

**COMMONWEALTH OF MASSACHUSETTS
PEACE OFFICER STANDARDS AND TRAINING COMMISSION**

In the Matter of)
) Case No. PI-2024-030
Frederick Winslow)
)


DECERTIFICATION ORDER

The Respondent Frederick Winslow has entered into a Voluntary Decertification Agreement (“Agreement”) under which he has agreed to the permanent revocation of his certification (also known as decertification) as a law enforcement officer in the Commonwealth of Massachusetts, beginning on the date of approval of the Agreement by the Massachusetts Peace Officer Standards and Training Commission (“Commission”), and the entry of his decertification in the National Decertification Index (“NDI”). See M.G.L. c. 6E, §§ 3(a), 10(b)(iv)-(v), and 10(g); M.G.L. c. 30A, §§ 10 and 13. As further conditions of the Agreement, the Respondent has waived all rights to contest, in this or any other administrative or judicial proceeding to which the Commission is or may be a party, the factual findings, conclusions of law, terms and conditions, and other provisions contained in the Agreement.

Accordingly, it is hereby ORDERED that, for the reasons stated in the Agreement:

- (a) The Respondent’s certification is hereby permanently revoked;
- (b) The Executive Director shall characterize this action as a “Voluntary Decertification”; and
- (c) The Executive Director shall take the necessary steps to publish the Respondent’s name in the NDI and any publicly available lists and database published by the Commission.

By vote of the Commission on June 20, 2024.



Hon. Margaret R. Hinkle (Ret.), Chair

Notice: Frederick Winslow, Respondent
Babson College Public Safety Department, Agency

COMMONWEALTH OF MASSACHUSETTS
PEACE OFFICER STANDARDS AND TRAINING COMMISSION

IN THE MATTER OF
FREDERICK WINSLOW
(MPTC User ID #9996-2763)

)
) Commission Adjudicatory Case
) No. PI-2024-030
)
)

VOLUNTARY DECERTIFICATION AGREEMENT

In the interest of resolving the above-captioned matter and consistent with the public interest and laws and regulations governing the Massachusetts Peace Officer Standards and Training Commission (“Commission”), including M.G.L. c. 6E, §§ 3(a), 8, and 10, and 555 C.M.R. §§ 1.01–1.10, the Respondent, Frederick Winslow, and the Commission hereby enter into this Voluntary Decertification Agreement:

Factual Findings

1. The Respondent was employed as a police officer for the Boston College Police Department from 1987 until 2013. He then served as an officer at the Babson College Public Safety Department from 2013 until 2024.
2. On July 1, 2021, the Respondent was automatically certified as a police officer in Massachusetts pursuant to St. 2020, c. 253, § 102, an Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth.
3. In June 2012, the Boston College Police Department completed two internal investigations in relation to allegations against Officer Winslow. Regarding the Respondent’s conduct during an April 15, 2012, incident, Boston College found that the Respondent was untruthful, failed to supervise, and falsified department records. In relation to a May 6, 2012, incident, Boston College found that the Respondent falsified a department report and failed to supervise properly. For these incidents, the Respondent was suspended.
4. The Respondent applied for employment with the Babson College Public Safety Department in early 2013. During the application and subsequent onboarding process, the Respondent completed an electronic application and a “Personal History Statement Booklet.” In each of these documents, the Respondent falsely represented that he had never before been suspended in his place of employment. The Respondent signed or initialed each document in various places to certify that the answers he had provided were accurate and complete.
5. In early 2024, members of the Babson College Public Safety Department reviewed official historical disciplinary records published by the Commission and observed that

the Respondent had previously been suspended while he was employed at the Boston College Police Department. After reviewing the above-described documents, Babson College determined that the Respondent had been untruthful during the application and hiring process in 2013. As a result of this determination, Babson College terminated the Respondent on February 6, 2024. The Chief of the Department also recommended that the Commission revoke the Respondent's certification.

6. On April 18, 2024, the Commission, pursuant to M.G.L. c. 6E, § 8(c)(1)(v) and 555 C.M.R. § 1.02(3), authorized the Division to conduct a preliminary inquiry into the allegations of misconduct against the Respondent described above. On May 17, 2024, the Division submitted its report of preliminary inquiry to the Commission. Subsequently, on May 22, 2024, the Commission voted to initiate disciplinary proceedings against the Respondent.

Conclusions of Law

7. Pursuant to M.G.L. c. 6E § 3(a):

The [C]ommission shall have all powers necessary or convenient to carry out and effectuate its purposes, including, but not limited to, the power to:

- (1) act as the primary civil enforcement agency for violations of [chapter 6E]; . . .
- (4) deny an application or limit, condition, restrict, revoke or suspend a certification, or fine a person certified for any cause that the commission deems reasonable; . . .
- (23) restrict, suspend or revoke certifications issued under [chapter 6E];
- (24) conduct adjudicatory proceedings in accordance with chapter 30A;

8. Pursuant to M.G.L. c. 6E, § 10(b)(iv), “[t]he [C]ommission may [...] suspend or revoke an officer’s certification if the [C]ommission finds by clear and convincing evidence that the officer [...] was suspended or terminated by their appointing agency for disciplinary reasons.”

9. Pursuant to M.G.L. c. 6E, § 10(b)(v), “[t]he [C]ommission may [...] suspend or revoke an officer’s certification if the [C]ommission finds by clear and convincing evidence that the officer [...] has repeated sustained internal affairs complaints, for the same or different offenses.”

10. Pursuant to M.G.L. c. 6E, § 10(g), “[t]he [C]ommission shall publish any revocation order and findings. The [C]ommission shall provide all revocation information to the national decertification index. No officer may apply for certification after that officer’s certification has been revoked pursuant to this section.”

11. Pursuant to M.G.L. c. 6E § 10(h), the Commission may institute a disciplinary hearing after an officer’s appointing agency has issued a final disposition of the alleged

misconduct or one year has elapsed since the allegations were reported to the commission, whichever is sooner.

12. “Unless otherwise provided by law, agencies may . . . make informal disposition of any adjudicatory proceeding by stipulation, agreed settlement, consent order or default.” M.G.L. c. 30A § 10.

13. The Respondent’s conduct described above demonstrates that he was terminated by his appointing agency for disciplinary reasons and that he had repeated sustained internal affairs complaints for the same or different offenses, pursuant to §§ 10(b)(iv) and (v).

Resolution

In view of the foregoing alleged violations of M.G.L. c. 6E §§ 10(b)(iv) and (v), the Commission has determined that the public interest would best be served by the disposition of this matter without further enforcement proceedings, on the basis of the following terms and conditions which have been agreed to by the Respondent:

14. The Respondent agrees that, if this matter were to proceed to an adjudicatory hearing, the allegations described above, if proven by clear and convincing evidence, would permit the Commission to impose significant discipline, up to and including his decertification as a law enforcement officer in the Commonwealth of Massachusetts.

15. The Respondent agrees to the permanent revocation of his law enforcement officer certification in the Commonwealth of Massachusetts, pursuant to M.G.L. c. 6E §§ 3(a), 10(b)(iv), and 10(b)(v).

16. The Respondent waives all rights to contest the allegations described above in any administrative or judicial forum to which the Commission is or may be a party.

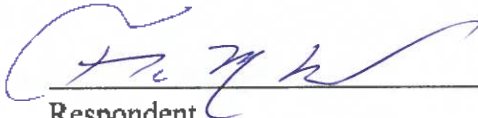
17. The Respondent waives all rights to contest the factual findings, conclusions of law, terms and conditions, or other provisions contained in this agreement in any administrative or judicial forum to which the Commission is or may be a party.

18. The Respondent acknowledges that, once this Agreement and any Order of Decertification issued by the POST Commission are executed, they will be public documents and will be published on the Commission’s website pursuant to M.G.L. c. 6E, § 10(g). Furthermore, the status of the Respondent’s certification will be publicly available on certain lists and databases published by the Commission.

19. The Respondent understands and acknowledges that, as required under M.G.L. c. 6E, § 10(g), the Commission will submit all public revocation information, including a copy of this agreement and any Order of Decertification, for inclusion in the National Decertification Index.

20. This Agreement shall be effective as of the date it is approved by the Commission.

6/7/2024
Date


Respondent

6/20/2024
Date

Margaret R. Hinkle
Margaret R. Hinkle, Chair