate Security and other JHU websites, security alerts, security information bulletins, security blotters, sirens or public address systems, and bull horns. Additionally, the University reports crimes as required by federal law in its Campus Crime Blotter and Annual Security Report, available online on the Campus Safety and Security Website.

To the extent permissible by law, 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 reporting and disclosure of crime statistics in the Annual Security Report.

Confidential Resources

If a student, trainee, faculty or staff member desires to keep the details of an incident of discrimination, harassment, sexual misconduct, relationship violence or stalking confidential, he or she should speak with individuals who have a legal obligation to keep communications confidential. When seeking advice and support, persons who are concerned about confidentiality should discuss their concerns about confidentiality with the person with whom they are speaking. Unless there is an imminent threat to health or safety, or other basis for disclosure pursuant to law, confidentiality applies when persons seek services from the list of confidential resources in Appendix C.

Student health centers operated by the University have a professional practice of maintaining confidentiality with respect to patient communications; however, under Maryland law medical providers are not afforded the same legal protections with respect to privileged communications as the counseling and religious resources listed in Appendix C. Individuals should be aware that information shared with student health centers and the counseling and religious resources listed in Appendix C does not constitute a report or complaint filed with the University, i.e., for the purpose of instituting an investigation or disciplinary proceedings.

6. Procedures Applicable to Complaints Brought Within the University

Standards of Investigation, Resolution and Evidence

Inherent in the University’s Anti-Harassment Policy is the University’s obligation to make every effort to achieve a prompt, equitable and impartial investigation and resolution of complaints brought under these policies using a preponderance of the evidence standard (i.e., it is more likely than not that prohibited discrimination, harassment, sexual misconduct, relationship violence or stalking occurred).
**Interim Accommodations**

Pending the outcome of an investigation, the University may implement interim accommodations to address any safety or security concern, if requested by a complainant or respondent or if otherwise deemed appropriate or to protect the integrity of the investigation, subject to the reasonable availability of such accommodations and based on available facts and circumstances. Interim accommodations include, but are not limited to, the placement of the respondent on academic or administrative leave or suspension, no-contact orders, transfer to an alternate work or lab location, academic program adjustments, reassignment of housing and other interim accommodations to academic, living, transportation or working situations. Interim accommodations are available regardless of whether the complainant chooses to report the crime to campus security or law enforcement authorities or pursue a complaint through the University’s disciplinary process. Interim accommodations are coordinated through the Assistant Vice Provost, Title IX Coordinator. The University will maintain as confidential any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the University to provide the accommodations.

**Investigation of Complaints**

All responsible employees must promptly refer complaints of discrimination, harassment, sexual misconduct, relationship violence and stalking to the Director-Title IX Coordinator. The Assistant Vice Provost, Title IX Coordinator will assess whether the allegations support the basis for an investigation under JHU policy. If supported, the Assistant Vice Provost, Title IX Coordinator will conduct, oversee or coordinate the University’s investigation of complaints of discrimination, harassment, sexual misconduct, relationship violence and stalking. No employee is authorized to investigate or resolve a complaint without the involvement of the Director-Title IX Coordinator. The Assistant Vice Provost, Title IX Coordinator works with appropriate divisional or unit representatives during the investigation. In investigating complaints involving students or trainees, OIE works with the appropriate divisional student affairs dean, director or officer. In investigating complaints involving faculty and staff, OIE works with the appropriate human resources office and/or academic administrator. In cases that involve potential criminal conduct, such as sexual misconduct, relationship violence and stalking, the appropriate campus security officers are involved in the investigation of complaints.

An investigation conducted by OIE generally consists of two main phases: (a) fact-gathering to enable assessment of the complaint; and (b) the issuance of factual findings and a recommendation. The first phase involves extensive interviews by the Assistant Vice Provost, Title IX Coordinator or a designee with the complainant, respondent, witnesses and other relevant parties, in addition to gathering relevant documentation, if any. After this phase of the investigation, the Assistant Vice Provost, Title IX Coordinator or a designee conducts a thorough review of the facts and issues the factual findings and a recommendation for resolution of the complaint to the appropriate administrative official at the division or unit. If a divisional conduct board hearing is involved, then board members will also receive a copy of the factual findings and recommendation.
For complaints of sexual assault, relationship violence, and stalking regardless of whether the complainant or respondent is a student, or faculty or staff member, and for complaints of sexual misconduct in which the complainant or respondent is a student, the first phase of the investigation discussed above generally takes up to twenty (20) days from the date of filing the complaint, and the second phase of the investigation discussed above generally takes up to thirty (30) days from the date of filing the complaint. In these cases, the unit process to determine whether a violation has occurred and to determine appropriate sanctions and remedies will generally be completed within sixty (60) days from the date of filing the complaint, with any appeals resolved reasonably soon thereafter. While every effort is made to adhere to these general time frames, these may vary depending on the complexity of the investigation, the ability to obtain necessary evidence, the severity and extent of the alleged prohibited conduct and other factors. In addition, the University may delay its investigation during the evidence-gathering phase of a law enforcement investigation of the same underlying incident.

Resolution of Complaints

Complaints are resolved, adjudicated and sanctions, if any, administered in accordance with divisional or unit disciplinary procedures or personnel policies as explained below.

Disciplinary actions against students and trainees will be processed by the appropriate student affairs dean, director or officer in accordance with these Procedures and the code of conduct and disciplinary procedures pertaining to the division in which the student is enrolled. Disciplinary actions against staff members will be governed by these Procedures and the procedures in the University’s personnel policies. Disciplinary actions against members of the faculty will be processed by the offices of dean of the appropriate division according to these Procedures and the disciplinary procedures established by that division.

A complaint may be resolved informally or formally in accordance with applicable disciplinary procedures. If mediation or other informal mechanisms of resolution are used to resolve complaints of discrimination or harassment, these informal mechanisms may be used only on a voluntary basis, and for complaints of sexual harassment, in the presence of a trained counselor, trained mediator, or other appropriate administrative or staff member. Mediation and other informal mechanisms may not be used to resolve complaints of sexual violence, sexual assault, relationship violence or stalking. A complainant may end an informal process at any time for any reason and initiate a formal complaint process. If formal proceedings are initiated against a respondent (e.g., a divisional conduct board hearing), those proceedings are conducted by the relevant academic or administrative unit in accordance with applicable disciplinary procedures, subject to the provisions of these Procedures.

Students, trainees, faculty and staff should be familiar with their divisional or unit codes of conduct and disciplinary procedures, which provide information on the informal and formal processes for the resolution of complaints in each division or unit, and may contact the Assistant Vice Provost, Title IX Coordinator or a dean or unit head for information regarding their respective divisional or unit procedures.
Procedural Rights

For complaints of sexual assault, relationship violence, and stalking regardless of whether the complainant or respondent is a student, or faculty or staff member, and for complaints of sexual misconduct in which the complainant or respondent is a student, the complainant and the respondent are afforded equal procedural rights during the investigation and any hearing that may follow, including the following.

- The complainant and respondent must have an equal opportunity to present relevant witnesses and evidence during the investigation and hearing.

- If a hearing if held, the complainant and the respondent will be afforded similar and timely access to any information used in connection with that hearing, consistent with the University’s obligations under FERPA (Family Educational Rights and Privacy Act) and other laws protecting privileged and confidential information.

- The complainant and respondent are entitled to the equal opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The advisor may counsel and provide support to the party during a meeting or proceeding, but may not participate or speak on the party's behalf. The advisor may make written submission on the party’s behalf.

- To the extent divisional or unit procedures afford an opportunity to bring additional persons (such as parents) to a meeting or proceeding to provide personal support, such right shall be afforded equally to both the complainant and the respondent.

- If divisional or unit procedures allow an appeal with respect to procedural errors, findings or sanctions, such right to appeal shall be available equally to the complainant and respondent.

Special Procedures

Notwithstanding the normal procedures in divisional or unit policies, for complaints of sexual assault, relationship violence, and stalking regardless of whether the complainant or respondent is a student, or faculty or staff member, and for complaints of sexual misconduct in which the complainant or respondent is a student, divisions and units will employ the following special provisions:

- **Testimony.** If divisional or unit procedures allow one party to be present for the entirety of a hearing, both parties shall be provided this right equally. When requested, a division or unit shall make arrangements so that the complainant and the respondent do not have to be present in the same room at the same time.

- **Questioning.** If the divisional or unit procedures utilize a hearing, only the board may ask questions of the parties and of any witnesses. Both parties have the opportunity to put forth
questions of the other party and of witnesses by submitting questions to the board in written format. The board may, in its sole discretion, revise or not ask any or all submitted questions.

- **Information Regarding Romantic or Sexual History.** No decision maker will consider the romantic or sexual history of either the respondent or the complainant in cases involving allegations of sexual misconduct, except for testimony offered by the respondent or the complainant about the parties’ shared sexual history. If such information is offered, the other party has the right to respond. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

- **Students on Board.** If the divisional or unit procedures normally include the participation of one or more students on a conduct board, those students will be replaced by University employees or faculty for cases involving sexual violence or relationship violence.

**Sanctions, Accommodations, Disciplinary and Protective Measures, and Remedies for the School Community**

The sanctions, accommodations, protective or disciplinary measures, and remedies for the University community which may be imposed following a final determination of a University investigation or disciplinary proceeding for discrimination, harassment, sexual misconduct, relationship violence or stalking will vary according to the facts and circumstances, including the severity of the conduct, the needs of the complainant, and the effect of the conduct on the University community. The sanctions may include one or more of disciplinary warnings, no-contact orders, loss of privileges, mandatory training, mandatory counseling, probation, suspension, expulsion of a student or trainee, and demotion and termination of the employment of a staff or faculty member.

**Notification of Outcomes**

In cases of sexual misconduct, relationship violence, and stalking, both the complainant and the respondent will be notified of the outcome of the complaint in writing simultaneously. In all such cases, this notice will include (a) whether it was found that the alleged conduct occurred, (b) any sanctions imposed on the respondent that directly relate to the complainant ², and (c) any steps taken to eliminate a hostile environment and prevent recurrence. Additionally, the complainant should be notified of (d) any individual remedies offered or provided to him or her, and the respondent should be notified of (e) any remaining sanctions imposed on him or her. Additionally, in cases alleging a sex offense, ³ relationship violence, or stalking, the complainant will be notified

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² Sanctions that directly relate to the complainant include, but are not limited to, requiring that the respondent stay away from the complainant until both parties graduate, prohibiting the respondent from attending school for a period of time, or transferring the respondent to another residence hall, other classes, or another school.

³ See footnote 1 for the definition of “sex offenses.”
of all sanctions imposed against the respondent. In all cases, the notice will also include information on the procedures for the complainant and respondent to appeal the results of the disciplinary proceeding (if such rights exist under the relevant divisional or unit procedures). Subsequent simultaneous written notice will also be provided if there is any change to the results that occurs prior to the time that such results become final, when such results become final, and the outcome of an appeal, if any.

The University will, upon written request, disclose to the alleged victim of any crime of violence\(^4\) or a non-forcible sex offense,\(^5\) the final results of any disciplinary proceeding conducted by the University. If the University determines that the respondent committed a crime of violence or non-forcible sex offense, it may disclose the final results of its disciplinary process to anyone, so long as it does not disclose the name of any other student.

**Training for Officials**

The University’s investigations and any ensuing disciplinary proceedings are conducted by officials who have received training related to those responsibilities. The University has made substantial progress towards developing and will be implementing comprehensive enhanced training materials on issues related to sexual misconduct (including sexual assault), relationship violence and stalking, and conducting an investigation and hearing process in a manner that protects the safety of complainants and promotes accountability.

**Prevention**

The University will take steps to prevent the recurrence of any discrimination, harassment, sexual misconduct, relationship violence and stalking and to correct the discriminatory effects on the complainant and other members of the University community as necessary.

**Prohibition on Retaliation**

Local, state, and federal laws and University policy prohibit any form of retaliation against a person who files or bears witness to a discrimination, harassment, sexual misconduct, relationship violence or stalking complaint made in good faith. No officer, employee, or agent of the University shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under University policy, procedures or the law. These Procedures apply to complaints and investigations of retaliation, and complainants are urged to promptly contact OIE with any concerns or claims regarding retaliation. The University will take steps to promptly and equitably address such retaliation.

\(^4\) The term “crime of violence,” in this context, means: the commission or attempt of any of the following offenses: arson, assault offenses, burglary, criminal homicide, destruction/damage/vandalism of property, kidnapping/abduction, robbery, and forcible sex offenses.

\(^5\) The term “non-forcible sex offense,” in this context, means statutory rape or incest.
Questions Regarding Procedures and Title IX

Inquiries regarding these Procedures and Title IX may be directed to the Assistant Vice Provost, Title IX Coordinator.

7. Discrimination Complaints Filed With Government Agencies

Present or former University faculty members, staff members, trainees, students, or applicants to University education programs or employment who believe that they have been discriminated against or harassed may file a charge of discrimination or harassment with various local, state and federal U.S. government agencies. These agencies include the following: Equal Employment Opportunity Commission (EEOC)\(^6\); Office for Civil Rights of the Department of Education (OCR)\(^7\); the Office of Federal Contract Compliance Programs of the Department of Labor (OFCCP); the Maryland Commission on Human Relations; the Baltimore Community Relations Commission; and the D.C. Department of Human Rights. Agencies receiving such complaints notify the University that a charge has been filed and commence an investigation. Filing a complaint with the University is not a prerequisite to filing a criminal complaint with law enforcement authorities or a complaint of discrimination or harassment with a governmental agency, and seeking assistance from the University in no way precludes filing these complaints.

Updated: August 19, 2015

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\(^6\) EEOC is the division of the federal government charged with enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Questions, concerns or complaints related to the foregoing may be directed to the EEOC.

\(^7\) OCR is the division of the federal government charged with enforcing compliance with Title IX, which prohibits discrimination on the basis of sex (including sexual harassment, sexual violence, and sexual assault) in education programs and activities receiving federal financial assistance. OCR is also charged with enforcing compliance with: Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance; Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability in programs or activities receiving federal financial assistance; and the Age Discrimination Act of 1975, which prohibits discrimination based on age in programs or activities that receive federal financial assistance. Questions, concerns or complaints related to the foregoing laws IX may be directed to OCR.
APPENDIX A
STUDENT AFFAIRS OFFICES

Advanced Academic Programs
Briggs S. Rolfsrud, Associate Director Student & Faculty Services
1717 Massachusetts Ave NW, Suite 104-F, Washington, DC 20036
Telephone: 202.452.0983
Electronic Mail: brolfsrud@jhu.edu

Carey Business School
Bobbie Tchopev, Director, Student Services
The Johns Hopkins Carey Business School
100 International Drive
Baltimore, MD 21202-1099
Phone: 410.234.9245
Email: bobbie@jhu.edu

School of Education
Jennifer Eddinger, Interim Student Relations Officer
6740 Alexander Bell Drive
Columbia, MD 21046
Phone: 410.516.9734
Email: jeddinger@jhu.edu

KSAS and WSE
Terry Martinez
Associate Vice Provost/Dean of Students
Homewood Campus 210, Mattin
Baltimore, MD 21218
Phone: (410) 516-8208
E-mail: TMartinez@jhu.edu

Renee Seitz
Director of Graduate Academic Affairs Krieger
School of Arts & Sciences
614 Wyman Park Building Johns
Hopkins University
Phone: 410-516-8477
E-mail: rseitz5@jhu.edu

Christine Kavanagh
Director of Graduate Academic Affairs Whiting School of
Engineering
Rm 103 Shaffer Hall Johns
Hopkins University
Main phone: 410 516-7395
E-mail: christinekavanagh@jhu.edu

School of Medicine
Tom Koenig, Associate Dean for Student Affairs, Assistant Professor, Department of General Psychiatry
Broadway Research Building (BRB), Room 137, 733 North Broadway, Baltimore, MD 21205-1832
Telephone: 410.955.3419
Electronic Mail: tkoenig@jhmi.edu
Carolyn Machamer, Professor  
Wood Basic Science Building (WBSB), Room 104  
725 North Wolfe Street, Baltimore, MD 21205  
Telephone: 410.955.1809  
Electronic Mail: machamer@jhmi.edu

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

Peabody  
Kyley Sommer, Director of Student Affairs  
One East Mount Vernon Place, Unger Lounge Plaza Level, Baltimore, MD 21202  
Telephone: 410.234.4538  
Electronic Mail: ksommer@jhu.edu

SAIS  
Noemi Crespo Rice, Chief Student Affairs Officer  
1740 Massachusetts Avenue, N.W., Suite #: 305  
Washington, DC 20036  
Telephone: 202.663.5707  
Electronic Mail: noemi.crespo@jhu.edu
# APPENDIX B
## CAMPUS SECURITY & LOCAL LAW ENFORCEMENT AUTHORITIES

<table>
<thead>
<tr>
<th>Campus</th>
<th>Agency/Office</th>
<th>Non-Emergency</th>
<th>Emergency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homewood Campus</td>
<td>Campus Safety &amp; Security Shriver Hall, 3400 N. Charles St.</td>
<td>410.516.4600</td>
<td>410.516.7777</td>
</tr>
<tr>
<td></td>
<td>Baltimore Police Department</td>
<td>410.396.2455</td>
<td>911</td>
</tr>
<tr>
<td>Peabody Campus</td>
<td>Campus Security Schapiro House Basement</td>
<td>410.234.4605</td>
<td>410.234.4600</td>
</tr>
<tr>
<td></td>
<td>Baltimore Police Department</td>
<td>410.396.2411</td>
<td>911</td>
</tr>
<tr>
<td>JHMI East Baltimore Campus</td>
<td>Corporate Security 550 North Broadway, Suite 503</td>
<td>410.614.3473</td>
<td>410.955.5585</td>
</tr>
<tr>
<td></td>
<td>Baltimore Police Department</td>
<td>410.396.2433</td>
<td>911</td>
</tr>
<tr>
<td>Bayview Medical Campus</td>
<td>Campus Security</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Baltimore Police Department</td>
<td>410.396.2422</td>
<td>911</td>
</tr>
<tr>
<td>Carey Business School (Harbor East)</td>
<td>Campus Security</td>
<td>410.234.9301</td>
<td>410.234.9300</td>
</tr>
<tr>
<td></td>
<td>Baltimore Police Department</td>
<td>410.396.2411</td>
<td>911</td>
</tr>
<tr>
<td>Columbia Center Campus</td>
<td>Director of Campus Operations</td>
<td>410.516.9700</td>
<td>410.516.9700</td>
</tr>
<tr>
<td></td>
<td>Howard County Police Dept.</td>
<td>410.313.2929</td>
<td>911</td>
</tr>
<tr>
<td>Montgomery County Campus</td>
<td>Campus Security</td>
<td>301.294.7191</td>
<td>301.294.7191</td>
</tr>
<tr>
<td></td>
<td>Montgomery County Police</td>
<td>301.294.7191</td>
<td>301.294.7191</td>
</tr>
<tr>
<td>Applied Physics Center</td>
<td>Security Services Department</td>
<td>443.778.7575</td>
<td>443.778.7575</td>
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<tr>
<td></td>
<td>Howard County Police Dept.</td>
<td>410.313.3700</td>
<td>911</td>
</tr>
<tr>
<td>Washington, D.C. Campus</td>
<td>SAIS Security/Allied Barton</td>
<td>202.663.7796</td>
<td>202.663.7796</td>
</tr>
<tr>
<td></td>
<td>Metropolitan Police Dept.</td>
<td>202.737.4404</td>
<td>911</td>
</tr>
<tr>
<td>Bologna Campus</td>
<td>Finance and Administration State Police</td>
<td>39.051.2917.811</td>
<td>39.051.2917.811</td>
</tr>
<tr>
<td></td>
<td>Nanjing Public Security Bureau</td>
<td>86.25.8359.2436</td>
<td>86.25.8359.2436</td>
</tr>
<tr>
<td></td>
<td>Nanjing Public Security Bureau</td>
<td>84420009</td>
<td>84420009</td>
</tr>
</tbody>
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APPENDIX C
CONFIDENTIAL RESOURCES

The Johns Hopkins University Counseling Center
Serves full-time undergraduate and graduate students from the KSAS, WSE and Peabody without charge.
3003 N. Charles Street, Suite S-200
Baltimore, Maryland 21218
Telephone: 410.516.8278
http://web.jhu.edu/counselingcenter
http://www.peabody.jhu.edu/4055

Johns Hopkins Student Assistance Program (JHSAP)
Serves graduate and professional students, and immediate family members, without charge.
East Baltimore Campus Johns Hopkins @ Eastern
550 North Broadway 1101 East 33rd Street, Suite C100
Baltimore, MD 21205 Baltimore, MD 21218
Telephone: 443.997.7000
http://www.jhsap.org
*Other locations include Bayview, Columbia, and Washington, DC

UHS University Mental-Health Services
Serves BSPH, SOM, and SON students, residents, fellows and trainees and their spouses or domestic partners.
Telephone: 410.955.1892
Available by telephone 24/7.
Press “0” to speak with the on-call psychiatrist in an emergency.

Faculty and Staff Assistance Program (FASAP)
Serves faculty and staff, and immediate family members, without charge.
East Baltimore Campus Johns Hopkins @ Eastern
550 North Broadway 1101 East 33rd Street, Suite C100
Baltimore, MD 21205 Baltimore, MD 21218
Telephone: 443.997.7000
http://www.fasap.org
*Other locations include Bayview, Columbia, and Washington, DC

JHU Sexual Assault Helpline
Students may talk with an on-call counselor 24/7.
410.516.7333

Sexual Assault Specialist
Serves as a confidential source for students or helps students navigate reporting.
Alyse Campbell
3400 North Charles Street
AMR 2
Baltimore, MD 21218
410.516.5133
acampb39@jhu.edu
Chaplain, Bunting-Meyerhoff Interfaith and Community Service Center
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410-261-1880
http://web1.johnshopkins.edu/chaplain/index.php/staff.html