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To: Dori Vecchio, Town Administrator
From: Tim D. Norris, Esquire
Chief Arthur A. Parker, Jr. (Retired)
Date: February 8, 2023

Report of Instigation into Facts Underlying Police Officer David Laudon's Conduct While Employed by University of Massachusetts at Dartmouth

Lead Investigator: Chief Arthur A. Parker, Jr. (Retired)
Billingsgate Associates, LLC, Wellfleet, Massachusetts

I. Introduction

On September 2, 2022, this firm was engaged by the Town of Blackstone to conduct and oversee an investigation into allegations contained within a redacted University of Massachusetts at Dartmouth ("UMD") Police Department report that was supplied to the Blackstone Town Administrator Dori Vecchio by WBUR reporter Walter Wuthmann. The report, dating to 2010, with the names of civilians blacked out, detailed allegations of sexual assault and sexual harassment against then UMD Police Officer David Laudon, who at the time of the commencement of this investigation was employed as a Town of Blackstone Police Officer. The existence of the report and its contents was previously unknown to the Town Administrator and to her understanding was unknown to the Police Department at the time Officer Laudon was hired by Blackstone.

This firm engaged Billingsgate Associates, LLC, a litigation support and private investigation firm to investigate the matter. Chief Arthur A. Parker Jr., (retired) was assigned to investigate.

This report summarizes the investigation and findings while protecting the identities of civilian witnesses including a sexual assault survivor. For this reason, certain witnesses have been

assigned pseudonyms, using “NC” to stand for Name Confidential followed by a number assigned arbitrarily based upon the order in which they are introduced in the report. Complete findings and unredacted materials are being maintained in the confidential files of the investigators. Prior to the completion of this investigation, which would have included a further interview of Officer David Laudon, Officer Laudon first cancelled his scheduled interview for medical reasons supported by a health care provider’s note, then resigned his employment with the Blackstone Police Department on January 6, 2023.

II. Scope of Investigation

1. Investigate the allegations detailed in the redacted 2010 UMD Police Depart Report (No. 10-1014-OF) and determine the truth of any allegations about Officer Laudon.
2. Determine the circumstances at the time of Officer Laudon’s hire in 2013 leading to the Town being unaware of these allegations.

III. Summary of Major Findings of Investigation

1. Officer Laudon engaged in multiple offenses of sexual assault of a female UMD student while on duty as a police officer working for UMD.
2. Officer Laudon engaged in consensual sexual activity with at least two different UMD students while on duty as a UMD police officer both in his UMD police cruiser and in UMD housing.
3. Officer Laudon engaged in sexually harassing behavior and attempts to influence witnesses in an investigation during his tenure as a UMD police officer.
4. Officer Laudon abused his authority as a UMD police officer by conducting unwarranted vehicle stops, violating the policies of UMD regarding fraternization with students, and violating the orders to his superior officers not to make contact with students involved in making complaints against him.
5. UMD police supervisors including UMD Police Chief Colonel Emil Fioravanti were aware of Officer Laudon’s misconduct and failed to conduct a minimally competent investigation. Chief Fiovaranti even now refuses to speak to Chief Parker regarding the subjects of this investigation.
6. UMD officials stonewalled the Town of Blackstone police background investigation at the time of Officer Laudon’s appointment as a police officer for the Town. One UMD Police supervisor contacted made misleading statements to the Town’s background investigator regarding Laudon’s disciplinary history.
7. UMD officials have continued to this day to stonewall and cover up Officer Laudon’s misconduct and UMD’s own failures in 2010 to properly investigate and take

appropriate action regarding Officer Laudon's misconduct. These attempts include advising a former police officer ([REDACTED]) from sitting for an interview with Chief Parker.

8. Officer Laudon was untruthful in his interview in this investigation by denying that he had sexual relations with the student he assaulted.

IV. Investigation Process

A. Review of Redacted Report and Unsuccessful Attempts to Obtain Information from UMD

1. Redacted Report UMD PD No. 10-1014-OF

This report which was the starting point for the investigation is a 9-page document from which all names and identifying information of the civilian complainants and witnesses has been blacked out or marked "Confidential." The UMD redacted report is Exhibit #1 to this investigation and depicts encounters at the police station between two UMD police personnel and one or more unidentified students on October 8 and 9, 2010. These contacts, reported by Sgt. Mark T. Nataly and [REDACTED] depict a complaint of harassment including unwanted touching of a female student by UMD Police Officer David Laudon. Important particulars of the redacted police report include:

- a. [REDACTED]
- b. Officer Laudon had been ordered by UMD as the result of the EEO/DO meeting on October 8, 2010, to cease all contact with students.
- c. The complainant told Sergeant Nataly that despite Officer Laudon being ordered not to have contact with her, she received a text message that included very personal information about her from an unknown number.
- d. During her reporting of this to Sergeant Nataly, the complainant's cell phone rang with a phone call from David Laudon's cell phone number, as witnessed by Sgt. Nataly and confirmed with reference to the cellphone for Laudon contained in UMD PD files.
- e. The complainant reported to [REDACTED] she was afraid due to a situation involving Officer Laudon and her filing a complaint against him. The complainant said she and her friends were receiving harassing calls and text messages from Officer Laudon while he tried to learn who complained about him.
- f. [REDACTED]

[REDACTED]

g.

[REDACTED]

h.

[REDACTED]

- i. [REDACTED] stated in his reports that both complainants completed a written statement containing their allegations about Officer Laudon's harassment. The report also referenced emailed copies of text messages. (None of these supplemental materials are attached to the redacted report and they have not been provided by UMD).
- j. The reports reference the fact that Colonel Fioravanti (then UMD Police Chief) had been made personally aware of the complaints regarding Officer Laudon.

2. Public Records Requests

Chief Parker made two public records requests of UMD, one was for graduation lists for the years 2010 to 2014; the other was for internal investigation materials related to Officer David Laudon. UMD refused to provide any documents in response to the requests. This firm filed an appeal on Chief Parker's behalf but despite orders from the Supervisor of Public Records, UMD has yet to produce a single document responsive to the records request or even identify any such records they might contend are protected from disclosure.

3. Attempted Meeting with UMD Police Chief Souza

On September 13, 2022, Chief Parker went to the UMD Police Headquarters to meet with Chief John Souza Police Chief John Souza to interview him and receive any information available to the UMD Police Department about what occurred in 2010 involving Officer Laudon. Parker received no cooperation from UMD, which has in all respects refused to cooperate in any way with efforts to uncover the truth about Officer Laudon.

After arriving for the scheduled meeting with Chief Souza, Ryan Merrell, Director of Strategic Communications and Debra Majweski, Vice Chancellor of Human Resources arrived and met with the Chief before Investigator Parker was brought into the chief's office for the interview. Chief Souza, Mr. Merrell and Ms. Majweski were in the Chief's office as Investigator Parker arrived and remained present during the entire meeting. Parker was informed by Ms. Majweski they would not allow Chief Souza to be interviewed. Parker explained he was required to learn if the complainant's allegations about Officer Laudon were valid and if UMD was not willing

to provide him with the internal affairs reports from 2010 to assist in achieving that, he would be required to identify the complainant, locate and interview her about what she alleged. Ms. Majweski objected at any possible attempt to identify and interview the complainant and was told by Parker that cooperation by UMD in allowing him to view the internal affairs reports on the matter may eliminate any need for that. Mr. Merrell suggested Investigator Parker file a public records request for the materials sought.

As referenced above UMD has stonewalled this investigation, and all previous attempts to learn the truth about Officer Laudon’s conduct as a UMD police officer, including ignoring the orders of the Supervisor of Public Records to make a legally compliant response to the public records requests filed in this matter.

B. Interviews

Chief Parker conducted or attempted the following recorded interviews, which are summarized in this report.

Name	Date	Location	Remarks	Report Section
Gregory Gilmore, Blackstone Police Chief	9/13/22	Blackstone PD	In person, introductory.	V.I.
John Souza, UMD Police Chief	9/20/22	UMD Police HQ	Interview not allowed by UMD officials	
David Laudon	10/18/22	Blackstone Town Hall	In person, recorded	V.A.
NC1 (complainant, former UMD student)	10/29/22	confidential	In person, recorded.	V.B.
Timothy Sheehan, retired UMD Deputy Chief	11/5/22	Telephone		V.C.
[REDACTED] former UMD Police Officer	11/7/22 11/8/22	Telephone	Conversations attempting to set up an interview.	V.D.
Maurice “Moe” Dore, retired UMD Police Lieutenant, former Sgt and Laudon’s supervisor	11/9/22	Dore home, Westport, MA	In person, recorded.	V.E.
Emil Fioravanti, Interim Police Chief Wheaton College, former Chief of UMD Police	11/10/22	Telephone	Uncooperative, unwilling to meet or speak regarding this matter.	V.F.
Maurice “Moe” Dore	11/10/22	Telephone	Follow up interview.	V.E.

Mark Nataly , Chief, Bristol CC Police Dept., former Police Sgt at UMD	11/14/22	BCC Police Department, Fall River, MA	In person, recorded.	V.G.
[REDACTED] former UMD Police Officer	11/16/22	Plymouth, MA	In person, recorded.	V.D.
NC2 (former UMD student)	11/21/22	Telephone	Recorded.	V.H.
Gregory Gilmore , Blackstone Police Chief	11/22/22	Blackstone PD	In person, recorded.	V.I.
NC3 (former UMD student)	11/22/22	Telephone	Recorded.	V.J.
NC1	11/25/22	Telephone	Recorded follow-up interview.	V.B.
NC4 ([REDACTED])	11/25/22	Telephone	Recorded.	V.M.
NC1	11/25/22	Telephone	Recorded second follow-up interview.	V.B.
Ross Atstupenas , retired Chief Blackstone PD	12/8/22	Telephone	Recorded.	V.K.
Ivo Luis , Massachusetts State Trooper, former UMD police officer	12/9/22	Telephone		V.L.
Carol Santos , Vice Chancellor UMD	12/11/22	Telephone	Several requests to contact Chief Parker were made but never returned.	
David Laudon	12/14/22 12/22/22	Blackstone PD	Attempts to schedule follow-up interview. The initial date was rescheduled due to unavailability of counsel. Prior to the second date Laudon refused to participate for "medical reasons."	

C. Documents

EXHIBIT #1	2010 UMD PD Redacted Police Report 10-1014-OF Student Complaint of Officer David Laudon's Misconduct
EXHIBIT#2	Blackstone Police Background Material Officer David Laudon
EXHIBIT#3	Public Records Request (PRR) of UMD for 2010-2013 Graduation List
EXHIBIT#4	PRR of UMD Internal Affairs Reports and Documents re: 10-1014-OF
EXHIBIT#5	Denial of PRR for UMD Graduate List 2010-2013
EXHIBIT#6	Denial of PRR of Internal Affairs Reports and Documents re: 10-1014-OF
EXHIBIT#7	October 24, 2022 Supervisor Public Records Email to Ryan Merrill, UMD
EXHIBIT#8	October 9 th , 2010, 1:47AM Facebook Messenger from NC3 to NC1
EXHIBIT#9	SPR Letter October 31, 2022 Ordering UMD to Respond to PRR

EXHIBIT#10	November 15, 2022 UMD response to SPR Reasons to Deny PRR
EXHIBIT#11	June 21, 2022 Email to Chief Gilmore from Walter Wuthmann-WBUR re: Officer David Laudon
EXHIBIT#12	December 8, 2022 <u>Emails Authorizing retired Chief Atstupenas to Interview</u>
EXHIBIT#13	December 12, 2022 Blackstone Police Union Letter to Chief Gilmore Advising Attorney Change and Officer Laudon Scheduled Interview
EXHIBIT#14	PA's letter Officer Laudon should remain away from work and stress related work meetings until January 30, 2023
EXHIBIT#15	Supervisor of Records Letter to UMD Ryan Merrill dated December 16, 2022

V. Interview Summaries

A. David Laudon Interview

On Tuesday, October 18, 2022 at 9:06AM, I conducted an in person, audio recorded interview with Blackstone Police Officer David Laudon at the Blackstone Town Hall. Officer Laudon was accompanied and represented by union Attorney Kareem Morgan from Sandulli Grace, P.C. Also present on behalf of the Town of Blackstone was Attorney Tim Norris from Norris, Murray and Peloquin. The following is a summary of Officer Laudon's interview.

1. Officer Laudon has a master's degree in criminal justice from Southern New Hampshire University and initially joined the Blackstone police department in January of 2014. Officer Laudon was hired as a University of Massachusetts at Dartmouth police officer on September 8, 2008, and subsequently attended and graduated the MBTA recruit police academy in 2009. Officer Laudon said he was assigned to the third shift, (overnight shift) while employed as a police officer for UMD police department.
2. Officer Laudon said he was involved in a romantic relationship for "a year or so" with NC3 during his employ as a police officer at UMD-PD. He said he was not sure what year NC3 was in or when she graduated but acknowledged they stay in touch, that she [REDACTED] and that he last communicated with her [REDACTED] about a month of two ago. When asked if he had any contact information for NC3, Officer Laudon said "[REDACTED]." Officer Laudon was asked if NC3 was aware he was going to be interviewed about this matter and he said no.
3. Officer Laudon was asked if another female student was aware of his relationship with NC3 and he answered "[first name of NC1]" and denied that he stayed in touch with her. Officer Laudon was asked if he had a romantic relationship with NC1 and he answered, "no."
4. When asked to characterize his association with NC1, he said, "It was friendly, playful, flirty. You know, sometimes sexual undertones. But, you know, casual, consensual." When asked if he had an opinion of what NC1's feelings were toward him, Officer Laudon said, "They were the same. You know, she was attracted to me and sexually, is one way to put it. Sexual undertones, back and forth, you know, playful -- playfully,

between each other.” When asked if there was ever an occasion when they consummated the relationship sexually, Officer Laudon answered, “no.”

5. Officer Laudon acknowledged that during his employment at UMD-PD, there was a police department policy prohibiting officers from being romantically involved with students at UMass Dartmouth. He acknowledged that while employed with UMD, he had been placed on paid administrative leave “for fraternization with students” in violation of that policy. Officer Laudon said he guessed he had been placed on paid administrative leave by either the police department’s captain or police chief. Officer Laudon said there was a meeting with him, the chief, the captain and Moe Dore, a sergeant at the time, who was acting as a union representative.
6. Officer Laudon said it was at this meeting he was advised he was being placed on paid administrative leave “for fraternization and reports of harassment from this female, [NC1].” Officer Laudon said one of the terms of his paid leave conditions were to “Not to contact anyone” and that the no contact order included NC1 and another female student named, NC2. Officer Laudon said he thought the no contact extended to a couple of students, but then added it was for all students.
7. Officer Laudon said he thought the order came from the captain or the police chief but could not be sure which of the two. He said he thought the do not contact order was given to him verbally, that it could have been in writing but could not be sure.
8. Officer Laudon identified NC2 who he admitted to contacting, despite the order not to contact her or any students. When asked why he contacted NC2, Officer Laudon said he did so “Because I was a young man who -- not -- not mature enough to understand what was really going on.”
9. When asked if he adhered to the no contact of any student order, specifically with NC3, NC2 and NC1, Officer Laudon said “I -- I don't -- I don't think I ever contacted [NC1]. That I knew. I did not do that. But I did contact [NC2], and [NC3] and I were in a substantial relationship. And I still contacted her, yeah.”
10. Officer Laudon explained he resigned from UMD police department because during the investigation, the union advised him his resignation was the “best solution.”
11. Officer Laudon was asked if he was ever interviewed by the UMD police department about the complaints against him and said “I -- we had a discussion with -- I guess, yeah, it wasn't really a -- an interview. It was more of a like this, but casual. It wasn't like a sit down interview, I guess, with the -- with the police department.” When asked who from the police department interviewed him, Officer Laudon said he “met with the chief and the captain and Moe” and that a subsequent meeting occurred and that is “when the terms of the resignation was came to.” Officer Laudon said at the second meeting, an IBPO rep, who was not an attorney and whose name he did not remember were present.

12. Officer Laudon was asked about NC2 and their relationship. He said "So at the time at UMass, we were strictly friends. Never anything more. A very close friend. So at that time and past my time of leaving UMass Dartmouth, strictly 100 percent friendship only. Nothing more. Later on in life, probably a year after I left UMass, we ended up dating. We actually lived together for a while. Like I actually almost married her at one point, yeah." Officer Laudon said he had not been in contact with NC2 for about a year and a half to two years.
13. Officer Laudon was asked to describe his relationship with NC1. He said "They were all -- they were acquaintances. They were all [REDACTED]. They were [REDACTED]". Officer Laudon was not sure if NC1 was younger than NC3 and NC2 but guessed they were all close to the same age or within a year or two of each other's age.
14. Officer Laudon acknowledged when asked if it was his understanding that his violation of the UMD policy concerning his relationship with NC3 was going to result in discipline, responding "It would've been up to termination" and that was why he resigned. Officer Laudon acknowledged there was a conversation with someone about him resigning as opposed to facing discipline and recalled some communication with Carol Santos, a former vice president of HR at the time in 2010. Officer Laudon said though he could not be certain, he believed Carol Santos was present at the meeting when he resigned and recalled communicating with her over post-employment benefits.
15. Officer Laudon denied he was ever interviewed by anyone from UMD HR. He said he was only interviewed by the police captain and chief and that there were two occasions when that occurred. He said Moe Dore also attended both meetings. Officer Laudon said there was an additional meeting with "a Title IX guy," agreeing he was referring to someone from the Office of Equal Opportunity and Diversity, but he did not recall that person's name.
16. Officer Laudon acknowledged there was previous discussion about UMass Dartmouth PD and HR providing a neutral recommendation concerning his further employment and that there was an understanding that if he resigned, there would be no negative references maintained in his UMD personnel file.
17. Officer Laudon was asked if he ever was required to file a written statement regarding his fraternization, and sought clarification by asking "Like a, you know, like what I did?" He said "not a written statement" but he was asked to complete some type of questionnaire with "a handful of questions that I had to answer for the Title IX. But it was -- it was pretty much with my union reps. There was it was basically we -- we didn't complete a lot of it, because they didn't want me to." He confirmed the union told him not to complete the document and added there was no place to expand his answers so he did not complete it.
18. Officer Laudon said there were no pre-employment discussions with Lieutenant Gilmore over the circumstances that caused him to resign from UMD police department

but that then Blackstone Police Chief Atstupenas and he had a brief conversation about that. Officer Laudon explained during his final pre-employment interview with Chief Atstupenas, he was asked casually about “bouncing around between a few departments. Because after UMass, I worked at Fitchburg State University. So there was a, you know, in four years, you've -- and I also -- I worked prior to that at -- at Johnson Wales, which was non-sworn. But so anyways, there was a quick jumping around of -- of police departments, so the chief had questions about that. And I explained to him that there was an issue at UMass Dartmouth with fraternization; you know, that I had had a relationship with students. And that I had since, you know, moved on to better myself and my career.”

19. Officer Laudon described the meeting with Chief Atstupenas as: “It was more or less. He didn't -- it was -- it was very -- it was very casual. Just hey, what's going on; why have you -- you know, I'm -- I'm -- I'm leaning towards hiring you. I'd like to hire you. Whatever the conversation was -- and just have this question about, you know, bouncing around departments. And I said, you know, like I said, I, you know, I had -- I had a relationship with a student that resulted in my -- it was pretty much just like that. And just -- a relationship with a student that resulted in me leaving UMass. It was kind of like that.”
20. Officer Laudon was asked about the first time anyone from Blackstone except Chief Atstupenas asked him about the circumstances leading to his resignation at UMD police department. Officer Laudon answered “now,” clarifying in July or August of 2022, when he returned from a scheduled vacation and Chief Gilmore approached him about it. Officer Laudon explained “that there was a reporter that had pulled -- I don't know how he got the info. But he was looking into officers from around the state and my name popped up. When asked what Chief Gilmore told him about his name popping up, Officer Laudon said, “Just that there was -- at that time, that I had resigned from a department and moved on to another department. That's what this reporter was looking into and that he had obtained some type of a police report. And that -- that's all I knew at that time. That's all the Chief knew, at that point.”
21. Officer Laudon denied he had ever seen the redacted UMD PD police report. He said he had a conversation with Chief Gilmore about his situation and what led to his resignation at UMass Dartmouth, describing it as similar to the current interview. Officer Laudon said “After everything came to light, I sat down and told him everything.” Officer Laudon said he was not initially informed an investigation or a review of the UMD PD circumstances would occur but was told sometime later, by Chief Gilmore that such would be conducted. Officer Laudon agreed the Chief gave him a written letter advising him of an investigator hired to review the matter.
22. Officer Laudon was asked what he told Chief Gilmore then he explained what occurred in 2010 at UMass Dartmouth and said “The same thing that I had told you today that, you know, I was -- had relationships with students and that was against the -- against the rules.”

23. Officer Laudon confirmed that prior to being hired in Blackstone, he was never asked by anyone from Blackstone why he left UMass except for the former police chief, Atstupenas.
24. Officer Laudon was asked if he was aware of additional allegations that include unwelcomed touching of a female student at UMD in 2010. Officer Laudon said he was first informed by Blackstone Chief Gilmore "there was an allegation of a unwanted touching or a -- a -- what do you call it -- non-consensual touching. That had never been brought to my attention prior to this meeting with Chief Gilmore." [REDACTED]
25. Officer Laudon denied at any point prior to his resignation from UMD police department any conversations occurred between him and UMD police department members concerning those allegations. Officer Laudon said, "So I never had a conversation regarding non-consensual -- anything non-consensual or of non-consensual nature or unwanted touching. Nothing like that was ever said to me. So this was the first I was hearing of it, when I came here. Or when I -- I'm sorry -- when Chief Gilmore brought it to my attention."
26. [REDACTED]
27. [REDACTED]
28. Officer Laudon was asked if there were ever occasions of consensual touching between he and NC1 and he answered, "yes." Officer Laudon was asked if his relationship with NC1 was beyond texting and he said "Right. But there was never, like, sex. You know, it was --." Officer Laudon was asked if they ever consummated the deal and he said no. Officer Laudon was asked how frequently this activity between he and NC1 would occur and he answered, "Not -- not often" and agreeing it was "a few times."
29. Officer Laudon was asked about a specific text message with NC1 involving her looking sexy in a pair of boots and said, "Absolutely." Officer Laudon then said, "What I recall about that was that when -- when that was presented to me, there was a -- it was chopped up text messages. There was not the whole printout of all the text messages. And there was a message from me saying something along the lines of yeah, I like your boots or your boots look sexy. But what was missing from that, in context, was the message

from her where it started after that of hey, what did you think of my boots I was wearing tonight or something like that. That's -- I -- I remember that very well, because I was very upset about that, that the rest of the messages were not there.”

30. Officer Laudon said it was either the chief or a captain who showed him the text messages. When asked if this allegation was discussed with the captain and the chief at UMD police department, Officer Laudon said “The -- the -- the harassment, yes. Just not -- not the non-consensual touching.”
31. Officer Laudon was again asked if the first he knew of any type of an allegation by NC1 against him concerning inappropriate touching was when Chief Gilmore asked him about it in July or August of 2022, he said “Just the non-consensual touching, yes. With the Chief. “Yes. I -- I don't recall ever being accused of non-consensual touching before.” Officer Laudon added, “Oh, yes. No, no. I was -- absolutely. Harassment was brought to my attention. The only thing that wasn't brought to my attention that I can ever remember us dealing with, as far as the discussions and my union reps, we never had to deal with, you know, non-consensual or -- or criminal charges or that kind of stuff. You know what I mean? That -- that wasn't what was brought to our attention. It was harassment, text messaging, you know, overly flirtatious. You know, that kind of stuff.”
32. Officer Laudon acknowledged the UMD police inquiry into his harassment by text messages and the fraternization with both NC3 and NC1 and was asked if there was discussion about NC2. He answered, “Nothing with NC2, at the time, like of -- of -- nothing that would result -- the only thing was that I sent her a message afterwards like hey, I'm on leave. Like I screwed up, blah, blah, blah. And I wasn't supposed to contact anyone. But nothing of fraternization or problems with NC2. NC2 was -- it was a strictly platonic friendship relationship when I was there.”
33. Officer Laudon said he did not recall seeing any written statements submitted to the UMD police from involved parties, he added, “I know that they had stuff, but I don't -- I don't remember seeing it.” When asked if he knew who completed statements, he said, “I -- I would assume NC2 and NC3. She didn't -- I think -- I don't know if I saw it. But I -- maybe I -- I -- forgive me. It was 12 years ago. I don't remember if I saw it, so I don't want to speak out of turn or -- just I'm not trying to dodge or not speak truthfully. I just -- But I remember that there was some type of -- [NC3] -- I mean -- I'm sorry. NC2, obviously, I made some kind of statement, because she wrote something that I had contacted her. “So I know -- but I don't remember if I saw it, but I know that there was a statement made. Is that.” When asked if NC1 made a statement, Officer Laudon said he assumed she did but had no recall of seeing a statement from her.
34. Officer Laudon said he knew NC3 was interviewed for the investigation but did not know who had interviewed her and assumed she had completed a written statement.

35. Officer Laudon was ordered not to contact anyone involved in this investigation including NC3 and responded, "Oh, yeah, of course."
36. Attorney Norris asked Officer Laudon, if there was any written memorandum, a settlement agreement or a severance agreement, when he left UMass Dartmouth and he answered, "No, not that I remember. I just wrote like a, you know, resignation letter like on letterhead-type thing."
37. Attorney Morgan confirmed that in 2010, Officer Laudon was aware of the harassment allegations and asked what his understanding of the alleged harassment concerning harassing NC1 was. Officer Laudon said, "What was being alleged to me was that I had made comments to her that she, like, she didn't want to reciprocate. But it was not, to my understanding, that -- that feeling at the time, because it was always reciprocated."
38. Officer Laudon was informed that because the investigation was continuing, there was the chance he would need to be interviewed again and he acknowledged this.

The interview with Officer David Laudon concluded at 9:37 AM.

B. NC1 Interviews

1. First Interview with NC1

On Saturday, October 29, 2022 at 9:59AM, I conducted an in person, audio recorded interview with NC1, at a mutually agreed upon location. Present for most of this interview was NC4, [REDACTED]. The following is a summary of NC1's interview.

1. NC1 is a former UMD student and is currently employed by [REDACTED].
2. NC1 said she attended University of Mass. at Dartmouth from [REDACTED]. She said in September and early October of 2010, while attending UMASS, she resided [REDACTED].
3. NC1 said she knew Officer David Laudon of the UMD police department during and before this period. NC1 said she thought she and Officer Laudon initially met in the fall of 2009.
4. NC1 was asked about socializing with Officer Laudon when he was on duty and about her interactions with him as well as she and other students with him. She said "I know that he would come by at times, ... he'd like stop by and say hi. And then sometimes, depending on how busy the nights were when he was on duty, sometimes he'd pull around [REDACTED] and we would talk." NC1 said on those occasions, there could be other people present with she and Officer Laudon and shook her head in the affirmative when asked if there were times it was just she and Officer Laudon. NC1 said

neither she or any other students that she knew of ever socialized with Officer Laudon while he was off duty, emphasizing she never did.

5. NC1 said during this time, she learned Officer Laudon was also seeing a girl at school [REDACTED] named NC2 and that a year later, she learned “he was supposedly married and had kids.” NC1 said she did not know of anyone else Officer Laudon was having a relationship with at that time, except NC2.
6. NC1 acknowledged there were occasions when she and Officer Laudon texted each other and that she believed they had mutually exchanged cell numbers or he asked and she gave him her number. NC1 said there was a period when she and Officer Laudon mutually exchanged text messages until a point where they weren't. NC1 said she could not recall the specific conversations. NC1 said she did not remember the frequency of their mutual texting but agreed the texts were initially reciprocal. NC1 was asked if there were occasions that Officer Laudon's texts to her took on a sexual or an erotic nature and she said, “I would assume they did. Just I -- I can't recall, but it wouldn't be unreasonable for me to say that, I guess.”
7. NC1 was asked about text messages between her and Officer Laudon that included content regarding her clothing or a pair of boots that she wore that he saw her wearing. She responded “I know that he would talk to other officers about this pair of boots that I -- that I wore. I --I -- I can't recall. I'm sorry.” NC1 said another officer, whose name she did not recall but she described as a bigger guy with dark hair, told her “he isn't who you think he is. He's going around making comments about you publicly.” NC1 said while she did not remember the order of events, she thought this occurred prior to her going to the police station (on October 8th 2010) and she was told this, she was possibly outside, at the freshman quad.
8. NC1 said she did not remember going to the Office of Equal Opportunity until I had initially called her about this investigation and that she did not recall that meeting completely. NC1 said “I -- I tried to block a lot of this stuff out, to be honest, so.”
9. NC1 said she did not possess any of the texts between she and Officer Laudon and that she had gotten rid of her old phones, noting “and to be honest, I don't want to do this.” When asked, NC1 said she was pretty sure Officer Laudon and she mutually exchanged text messages that included sexual overtones.
10. NC1 said she and Officer Laudon had a consensual relationship, to a point. NC1 agreed the texts included racy chats back and forth. When asked if she asked Officer Laudon to stop texting her, she said she did not think so but that the school had told him to stop. NC1 said she did not want to speak with him and wanted to stay “very far away” from him, agreeing she wanted nothing to do with him.

11. NC1 was asked if there was an occasion or occasions when Officer Laudon felt her breasts and answered, "I guess so. I can't remember." When asked if that happened more than once, she said "Probably. I'm sorry I just --."

12. NC1 was shown the redacted UMD police report, requested to read a specific section (Redacted completed her talk with Sgt. Nataly) and asked if that refreshed her memory and answered yes and no

[REDACTED]

13. NC1 said during the spring of 2010, she was seeing someone else and decided she did not wish to continue her relationship with Officer Laudon. She said Officer Laudon knew she was seeing someone else.

14. [REDACTED]

15. [REDACTED]

16. [REDACTED]

17. [REDACTED]. NC1 was asked if during

those occasions Officer Laudon was in uniform and on duty and she said, "Yes. We never had any interaction when he was not in uniform and on duty."

18. NC1 acknowledged in 2009 and early 2010, she and Officer Laudon were having a relationship and that during that relationship, they had sex. She said Officer Laudon was working during all of those occasions and except for saying somewhere on campus, she did not remember exactly where the two had sex. NC1 said she could not recall if they had sex in his cruiser.

19. NC1 was asked if she had sex with Officer Laudon in [REDACTED] and said she could not remember. She said she recalled one incident that occurred in [REDACTED] "and it was not a pleasant one, so I just remember him being in [REDACTED]." She said Officer Laudon was on duty and in uniform. When NC1 was asked if she had sexual intercourse with Officer Laudon, she became more upset, sobbed and did not answer the question.

20. NC1 was asked if this was during the time she and Officer Laudon were having a relationship and she said she had just stopped and was seeing someone else. When asked if she told Officer Laudon she no longer wanted to see him because she was seeing someone else, she said "I don't even -- I don't even remember, because it wasn't any -- it was I think more like a casual thing. And I was seeing someone else. And that was noticed."

21. NC1 was asked if Officer Laudon continued to pursue her and she nodded her head answering 'yes.' NC1 nodded her head yes when asked if she met Officer Laudon or he approached her while she was in [REDACTED]. [REDACTED]

22. When NC1 was asked if Officer Laudon acted inappropriately in his speech or behavior while she was in or around his cruiser, she said "sure, it's possible" and added "based on that report, that's --the only thing I can remember."

23. [REDACTED]

24. NC1 again confirmed any type of relationship with kissing and touching and sex or whatever was all -- all occurred with Officer Laudon while he was on duty. (NC1 was crying at this time.)

25. [REDACTED]

[Redacted]

26.

[Redacted]

27.

[Redacted]

28.

[Redacted]

29.

[Redacted]

30.

[Redacted]

31.

[Redacted]

[REDACTED]

32. NC1 said while she was at the police station, she received text messages and phone calls from Officer Laudon and that his attempts to contact her occurred after she had been told he was not to contact her. NC1 said she believed Officer Laudon had been told to not contact her or anyone else and that she had a vague memory of him contacting someone she knew and asking if NC1 had filed a complaint about him. She said she did not recall who that was but said it could have been NC2.

33. [REDACTED]

34. [REDACTED]

35. [REDACTED]

36. NC1 said shortly after she left the UMD police station, on October 9, 2010 at 1:47AM, she received a Facebook Private Message from NC3 questioning her character and referencing her filing of a complaint against Officer Laudon. NC1 said after initially taking my call requesting an interview, she searched her social media and located this message but was not able to find any additional posts or messages.

37. NC1 read the message for the record: *Haha. That's funny. I didn't know strippers could claim sexual harassment. Don't you give blowjobs for a living? You are so full of shit and you know it. I bet stripping doesn't make you all that much money. But come on. You're stooping real fucking low, even for you. You were the one asking him for favors, so shut up, you skank. NC1 sent me a screenshot of this message.*
(SEE EXHIBIT#8 October 9th, 2010, 1:47AM Facebook Messenger from NC3 to NC1)

38. NC1 said, "For the record, I was not a stripper. I did not get paid to give people blowjobs and I have no idea who the hell this girl was. Like I literally don't know her."

39. NC1 was asked if around September and early October of 2010, did she know a student by the name of NC3 and said she did not recall her.
40. NC1 agreed she knew NC2, that [REDACTED] in September 2009 [REDACTED], but she may have met her the previous year.
41. NC1 said she may have been looking for a witness or somebody to help substantiate [REDACTED]
42. NC1 said the next time she spoke with NC2, she said she could not support her because she and Officer Laudon had gotten back together and or she said they wanted to get together and something about living and work near the water and it's going to be great and all these things." NC1 said she did not recall the specifics but that they had this little life planned out. NC1 acknowledged there was something about Officer Laudon was going to leave his wife for NC2 or similar words.
43. NC1 was asked if Officer Laudon was married during this period and she said "Apparently. I found out he had -- is -- I don't know if he was or wasn't. I -- I -- I don't know. I'm very confused." When asked, NC1 said NC2 admitted she too had an affair with Officer Laudon but could not be sure when NC2 told her that.
44. NC1 said in 2010, Officer Laudon continued to attempt to locate and contact her and "abused his power" by pulling her over with his cruiser to talk with her and this causes her great concern today. She said she fears him and is very concerned about him attempting to contact her again now that this matter is under review.

The interview with NC1 concluded at 11:04 AM.

2. Second Interview with NC1

On Friday, November 25, 2022 at 8:43 AM, I conducted a telephone, audio recorded follow-up interview with NC1. NC4, [REDACTED] was also on the call. The following is a summary of NC1's follow-up interview.

1. NC1 acknowledged our October 29th, 2022 interview and her difficulty recalling [REDACTED]

2. [REDACTED]

[REDACTED]

3.

[REDACTED]

4. NC1 agreed she had a consensual relationship with Officer Laudon during the winter, late 2009 and early 2010 and that she stopped seeing him sometime later. [REDACTED]

[REDACTED] NC1 said after that [REDACTED] incident, she stopped all communications with him and said, "I never wanted to see him again after that" and "I stayed very far away."

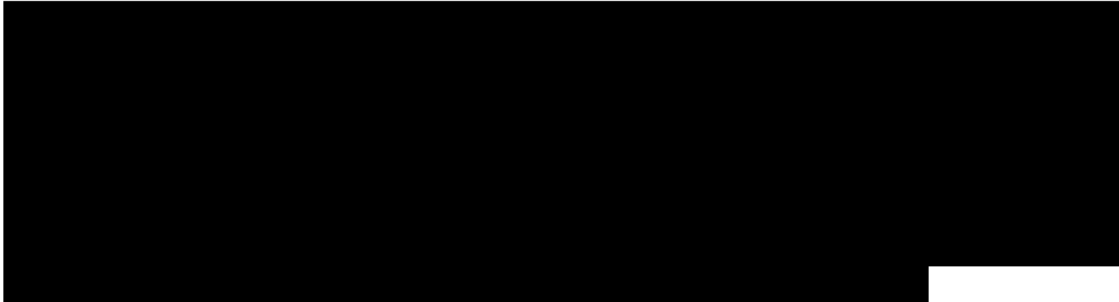
5. NC1 said she returned to UMD in the fall of 2010. She said during the early fall semester, Officer Laudon attempted to contact her and would randomly pull her over in his cruiser, stating "it happened a fair amount." perhaps once a week, commenting, "It was frequent. I was not comfortable. And I remember at one point in time, like, maybe it was the first time or -- it must've been probably the first time. And he was saying how oh -- ... I didn't realize who it was, when I got pulled over."

6.

[REDACTED]



7.



8.



9.



10.



11.



12. NC1 was asked if Officer Laudon sent her a text message after she got into her dorm. NC1 said Officer Laudon's texts began somewhere after entering the building door and possibly before the elevator. She said his texts were something about he enjoyed seeing her, she looked great and something to the effect that he wanted to get together. NC1 said "it was just very uncomfortable, and I just tried to dismiss it."

13. NC1 was asked about specific text content from Officer Laudon commenting that night, about her boots making her look sexy and that he wanted to take her to bed. NC1 confirmed Officer Laudon's texts to her that night did include that content and that he had previously texted her that type of content.

14.



15. NC1 said she remembered one night being "very scared," going to the UMD police station and talking with someone there, though she could not recall when that occurred. NC1 said she did not want any communication with Officer Laudon "whatsoever and then it became like a big deal." NC1 said Officer Laudon began to call her all the time and "remembered being told by the PD, you know, I had filed a complaint about sexual harassment, details of which the complaint included I am not sure. I -- I -- I honestly don't remember what I said. I remember sitting there writing, looking out the window, and talking. And I remember them telling me, you know, avoid all communication. We

are going to instruct this person not to speak with you. You know, I don't want you to be worrying. ... All these reassuring type of statements.”

16. NC1 said the situation “changed drastically” as she began to receive “harassing text messages and calls that wouldn't let up.” NC1 said Officer Laudon called her multiple times and that she received other calls from numbers she did not know. She said she received a weird Facebook message from NC3, recalls at that point being “absolutely terrified” and going to the police station.

17. When asked, NC1 said she went to the police station because she felt the calls and texts to her phone were out of control and she “absolutely, a hundred percent” feared Officer Laudon.

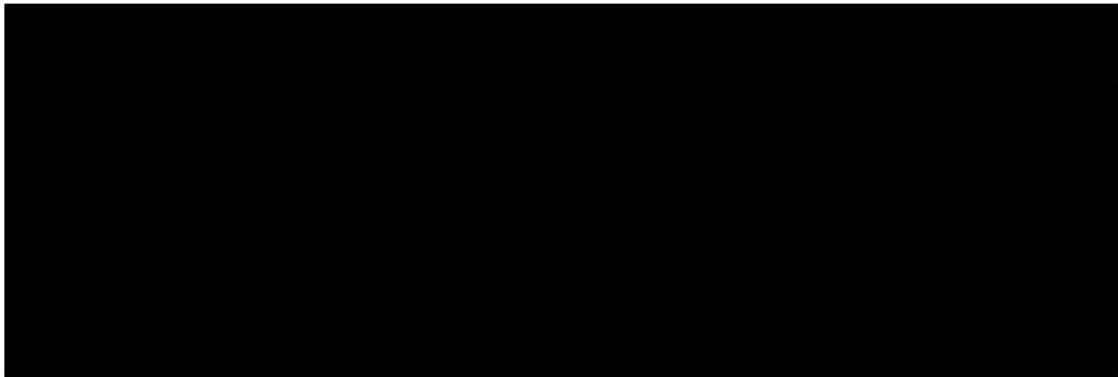
18. NC1 said the timeline that incidents occurred was blurred together. NC1 agreed she had severed all communications with Officer Laudon between spring of 2010 and the fall of 2010, and said, “Yes, I think it was closer to the -- I don't -- I don't remember, exactly. But yes, there was a point in time, where all communication stopped.”

19.



20. NC1 explained she filed her first complaint at the Office of Equal Opportunity first, because “I was terrified of going in that police station. You know, this guy has like asserted -- like, he's doing whatever he wants. And I am now terrified, intimidated. I - - I'm -- I'm worried that I am not -- whatever I say, it's his word against mine. And didn't -- honestly, I was scared and just that -- that I was worried about people just believing him over me. And then I was so scared and things are becoming so blatant, I literally didn't know what else to do.”

21.



[REDACTED]

22.

[REDACTED]

23. When asked if Officer Laudon was upset because he thought she was with somebody that night or there was something that got him upset and he was in an assertive mood, when he finally spoke to her and he was at her back door, NC1 said, "I think something definitely irked him. What it is, I don't know, and I can't begin to explain. I know that every interaction with him, like, it was just very -- I have, like, never seen anybody act that way. And I can't speak to why or -- he was in that state of mind, but I've never seen that."

24.

[REDACTED]

25.

[REDACTED]

26.

[REDACTED]

[REDACTED]

27.

[REDACTED]

28.

[REDACTED]

29. NC1 said at no time did Officer Laudon issue her a ticket and never told her what she had done wrong to require him to stop her vehicle using his cruiser. NC1 said Officer Laudon's stops of her was so he could say hello to her and inquire why she was not returning his communications. NC1 said it was his attempt to contact her.

30. NC1 said because of what took place for the twelve-month period between sometime in 2010 and 2011, she experienced the worst year academically and the worst year probably of her life, noting she had to "stop attending school in the spring of 2011, 75 percent of the way through the semester, and thought, based on conversations with professors, that I would pass, because she had all straight As. And that all happened after I got extremely ill after I had to do a mock trial, where I was the defense attorney for a defendant in a sexual assault case."

31. NC1 said, the more she learned about victimization in her criminal justice classes, the more uncomfortable and sicker she felt.

32.

[REDACTED]

The follow-up interview with NC1 concluded at 9:31 AM.

3. Third Interview with NC1

On Friday, November 25, 2022, at 12:31 PM, I conducted a telephone, audio recorded second follow-up interview with NC1. NC1 acknowledged this was the third time she was interviewed. The following is a summary of NC1 interview.

1. NC1 said she and Officer Laudon had a consensual relationship for several months, beginning in the fall of 2009, though she said it may have begun when she was a freshman at UMD. NC1 confirmed that all of their sexual aspects during their consensual relationship occurred when Officer Laudon was on duty. When asked if those sexual activities occurred [REDACTED], NC1 said she thought most of those happened in his cruiser and some were [REDACTED]. NC1 denied Officer Laudon ever fell asleep after having consensual sex and she said no. [REDACTED]

2. NC1 said during the spring of 2010, Officer Laudon knew about her dating another student and that he had seen her and her new boyfriend together and agreed he at least suspected she was seeing someone else. NC1 said when she wasn't completely exclusive with the other guy but was seeing him more consistently and less of Officer Laudon. NC1 said during this time, as she saw more of the student boyfriend, she reduced her communications with Officer Laudon and minimized what communications she had with him.

3. NC1 was asked about during the spring of 2010, if Officer Laudon came to [REDACTED] and was aggressive about her seeing this new person in her life and said "He was aggressive towards me. He did mention something about that." NC1 said Officer Laudon alluded to something like she should not be seeing anyone else. NC1 said she thought Officer Laudon's statement was ironic because she had recently learned that he was married or was having relationships with other girls. NC1 said she did not recall exactly when during their relationship, that Officer Laudon was married but was "caught off guard" when she learned "he was married or dating other girls." NC1 said she believed NC2 was involved with Officer Laudon and NC3, the girl who messaged her with "accusatory messages." NC1 said she could not recall specifics about NC2 and whether her relationship with Officer Laudon happened before or after she complained about him.

4. [REDACTED]

[REDACTED]

5.

[REDACTED]

6. NC1 said she recalled saying that Officer Laudon parked [REDACTED] that night and she said yes. She said she did not think there were parking spaces and that he just parked behind [REDACTED]. NC1 said her [REDACTED].

7. NC1 confirmed after this night she completely stopped communicating with Officer Laudon and did not communicate with him during the summer of 2010 and that she did not respond to any of his communications after returning to school in the fall of 2010, choosing to ignore him.

8.

[REDACTED]

9. NC1 agreed Officer Laudon resorted to pulling her over with his cruiser, to be able to get face time to talk to her, because she wouldn't respond to him, stating that occurred two to four times.

10.

[REDACTED]

11.

[REDACTED]

12.

[REDACTED]

13.

[REDACTED]

14. When asked, NC1 said the consensual sex between she and Officer Laudon occurred both [REDACTED] and in his cruiser and that he would park his cruiser behind [REDACTED] [REDACTED] for consensual sex.

15. NC1 said she recalled Officer Laudon telling her on two occasions they had to keep their relationship “low key, especially when he was on duty, because everybody is under a microscope. And then I remember him saying the same thing to me when I lived [REDACTED] [REDACTED], at some point in time.” NC1 said she believed he said that once in 2009 and again when she lived [REDACTED] in 2010. NC1 said when she asked him why, Officer Laudon never answered her question.

The second follow-up interview with NC1 concluded at 12:52 PM.

C. Timothy Sheehan Interview

On Saturday, November 5, 2022 at approximately 11:09AM, I conducted a non-recorded telephone interview with retired UMD Deputy Police Chief Timothy Sheehan. The following is a summary of Deputy Sheehan’s interview.

33. Deputy Sheehan said he recalled Officer David Laudon being employed with the UMD police and there was an issue that involved him and students but that his memory was he only knew of rumors. Deputy Sheehan said he did not recall specifics about the complaints against Officer Laudon but said there were rumors throughout the department Laudon was dating students or something similar. Deputy Sheehan said

about this time, he spoke with Officer Laudon in the police station parking lot and told him what he was hearing; that he was dating UMD students and that if such was true, he needed to stop immediately. Deputy Sheehan said Officer Laudon was married and had at least one child, and perhaps also a newborn at this time. Deputy Sheehan said he warned Officer Laudon he was jeopardizing his career and livelihood if he persisted.

34. Deputy Sheehan said during his employ at UMD PD, he would normally be assigned to investigate internal affairs cases, however in this specific matter concerning Officer Laudon, then UMD Police Chief Emil Fioravanti, either removed him or told him he was not being assigned to investigate the case. Deputy Sheehan said the investigation of the complaints against Officer Laudon was done by Chief Fioravanti and people from UMD Human Resources and the Office of Equal Opportunity.
35. Deputy Sheehan said John Hoey could have been involved in investigating the matter and thought that David Homes may have participated in some way as well. Deputy Sheehan said the EEO would cover up things to protect the image of the school.
36. Deputy Sheehan was asked about [REDACTED]
[REDACTED] Deputy Sheehan said he did not conduct the investigation and did not recall the specifics of the complaint against Officer Laudon. Deputy Sheehan said then Sergeant Nataly was the current police chief of Bristol Community College in fall River and his wife works at UMD Police. [REDACTED]
[REDACTED]
37. Deputy Sheehan said former UMD Lieutenant Moe Dore “hates UMASS,” and may have information on what occurred and could cooperate. Deputy Sheehan said Mark Andrade was a UMD sergeant but is no longer employed there, that he is currently working as a landscaper and could possibly have knowledge and may cooperate.
38. Deputy Sheehan suggested some other possible avenues of investigation, but continued to deny any personal knowledge of the matter.

The unrecorded telephone interview with retired Deputy Sheehan ended at 11:57AM.

D. [REDACTED] Interview

1. Telephone Calls Attempting to Set Up Interview

On Monday, November 7, 2022 at 12:58PM, I spoke by telephone with [REDACTED]
[REDACTED], who was formerly a UMD police officer in October of 2010.

1. Earlier that day, I had attempted to call [REDACTED] and left messages requesting he call me. After receiving no call back from [REDACTED], I contacted [REDACTED]

██████████ and explained I was looking to contact Mullaly to conduct a witness interview about a 2010 incident during his employ at UMD PD. ██████████ said he would pass the request up his chain of command.

2. Almost immediately after ending my call with ██████████, ██████████ called me, apologized for missing my initial call and asked how he could help me. I explained I was an investigator working on behalf of the town of Blackstone and would like to interview him about what occurred in 2010 regarding Officer David Laudon. ██████████ said he was aware of why I was looking to interview him. He explained that ██████████ knew that Blackstone was investigating Officer Laudon for his prior conduct while he was employed at UMass in 2010. ██████████ said he was aware of my name, that he knew of the “back and forth” concerning my public records requests of UMass Dartmouth Police Department and that the whole department was familiar with my requests and the investigation. ██████████ said he would be “more than glad to tell me about what occurred in 2010 concerning the complaints concerning Officer Laudon, that he had additional information about Officer Laudon during his time at UMD PD but needed the interview to be approved by his higher-ups in ██████████ first. I asked him to contact me once he was able to meet for the interview.
3. On Tuesday, November 8, 2022 at 8:49AM, ██████████ called me and said he was no longer willing to meet with me for an interview. ██████████ said the ██████████ told him because the 2010 circumstances occurred before he was ██████████, he would be speaking with me as a citizen and not and ██████████. He said ██████████ directed him to call UMD and to “run it by them.”
4. ██████████ said someone in UMD HR told him he should not meet for an interview with me as the University had provided me with the redacted police report he wrote in 2010 and “that was all [I] needed.”
5. ██████████ said he felt intimidated by what he was told by UMD and had genuine concern about retaliation. ██████████ said he specifically left UMD police because of “the stress like this” and that “the University does this to people to silence them.” After speaking with ██████████ regarding this, he said he would call me the following day to let me know if he would meet for an interview.

2. In Person Interview

On Wednesday, November 16, 2022 at 1:48PM, I conducted an in person, audio recorded interview with ██████████, a former officer at UMD police department between ██████████

[REDACTED] is currently [REDACTED] assigned to [REDACTED]. The following is a summary of [REDACTED] interview.

1. [REDACTED] said he recalled Officer Laudon from his employ at UMD police department and also recalled when a female student came into the UMD police station to file a complaint about him.
2. [REDACTED] said he reported to work a midnight shift and upon entering the police station, he saw the female complainant crying and upset while speaking with Sergeant Nataly. [REDACTED] said he approached the complainant to make sure she was ok and she told him she'd speak with him in a couple of minutes. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED] said he was aware that the complainant had most recently made a complaint against Officer Laudon with the EEO Office but admitted he did not know the specifics of her complaint.
7. When asked, [REDACTED] said he thought Officer Laudon had at least two different relationships with female students while he was a police officer at UMD. [REDACTED] said he was aware that Officer Laudon had a relationship with a second woman, as well as the female complainant, during his tenure at UMD. [REDACTED] said the

other student lived at [REDACTED] and that the name NC3 sounded familiar.

8. [REDACTED] recalled Officer Laudon would park his cruiser [REDACTED] on his third shift.
9. [REDACTED]
10. [REDACTED] said he was not sure Officer Laudon and NC1 had a relationship before her complaint was made but did know he was dating another student. [REDACTED] affirmed there were rumors within the UMD police department Officer Laudon was having relationships with female UMD students, prior to this complaint being brought against him. [REDACTED]
11. [REDACTED] said, "Yeah. I -- we kind of figured it out, because ... he would park his cruiser on the grass by the side of the building. Really, it wasn't in a parking lot; wasn't in a parking space. Really weird spot and he would go up there at night." [REDACTED] was asked what he meant by "up there," he said he assumed Officer Laudon was going to a female's dorm room.
12. [REDACTED] said Officer Laudon would "be up there for hours. Like hours and hours on end. Because I remember we said something to Moe Dore, like look, duty -- what is he doing? Like because he'd be missing radio calls. They'd have to call him on his phone, like, hey." When asked how many times Officer Laudon's cruiser would have been parked there for extended periods of time, [REDACTED] answered, "A lot," adding that this occurred on the two days they worked with each other during their rotation. [REDACTED] said, "in the summertime, when school was kind of closed down, it was almost like every shift."
13. [REDACTED] confirmed there were periods of time Officer Laudon would be called on the radio and he didn't answer, dispatch would "call him on the phone or one of us would be like, you know, somebody would call, like, hey, they're calling you on the radio."
14. [REDACTED] was asked what Moe Dore, the supervisor was doing while Officer Laudon was not answering the radio, and he said, "Probably sleeping."
15. [REDACTED] confirmed as a result of the complaints, Officer Laudon was placed on administrative leave, pending an investigation, and said he learned that either the day before or the day after (the complaint) but was not quite sure when. He said word

throughout the station was Officer Laudon was placed on administrative leave by Colonel Fioravanti and he assumed Captain Sheehan. He added that somebody from HR was also there.

16. [REDACTED] said he was aware at some point that Officer Laudon was ordered not to contact this female student or any other students and “when the secondary reports came in about him reaching out to her telling her to shut up, don't say anything, the people -- I think it was NC1 and friend of hers came in to the police station to file a complaint about it. And they -- I -- I believe they showed me text messages to that effect.” [REDACTED] said he recalled the messages said “Don't say anything. Don't talk to anybody. Or something like that. If I -- if I had my report -- and whatever's in my report is a hundred percent accurate.”
17. [REDACTED] said while he would assume Chief Fioravanti or someone from the school administration would have initially told Officer Laudon not to contact the complainant or any other students.
18. [REDACTED]
19. [REDACTED]
20. When asked if he knew who, other than Sergeant Nataly had interviewed the complainant, he said no one, “which is odd.” When asked if she could have been interviewed by someone else but he was unaware of it, he answered, “None that I know of. If I had to guess, it did not happen.” When asked why he concluded that, [REDACTED] said, “Because when this happened, you know, I -- I remember telling Colonel Fioravanti and Captain Sheehan. I said look, this is what's going on. This is really bad. I said this is an internal affairs investigation. This needs to be investigated by somebody that's above me. Now, mind you, just to put this in perspective, this is 2010. I got hired [REDACTED]. You figure five months for the police academy, three months for FTO. I'm still a relatively new officer. And I also work with this individual. For just the purpose of being appropriate or professional, internal affairs should've conducted the investigation. I can understand, like, yeah, I got the initial disclosure. I'm gonna put everything down, stuff like that. Captain Sheehan should have taken it from us. This is the department policy. This is what's always been done in the past. Anything involving an officer, internal affairs does the investigation. And when I told him and I said look, you need to take care of it, their exact words to me were well, you've got a rapport with

her. She feels comfortable talking to you, so you're gonna take the whole thing. Who the hell does that?"

21. [REDACTED] said this conversation with Chief Fioravanti and Captain Sheehan occurred in the sergeants' office downstairs, when you first walk in to the police station.

[REDACTED] said he thought Chief Fioravanti and Captain Sheehan were called in to the department by Sergeant Nataly because of the seriousness of her complaints.

22. [REDACTED] recalled telling Chief Fioravanti and Captain Sheehan "that this is a really serious thing. It's about that an officer -- this is kind of like pretty much this is kind of like above my paygrade. You know, this should be handled by internal affairs. And that's when I got told well, she's got a good rapport with you, so you're gonna -- gonna (unintelligible) run with it. You got to take it."

23. When asked if he knew who conducted the investigation into the female's allegations, [REDACTED] said, "Just me. Me and -- and the one portion of the Sergeant Nataly you got," referencing the redacted 2010 10-1014-OF report.

24. [REDACTED]

25. [REDACTED]

26. [REDACTED]

27. [REDACTED] said Captain Sheehan would have customarily conducted internal affairs investigations for the department but said he had no knowledge Sheehan investigating

this matter. When asked who investigated the female's allegations concerning Officer Laudon, [REDACTED] said, "I don't think anybody did -- no one."

28. [REDACTED] recalled providing the complainant and the person who accompanied her to the police station his email and that he received screen shots of texts messages Officer Laudon had sent to them. He said he scanned those into the IMC reporting system so they would become supporting documentation attachments for his initial report. [REDACTED] said he recalled text messages about something to do with sexy boots and Officer Laudon saying he wanted to take the complainant to bed but could not recall the exact messages.
29. [REDACTED] said Officer Laudon was married during his employ at UMD and he had at least one, possible two children and either a new infant or his wife was pregnant when this occurred.
30. [REDACTED] said he did not recall the specific policies Officer Laudon would have violated but recalled a change in policies after this occurred. He said there was a new policy about fraternization, and it was referred to as "the Laudon policy." [REDACTED] [REDACTED] said UMD also had a "no sexual harassment" policy at this time.
31. [REDACTED] [REDACTED] said, "I took -- I took the report, and when everything was said and done, I was told by Colonel Fioravanti that any criminal charges or anything like that would be decided by his office."
32. When asked about his conversations with Chief Fioravanti, [REDACTED] said, "He told me -- like I say, he said -- I was told that you have a good rapport with her. You gotta keep writing the report, after I kind of like protested being like this is an internal affairs matter by department policy. You're supposed to -- the captain's supposed to be investigating this. I was also told directly by Colonel Fioravanti that any -- because I mean, you read the report. It's awful. And I said look, this is -- this is bad. And did they give you the coversheet where I put the charges? I'm sorry, sir. I don't know if you want me to do that or not. Even with those. I could've sworn in my report there's -- there's a -- a thing for like charges. And I could've sworn that I put that in there and just the people involved. But I was told directly by Colonel Fioravanti that any criminal charges or anything like that would come directly from his office and I think it -- it -- it's."
33. [REDACTED] insisted he included charges in his initial report and that those charges would have carried over to Sergeant Nataly's report. He explained, "I did it because I was told I was running with the report." [REDACTED]

34. [REDACTED] was asked if he those charges in his report, if those charges would that have been something that could've been removed by a modification and he said, "Absolutely could've." When asked against if his best memory was he put criminal charges into his report, he said, "Yeah. Because if you look at it, I would've gotten -- if you know IMC, I would've gotten like a critical error, because what's this report. You got no offense. And it just says investigation. I -- I am almost positive I actually put like simple assault and battery on her. I'm almost positive.
35. [REDACTED] said he believed he could have also listed the offense reason as an indecent assault and battery but he was not sure. He said he at least an assault and battery in the report. [REDACTED] said Chief Fioravanti said "any criminal charges -- because I said -- because I remember talking to him. I said look, this is, like, a criminal investigation. You know, and he said any -- his exact words were any criminal charges coming from this will come from my office."
36. [REDACTED] was asked if at any time he modified his police report and said "No. Once I would've submitted it for approval, I would've been locked out of it, and I cannot get -- once it's approved, I physically can't get back and change anything." He said any additions to the report would only be done by creating a supplemental report that would be numbered as the same case.
37. [REDACTED] said he had never received any specialized training in the investigation of sexual assaults but had training of such in the basic academy and possibly at in-service.
38. [REDACTED] was asked if Sergeant Dore was involved in the investigation. He said no and that Sergeant Dore should not have had access to any of those police reports.
39. [REDACTED]
40. [REDACTED] was asked why Lieutenant Dore would say he was untruthful. He said he and Dore never got along. He said, "Maybe because that while all this is going on and he's spending -- and Officer Laudon is spending time in the dorms when he's not supposed to, we've told Lieutenant Dore -- or Sergeant Dore at the time. He didn't give a shit. Didn't care. You know, I'm sorry, but I'm a person of integrity. If you need me to do a job, I'm gonna do the job the best that I can. I'm gonna follow the rules. That's not following the rules, especially when you're missing radio calls and stuff like that."
41. [REDACTED] confirmed Officer Laudon was acting inappropriately by spending an inordinate amount of time at the dorms, and missing radio calls. After [REDACTED] and others on the shift told shift commander Dore, he did nothing about it.

42. ██████████ said he did not recall any time he was accused of being untruthful by Sergeant Dore or anyone else, stating he has never been untruthful.
43. ██████████ explained Sergeant Dore “didn't like it, because he's that guy. He's a bully and he tries to impose his will on everybody. And I -- the union guy and stuff and stuff like that, and like no, I'm gonna fight back. I'm gonna push -- I'm not gonna -- I -- but if I screw up, I'll take my ass chewing. I don't care. But I'm not gonna get pushed around for something I didn't do.” I think he's trying to divert attention, where this -- maybe the stuff like this couldn't happen if he had a better reign on his shift.”
44. ██████████ said he and Officer Laudon had a cordial work relationship and noted he, Officer Laudon and Sgt. Nataly worked out in the gym on duty time in the summer as was allowed by the department.
45. ██████████ denied there was any ill will between Laudon and ██████████. ██████████ said while attending the academy, Officer Laudon was shown preferential treatment by Chief Fioravanti regarding transportation to and from the academy.
46. ██████████ denied there was any ill sentiment toward Officer Laudon when he interviewed the female complainant or wrote his reports concerning him.
47. ██████████ said he was never interviewed by internal affairs or anyone else about this matter. He said he did not know if the matter of the complainant's allegations were ever investigated and that the only resolution he was aware of was Officer Laudon resigned from the UMD police department.
48. ██████████ said he learned from someone in the department Officer Laudon was a former student of Chief Fioravanti at a Rhode Island college where the Chief taught criminal justice classes and that is why he was hired over Massachusetts candidates.
49. ██████████ was asked about how on November 7th, 2022, he initially agreed to be interviewed for this matter but the following morning, he called back and refused to be interviewed. ██████████ agreed that happened. ██████████ was asked if at the time, did he say the ██████████ told him that he would be a private citizen when he was interviewed because it was unrelated to ██████████ and he agreed. He acknowledged the ██████████ told him to call UMass Dartmouth before being interviewed and he agreed that was correct. ██████████ confirmed that he told me he would not sit for an interview because someone at UMass Dartmouth told him I had been given a redacted copy of his police report, that that was all I needed, and that there was no need for him to be interviewed by me.

50.

[REDACTED]
And I -- I didn't know if I had to contact UMass's legal, because even though I didn't work there but when it happened, I worked there. [REDACTED]

[REDACTED] He's got a copy of your report. No one's talking to anybody.

[REDACTED] Don't talk to anybody.

51.

[REDACTED] was asked if he told me he felt intimidated by what someone at UMass Dartmouth had told him about meeting with me and that he feared that UMass Dartmouth might retaliate against him [REDACTED]

[REDACTED] he replied, "Yes, absolutely," agreeing that was a fair statement.

52.

[REDACTED] said, "I'm -- even now talking to you, I'm -- I'm -- I'm petrified of -- I know UMass. UMass is -- they're gonna cover this up. They're gonna do whatever. You know, I'm -- I'm -- I'm afraid that they're not gonna be able to get to me and they're gonna retaliate [REDACTED] because I came here and I told you the truth."

53.

[REDACTED] was asked if as a result of this fear instilled by somebody at UMass, if he initially refused to meet with me for this interview and answered, "Yes, I did," agreeing that [REDACTED]

[REDACTED]. He identified the person intimidating him was UMD's interim police chief, John Souza.

54.

As the interview began to conclude, [REDACTED] said, "No. I -- I thank you for the opportunity to come talk and -- and -- and tell you the truth. This -- this was awful. My personal opinion, he should've had criminal charges brought against him. How -- how the hell there wasn't an internal affairs investigation, I -- I'm a -- for lack of a better term, I'm a rookie patrolman. No rookie patrolman should be doing this investigation. Wouldn't you want your best and your brightest on this? I mean I'm not saying I'm a bad cop, but I just -- I -- I can't believe how poorly that this was --."

55.

[REDACTED] said, "No. Just like I said, I'm just scared. I'm scared of [REDACTED]

[REDACTED] And I just I -- I know UMass. They're vindictive. They don't give a shit.

The interview with [REDACTED] was concluded at 2:39 PM.

E. Moe Dore Interviews

1. In Person Interview

On Wednesday, November 9, 2022 at 9:53AM, I conducted an in person, audio recorded interview with retired UMD police lieutenant Maurice “Moe” Dore at his home in Westport, MA.

1. Lt. Dore has an Associate’s Degree in Business Administration from Bristol Community College. Lt. Dore served at UMD police department from September of 1998 for “twenty years and a day,” retiring as a lieutenant. The following is a summary of Moe Dore’s interview.
2. Lt. Dore said while he was a sergeant at UMD PD, he was the midnight shift commander and that in 2010, Officer David Laudon served in his command. He was also the union steward for the patrol officers and sergeants within the UMD police department during the period in question.
3. Lt. Dore was asked if during the fall of 2010, he learned of a consensual relationship that Officer Laudon had with a female student who had made complaints against him and if he recalled what those complaints were. Lt. Dore said he knew more about what happened than of the actual complaints and stated Officer Laudon was having a consensual relationship with a female student during his duty hours and described the situation as “problematic.”
4. Lt. Dore denied [REDACTED] [REDACTED] noting such behavior would have been criminal and that would have gotten his attention. Lt. Dore said had there been a criminal aspect to Officer Laudon’s alleged conduct, he would have requested the union, the IBPO, send an attorney to represent Laudon.
5. Lt. Dore said he recalled the allegations against Officer Laudon included his sending of unwelcomed text messages with a sexual content to this female student but maintained there was never a topic of unwelcomed touching. Lt. Dore was asked if he read any police reports filed regarding the matter and he said he was sure, as the sergeant on that shift, but “that didn’t come across my desk.” Lt. Dore said he was in a unique situation when the complaints against Officer Laudon were made because he was his shift supervisor and his union representative. He said he believed at the time, he thought he was aware of all aspects of the complaints but that it is apparent now that he was not.
6. Lt. Dore said he also wanted to state for the record that if and when [REDACTED] is interviewed, I should not “take what he says as fact,” adding that there were many times that [REDACTED] had lied to him in the past and he had proved it.

7. Lt. Dore was directed to the 10-1041-OF report and specifically the page that included “Modified 10/09/2010 2028 Modified: ID:MDOR” and confirmed this was his identification in the IMC-Records Management System used to write and store all police related UMD police records. Lt. Dore was directed to the sixth paragraph of Sgt. Nataly’s report where in summary, it states [REDACTED].
8. Lt. Dore clarified such a modification could actually mean he corrected misspelled words or punctuation and was told there is no insinuation he changed the facts in the report. Lt. Dore maintained in his capacity as his union rep or his sergeant, did he ever see any allegations of Officer Laudon [REDACTED]. Lt. Dore said he recalled reading a UMD police report that included text messages about those boots being sexy, the text messages being in quotes and that the texts came from the female complainant’s phone. Lt. Dore said he recalled the texts included that Officer Laudon wanted to go to bed with the complainant.
9. Lt. Dore said, “but no where ever did I see where [REDACTED] That never came up.” Lt. Dore said, “Now, there’s no way my—my name appears as modifying on that, because I never saw that. I never – I never saw that. That was never brought to my attention.”
10. Lt. Dore was shown Sgt. Nataly’s report. Lt. Dore was asked about the paragraph where the complainant told [REDACTED] that Officer Laudon had [REDACTED] and that the report heading said he had modified the report. Lt. Dore said, “And I’m telling you I never saw that. That’s an – to me, this – that is – that’s a whole – that’s a line in the sand. That goes from some flirty maybe, you know. Policy to crime – criminal. And there’s no way that Emil Fioravanti, for all his faults as chief, was gonna make this go away.” Lt. Dore added, “He would’ve buried the officer and rightly so. And I would – there’s no way as a supervisor I would’ve – or as a union rep. I mean and nobody even – nothing. I’m – I’m telling you this is knocking my socks off, because that would’ve been like the biggest thing to happen to our department. You know what I mean? We’re a small department.”
11. When asked if he and Officer Laudon discussed the complaint against him, Lt. Dore said yes regarding policy violations but denied they discussed anything about [REDACTED]. Lt. Dore said their discussion included him kissing on duty, going to [REDACTED] and “consensual stuff” but still policy violations. Lt. Dore said “Dave, you’re in trouble and this isn’t gonna work out well. You got text messages, specifically the ones about these boots make -- make you look hot. And I said Tiger Woods is a billionaire that can hire the best attorneys, and text messages brought him down. What do you think I can do for you? Nothing. I said as your union guy, you gotta fess up. And, you know, but nowhere did criminal activity ever been suggested to me.”

12. Lt. Dore said he did not believe Officer Laudon was ever informed of [REDACTED], adding he most likely would have told his union rep about it as he was accompanying Officer Laudon to the meeting with the chief.
13. Lt. Dore again denied he was aware he knew of [REDACTED].
14. Lt. Dore said he was aware that Officer Laudon had a relationship with a second female student during his UMD tenure. Lt. Dore said there was a second woman, that he did not believe was the complainant, with [description] who had accused Officer Laudon of stalking her. The stalking allegedly occurred off campus, Officer Laudon was off duty "but he was able to prove he wasn't even there." Lt. Dore said the girl was courting a lie. The second girl." Lt. Dore said NC2 did not sound familiar to him.
15. Lt. Dore asked where the Internal Affairs report was concerning the allegations against Officer Laudon. He said "I mean if you're talking criminal activity, where, you know, what does he, you know, ask him or ask them, like, if -- if this made it into a police supplemental report. Where -- Where's the investigation of the officer?"
16. I explained there were two officers' reports; one by [REDACTED]. Lt. Dore said, "One important fact, too, that might play into this -- and this is just Moe Dore knowing the people that worked, okay? [REDACTED] hated Laudon. And [REDACTED] was my trouble child on midnights. So that doesn't mean he's lying in that report. What I'm saying is it's something to consider. [REDACTED]. And they just never hit it off. [REDACTED]. When asked if there were some issues there, Lt. Dore said, "they -- there's some issues. And - - and I'm gonna tell -- this is on tape and I -- I would tell him to his face the fact that -- correct me if I'm wrong. But they leave the station. [REDACTED] That would raise a flag with me."
17. When asked about how many students Officer Laudon had relationships with, Lt. Dore said he assumed inappropriate relationships and said one and half, though he did not know what the second one amounted to, Lt. Dore said he knew of [NC3] and said that wasn't an affair, Officer Laudon dated her after leaving his wife.
18. When asked, Lt. Dore said the woman who made the complaint and Officer Laudon had a consensual relationship at one point. He was asked if he recognized the name [NC1], and said that was the woman we've been talking about who made the complaint. Lt. Dore added that NC1 had not been truthful. When asked if Officer Laudon had consensual relationships with both of these woman, (NC3 and NC1), Lt. Dore said it was twelve years ago, his head was spinning and "I don't know if I ever fully understood this multi -- and how much he did with each, okay?" He then said, "What I do know --

and I think I've been emphatic about it is never did it come to my attention about criminal. Okay?"

19. Lt. Dore said he recalled Officer Laudon telling him one of these women wanted to go out with him, he did not want to, that she was jealous and that she lied about Officer Laudon out of spite. Lt. Dore said whether or not she was untruthful, he did not know.
20. Lt. Dore said he was not sure the exact proximity between when Officer Laudon sent the complainant the text messages about the boots and her complaint but thought both occurred within a week or two.
21. Lt. Dore said the order to not contact any female students "came right from the chief."
22. Lt. Dore was asked if there was a formal investigation conducted by UMD PD about the complaints against Officer Laudon and said yes. He explained that he accompanied Officer Laudon to a meeting with Chief Fioravanti and Captain Sheehan during which Officer Laudon was advised of his Weingarten rights and was questioned by the police chief. Lt. Dore said the Chief was asking all of the questions and Captain Sheehan was taking notes. He said he did not know if anyone else was assigned to follow up on the matter but that Fioravanti was doing the direct questioning. Lt. Dore said there were multiple interviews but that he did not know if the complainant's allegations were ever determined to be credible because he never saw any documents that stated they were sustained or unfounded.
23. When asked if he was ever aware that Officer Laudon was having sex with female students while on duty, Lt. Dore said he was not aware of that until "it literally hit the fan." Lt. Dore said he thought Officer Laudon had sex with possibly two students, though he was not sure about the second one.
24. Lt. Dore was asked if when the complaints were made if he was aware of [REDACTED] as during the current interview. Lt. Dore affirmed he was only made aware of [REDACTED] this morning and if he had known back in 2010, the matter would have been handled much differently. Lt. Dore said there should have been an IA done with that type of complaint alleged and that the chief would have brought charges against Officer Laudon and not just let him resign. Lt. Dore pondered had the criminal aspect been known in 2010, why someone be allowed to "go away, you know, quietly into the night? I don't -- that's not how things were done." Lt. Dore said he believed that if Chief Fioravanti knew of the assault aspect of the complaint, he would have "buried" Officer Laudon.
25. Lt. Dore said the first meeting that occurred between Fioravanti, Sheehan, Officer Laudon and he involved text messages and that he recalled seeing those in a report. He said there was no mention of a sexual assault during that initial meeting and it "wasn't a criminal thing." The second meeting involved the same participants but involved Officer

Laudon's contact with students including the complainant after the first meeting. He said Officer Laudon was never told specifically not to contact any students. After the first meeting Officer Laudon contacted the complainant and she complained again, requiring the second meeting. Lt. Dore maintains there was no discussion about a sexual assault mentioned at that meeting. He said neither meeting was recorded.

26. Lt. Dore said he could not recall the specific policies Officer Laudon was alleged to have violated but it involved fraternization with female students. He said he knew Officer Laudon violated some policies and would have been terminated if he had not resigned. He said after this matter, the UMD police department had a new series of policies that came as a direct result of Officer Laudon's situation. Lt. Dore reiterated there was no mention of inappropriate touching during any of this matter in 2010.
27. Lt. Dore said as his union rep, he negotiated a resignation with Carol Santos from HR that allowed Officer Laudon to resign. Lt. Dore said he did not see any report of findings as the result of an investigation and had only seen the report present today. He said he never learned if a conclusion was reached about the specific allegations contained in the female student's complaint. He said he thought he asked and "never got an answer and it was kind of like he's -- he resigned and that was the end of it or something to that effect."
28. When asked, Lt. Dore said the agreement with Officer Laudon and UMD was he would resign and they agreed not to put anything negative in his personnel file should a prospective employer contact the school about his work history with the police department.
29. Lt. Dore said there were at least two occasions that prospective employers, including Baltimore PD, called Chief Fioravanti about his employment history and were told negative things about Laudon. Lt. Dore said on both occasions, Chief Fioravanti gave negative past employment reports and Laudon was not hired. Lt. Dore said after each negative report, Carol Santos reminded Chief Fioravanti about the agreement not to provide negative history to possible employers. Lt Dore said after the second time, the Chief was told if he did it again he would be fired.
30. Lt. Dore said Officer Laudon's resignation deal did not include not conducting or concluding an IA in exchange for Officer Laudon's resignation but that with his resignation being submitted, any IA may have stopped and possibly was not concluded.
31. Lt. Dore said he was not aware of [REDACTED]
[REDACTED] Lt. Dore said he never knew of any criminal investigation concerning any complaints against Officer Laudon. Lt. Dore said he did not know how any investigation concluded or what became of the females and their situations but knew Officer Laudon was allowed to resign.

32. Lt. Dore said he thought he recalled speaking with a Blackstone lieutenant in 2013 when he called to inquire about Officer Laudon and said he wrote letters of recommendation for his candidacy at Fitchburg state College and Blackstone PD. When asked if he recalled saying that Officer Laudon was squared away and that there was no discipline in his UMD file he was aware of, Lt. Dore said "No, I wouldn't have said that he didn't have any discipline. That wouldn't have been factual."
33. Lt. Dore said within the past two months, received a call from a ranking officer in the Blackstone PD inquiring about the 2010 Officer Laudon complaints. Lt. Dore said he could not recall who called him but said he was told a reporter was writing a story about Officer Laudon. Lt. Dore said, "I told him. I said I represented him. He had some text message that weren't, you know, he -- he acknowledged that he had on-duty was meeting with this girl and blah, blah, blah. And I said, you know, we worked out a thing where he was allowed to resign. He was a good officer. You know, he did his job well, but he certainly stepped in it on this."
34. Lt. Dore said he was never told about or asked by the Blackstone command officer about whether or not there was an allegation of [REDACTED]. Lt. Dore added, if the inquiring officer from Blackstone knew about [REDACTED], he never mentioned it to him.
35. Lt. Dore commented "that was another call I got about a 12-year-old incident that, to me, I'm -- okay. Just to back up a little bit. I'm -- I'm -- I'm looking at this incident that -- that wasn't minor, but certainly not earth shattering. This wasn't George Floyd. You know what I'm saying? And 12 years later I'm getting a call from somebody at Blackstone and then you're calling me. I'm like -- this kid didn't do anything so horrendous or egregious that requires all of these phone calls to me four years into retirement for 12 years ago."
36. Lt. Dore was asked to read the paragraph that then Lieutenant Gilmore wrote during his pre-employment phone interview with him. Lt. Dore said "He stated Laudon liked to stay busy, had good attendance, was ambitious, and squared away. Sergeant Dore was unaware of any discipline in the officer's personnel folder."
37. Lt. Dore added, "And that's true, because we had an agreement, to my knowledge, and I was directly involved in that termination agreement in which he was allowed to resign. So I don't know." When asked why he said that and no more but referred the Blackstone caller to HR, he said, "Because the chief stepped in it and was told that you're supposed to send them to HR. And that's what I did."
38. Lt. Dore added, "I can't reiterate that it -- I -- I don't -- none of this makes sense to me. Because if those allegations are in writing in a police report, I don't know how anybody wiggles off of that. And that's the department at that time." When asked about allowing Officer Laudon to resign, Lt. Dore said if there had been a criminal aspect of the allegations, it would have been the biggest scandal to hit the department in twenty years.

When asked if Officer Laudon's resignation was to avoid the biggest scandal in 20 years, Lt. Dore answered, "No. Listen, I'm not a fan of the chief, but I'm not gonna suggest there was a coverup. No." He added, "He's an odd guy. And I stated earlier and I'll restate it. Don't believe everything he says. Having said that, if you go into the conversation, if you get a conversation with him, you might learn stuff that all the questions that I don't -- you asked me did this happen and I didn't know. He might shed light on that."

39. Lt. Dore said, "Right. Oh, it's not all about me? So yeah, but I mean -- I mean he's got no reason to lie now and -- whatever. I don't know. And I don't want to speak for anybody. All I know is this criminal stuff is bullshit. I mean to me."
40. Lt. Dore was asked again if he was not aware of the criminal aspect of the complaint until this morning and said, "Listen. I would've walked in the station. The station would've been a buzz with hey, you believe this; a girl just accused him of (unintelligible). There -- there's no way that that happens and those reports are taken by a patrolman and the sergeant, approved by Lieutenant Furtado and nobody says anything. It's just not how the police culture works. It would've been a major, like, holy shit. Right? And nothing. It was a big story that he was gonna resign and that was big." Lt. Dore was asked if the aspect of [REDACTED] was not known throughout the department and said, "No. Not to my -- because I certainly would've known. And, you know, geez, I hope I'm not that out of touch. Everybody else knowing, and the guy that's the super -- super -- yeah, I was a sergeant at the time."

The interview with retired Lieutenant Moe Dore concluded at 11:04 AM.

2. Phone Call with Dore

On Thursday, November 10, 2022 at 11:31 AM, I received a call back from Moe Dore and asked him to explain what he meant when he referred to the female complainant, NC1, as a liar. Dore told me that there were two occasions in 2010 that he recalled NC1 stating two situations regarding Officer Laudon that were proven to be untrue. Dore admitted his memory of the specifics regarding the two incidents was not totally clear but agreed to tell me what he recalled.

1. Dore said there were two situations that he recalled and while he didn't remember what the entire specifics of those situations were, he did recall that both were proven to be not credible. He said he believed one involved the complainant, NC1, alleging Officer Laudon had been following her at some restaurant in Providence but that Officer Laudon was able to show that he was not present in Providence at that time. Dore said there was another circumstance where NC1 said something about a situation she alleged Officer Laudon was present but that it was proven that he was not there. Moe apologized he could not remember the specifics on that incident but recalled when the two circumstances were proven not to be true, it caused him to question the credibility of the balance of her complaint.

2. Dore then said when I asked him during his interview the previous day when he first became aware of [REDACTED], he withheld the fact that about two months ago he had a conversation with someone who shared with him Officer Laudon was being investigated for [REDACTED]. Dore said he was told [REDACTED]. Dore said he heard of [REDACTED] secondhand two months ago but refused to say who had told him this and if that person was a former coworker of his at UMass Dartmouth in 2010 or someone from Blackstone PD.
3. When asked, Dore said he did speak with Officer Laudon prior to my interview yesterday, saying he called Officer Laudon to discuss the former UMD officers attempting an annual Providence Bruins game and that during their discussion, the current investigation was mentioned. Dore stressed he called Officer Laudon and that Laudon had not called him.

F. Emil Fioravanti Attempted Interview

On Thursday, November 10, 2022 at 11:15AM, after previous messages left and attempts to speak with former UMD Police Chief Emil Fioravanti, I again called him at his current place of employment where he is serving as the interim campus police chief at Wheaton College in Norton, MA. The following is a summary of the unrecorded call with Emil Fioravanti.

1. I explained the purpose of my call to Interim Chief Fioravanti; that I was investigating the 2010 complaints of a female student contained in the redacted UMD police report that involved then UMD Officer David Laudon when Fioravanti was chief there. I told Interim Chief Fioravanti I wanted to meet with him to ask him about the allegations contained in the redacted 2010 police report [REDACTED]. Fioravanti said he did not recall those specific allegations.
2. Fioravanti said he would not comment further without the benefit of reading the internal affairs report written by UMD HR who, he said, were the people that conducted the investigation and wrote the report. Interim Chief Fioravanti said he was “not really involved” in the investigation concerning those complaints against Officer Laudon and that the matter was all handled by HR.
3. I requested to meet with Interim Chief Fioravanti at a time mutually agreeable so he could review the redacted police report and answer a couple questions concerning the matter. Interim Chief Fioravanti said he would not meet and would not answer any further questions, telling me I should contact UMD HR as they were the people who did the investigation and had the investigation report. Interim Chief Fioravanti said, “I’m not talking to you.”
4. I again asked Interim Chief Fioravanti to meet with me as I knew he could help answer some of the questions I had and explained I did not want to note in the my report that he

did not want to answers questions about [REDACTED], or that he was refusing to meet and would cooperate with the investigation. Interim Chief Fioravanti said “I’m not gonna meet with you or answer your questions.” He then said I should write whatever I wanted to and terminated the call.

The telephone call with Emil Fioravanti was concluded at approximately 11:12 AM.

G. Mark Nataly Interview

On Monday, November 14, 2022 at 1:20PM, 9:59AM, I conducted an in person, audio recorded interview with Mark Nataly, Chief of Police at Bristol Community College (BCC) in Fall River, MA. Chief Nataly was formerly employed at UMD police department from 1994 to 2018 when he was appointed Chief at BCC. Prior to going on the record, Chief Nataly reviewed his and [REDACTED] 2010 redacted UMass police report: 10-1014-OF.

1. Chief Nataly remembered Officer David Laudon working at UMass Dartmouth as a police officer and said he was not there long; perhaps two or three years. Chief Nataly said he recalled a theme that Officer Laudon was spending an unusual and an extraordinary amount of time at [REDACTED] during his overnight shift. Chief Nataly commented that though he knew about this, he did not know how widespread within the department this knowledge was, but agreed there was talk throughout the department about it. Chief Nataly said this belief was Officer Laudon’s long stays at [REDACTED] went on for at least a couple months and it was assumed by he and department members that he was having a relationship with a female student. Chief Nataly agreed that the undercurrent in the department was that Officer Laudon was having sex with female students on his overnight shift.
2. Chief Nataly recalled interviewing a female student who complained about “Officer Dave” bothering her and texting her though he wasn’t sure if she used the word harassment and that [REDACTED]. Chief Nataly said during his complaint intake interview with her, she received a cell call, looked down at her cell phone, then looked at him “with eyes as wide as saucers” and exclaimed, “it’s him; he’s calling me right now,” corroborating what she was reporting to him. Chief Nataly confirmed the number on the complainant’s phone was the same number listed for Officer Laudon on the UMass police overtime roster. When I asked if the female complainant’s report that night included [REDACTED] Chief Nataly said he honestly didn’t recall that until he read it in the report and refreshed his memory.
3. Chief Nataly recalled her initial complaint to him was that Officer Laudon was either calling or texting her continuously and that she did not want him communicating with her. He described her complaint as Officer Laudon’s unwanted communications and that he was bothering her or harassing her.

4. Chief Nataly said sometime after his interview with her, he remembered hearing a story this female complainant had a previous relationship with Officer Laudon and she filed her initial complaint upon learning Officer Laudon was having relationships with other female students.
5. [REDACTED]
6. Chief Nataly said [REDACTED] would have included a more detailed report of the complainant's disclosure in a supplemental report. Chief Nataly believed there were additional reports written not present today for his review. After refreshing his memory by reviewing his report, Chief Nataly said the complainant got upset when she received Officer Laudon's call and he suggested she step outside to get some fresh air. He said he asked [REDACTED] to accompany her.
7. [REDACTED]
8. When asked, Chief Nataly explained his modification of [REDACTED] report would have been for misspelled words and that he always notified an officer when he modified their reports.
9. Chief Nataly said he did not know if Officer Laudon was aware that this female's complaint included [REDACTED]. Chief Nataly recalled that Sergeant Andrade had called Officer Laudon that night and ordered him not to have any contact with students but did not know if he was informed of the specifics of the complaint by Sergeant Andrade.
10. Chief Nataly said he believed the female's complaint of Officer Laudon's harassing her "100%," noting Officer Laudon's call to her during the complaint intake validating her report to him.
11. Chief Nataly said Officer Laudon had a reputation that he "got around," that he was spending his evenings inside the dorms with his cruiser parked alongside the buildings. Chief Nataly said he did not know names of anyone Officer Laudon was cavorting with of their specific status; students, RAs or staff.
12. Chief Nataly said he did not know NC3 or NC2 and did not know how many specific relationships with women Officer Laudon had during his tenure at UMASS but said the belief throughout the department was that Officer Laudon was having sex with female students. Chief Nataly said Officer Laudon had the reputation of "being a dog" in 2010; agreeing that the term referenced a dog would have random sex at every opportunity and added, "anything that moves."

13. Chief Nataly said though he did not remember it until reading it in the report, he felt he was aware that Officer Laudon had been previously placed on administrative leave before he took the female's complaint that night, adding that she had apparently reported her complaint previously to the EEO office.
14. Chief Nataly said he did not recall notifying Chief Fioravanti the night the complainant disclosed Officer Laudon had [REDACTED] but that he was sure he did, based on the seriousness of the allegations.
15. Chief Nataly said he did not know who conducted the investigation into whether or not the female complainant's allegations were valid or if the investigation ever determined the complainant was credible but said "I know she was credible in my eyes." When asked if he felt the female's complaint about [REDACTED], Chief Nataly said yes, he believed her complaint about that was credible.
16. Chief Nataly said he was never interviewed by anyone concerning the female's complaint or any other aspect of this matter by anyone in 2010 and that the only memorialization of the event is what he wrote in his police report. Chief Nataly said with the exception of he and [REDACTED], he was not aware of anyone else that interviewed the complainant.
17. When asked if he knew if the female student's allegation included [REDACTED], Chief Nataly said he never heard any allegations of [REDACTED].
18. Chief Nataly said though in 2010, Captain Timothy Sheehan would have been the officer customarily responsible for conducting internal affairs investigations, he did not know if the captain investigated this matter or was involved in the matter at all.
19. Chief Nataly said he was not interviewed by anyone, from inside or outside of the police department about this matter. Chief Nataly said he did not know who, if anyone, investigated the allegations against Officer Laudon, or if an investigation ever validated or disproved those allegations. Chief Nataly also said he did not know if an investigation ever determined the complainant's allegations were credible. Chief Nataly said he felt there must have been an investigation and final report done as he assumed its contents would have been why Officer Laudon resigned from the department.
20. Chief Nataly agreed from a professional standards standpoint, the complainant should have been interviewed by a department member trained in interviews regarding sexual assault. He said he was not aware that ever occurred.
21. Chief Nataly said neither his interview with the complainant nor [REDACTED] were audio recorded.

22. Chief Nataly said when the complainant came to the police station, he was aware that another female accompanied her but that he did not know her name and that the UMD police department did not require logging people into the station. Chief Nataly did not recall if the second female had a complaint concerning Officer Laudon or not and did not recall if the second complainant completed a victim/witness statement.
23. Chief Nataly recalled after speaking with the initial female complainant and learning of the harassing communications and her allegations of [REDACTED], he called Chief Fioravanti and informed him of the allegations. He also told the Chief about his review of the text messages contained on the complainant's cellphone, describing that it contained "some freaky shit." Chief Nataly explained he meant the phone texts included sexy, racy and erotic content that included what Officer Laudon wanted to do (sexually).
24. Chief Nataly said he recalled the texts included Officer Laudon's comments about the complainant's sexy boots and that he wanted to take her to bed or similar words. He said that text followed the incident where the complainant described [REDACTED]
25. Chief Nataly said during the period of 2010, Officer Laudon was married and had he believed, two children, one of which was a newborn.
26. When asked what specific charges Officer Laudon faced, Chief Nataly said he did not know the individual violations but assumed, violation of the departments' rules regarding the code of ethics, conduct unbecoming of an officer and policy regarding on duty fraternization with students. When asked if the allegations of [REDACTED] would have also required an investigation, Chief Nataly agreed it should have.
27. Chief Nataly explained that the UMD police department's policy concerning traffic stops required officers to call in the stops and that such activity required entry into the police station (IMC) log. He said at the conclusion of the stop, the officer would notify dispatch of any results; clear; no violations etc. Chief Nataly said it would be uncommon for an officer to stop a vehicle and not call the stop in, noting that would be a violation of the department's policy.
28. Chief Nataly did not know if then Sergeant Moe Dore had any involvement in the matter of complaints against Officer Laudon except that he was his supervisor on the midnight shift.
29. Chief Nataly said he was not aware what Captain Sheehan or Chief Fioravanti or the police department did to investigate the matter. He also did not know what if any involvement David Gomes from the EEO Office, John Hoey, or Carol Santos from UMD administration had in the matter.

30. Chief Nataly said the only thing he was aware of regarding how the allegations against Officer Laudon were resolved was that he resigned from the department.
31. When asked if the female's allegations should have been reported in the Clery Report for 2010, Chief Nataly said, "Oh absolutely."
32. Chief Nataly said that prior to the female's complaint and its criminal aspect, department members felt Officer Laudon was "a hound dog" and any sexual relationships he was presumably engaging in were consensual. Chief Nataly said her complaints changed his mind. Chief Nataly said when the complainant made her complaint to him, and Officer Laudon called her, it gave her instant credibility and basically, whatever she said within reason was believable.

The interview with Chief Nataly concluded at 2:14 PM.

H. NC2 Interview

On Monday, November 21, 2022 at 10:35 AM, I conducted a telephone, audio recorded interview with NC2, a former student at UMD [REDACTED]. NC2 obtained additional education and is currently employed full time. The following is a summary of NC2's interview.

1. NC2 said she attended UMD from [REDACTED] to graduation in [REDACTED] and that during that time, she knew Officer David Laudon, though while she could not recall when she first met him, she believed it was in 2010.
2. NC2 said though she recalled going to the police station. She did not recall what she said in a statement to UMD police about Officer David Laudon contacting her after a woman named NC1 had filed a complaint against him for harassment. NC2 said she recalled speaking with a woman from the university, not a police officer, about it after the police station, but did not recall what she said. She said the sit-down recorded interview occurred a couple days after going to the police station and in some of the administration buildings. NC2 was asked about her disclosure of Officer Laudon's contact with her after NC1 made her complaint against him and he was ordered not to contact any students. NC2 said she could not recall the timeline and what she said. When NC2 was asked about Officer Laudon contacting her after he was told not to and asked her about what was going on regarding NC1 and her complaint, she said, "That sounds correct. But again, I -- I can't say. It just was so long ago, I can't recall exactly what happened."
3. NC2 said she remembered NC1 had spoken with her about her complaint at some point and believed that is how she initially learned of the complaint. NC2 said she was not sure what occurred next because it was so long ago and "for me, it was -- it was pretty insignificant. Not to sound -- I understand this is important for other people's lives. But for my life, it was pretty insignificant at the time." NC2 said she believed NC1 told her

about what occurred [REDACTED], that the two “were by no means friends or anything like that” but that they worked together and that was their mutual connection. She said they were not socially friends.

4. NC2 said “I remember her telling me about it. From what I can remember, it was that - that he was very, like, he contacted her a lot and would talk to her a lot. But other than that, I don't necessarily, like, I don't remember any of the details of it.” She said she did not recall how Officer Laudon contacted her.
5. NC2 said regarding NC1’s complaint, she did not recall ever being told anything about [REDACTED] but agreed that the conversation occurred so long ago, she could have been told and did not remember.
6. NC2 said she knew NC1 and Officer Laudon had a consensual relationship together, prior to her making the complaint against him and that although NC1 told her she and Officer Laudon were hooking up sexually while he was at UMD, she knew that. NC2 said she could not speak to whether Officer Laudon was having sex on duty with NC1.
7. NC2 said she had heard from a rumor mill that Officer Laudon and NC3, a student at UMD who resided in a dorm, were having a consensual sexual affair. It wasn't something she knew for sure, but the rumor mill was that Officer Laudon and NC3 were spending a lot of time together.
8. NC2 said she was never aware that Officer Laudon and NC1 were having sex while he was on duty. She said NC1 brought up Officer Laudon once and said Officer Laudon kept contacting her, possibly by text message but never saw anything firsthand.
9. NC2 denied having a relationship with Officer Laudon while she was a student at UMD but after graduation, they became more social. NC2 said she did not recall any time she and Officer Laudon were intimate while she was a UMD student. She said their relationship began shortly before she graduated and after he left the police department. NC2 said she thought he was working at Fitchburg State College when they began dating.
10. NC2 said her acquaintance with NC1 began when they were both working together while students at UMD and attended trainings and meetings at the beginning of the year. She said that was the only way they knew each other.
11. NC2 said she never heard of [REDACTED] She said she was not aware of any other consensual relationships Officer Laudon had with UMD students except NC3 and NC1.

12. NC2 said she had not spoken with Officer Laudon in seven or eight years, since they broke up, recalling seeing him at a concert where they had a random, insignificant conversation.
13. NC2 said she recalled walking to the UMD police station after being asked by NC1 to accompany her but could not recall specifics about that situation. She said she did not recall speaking with an officer about Officer Laudon contacting her that night, any contact between him and NC1 or what occurred at the police station.
14. NC2 said she was aware that Officer Laudon was married, had two children and was living at home when NC1 made the complaints against him.
15. When she was asked of her opinion of Officer Laudon when NC1 made her complaints about him, NC2 said "At the time, I don't think I was totally surprised" adding "he was very social with people -- probably more than I would notice other officers being social."
16. NC2 said she was never aware of NC1's allegation of [REDACTED] and was surprised to hear that aspect during this interview. NC2 said she did not recall NC1 telling her of [REDACTED]. She said she never recalls [REDACTED] and recalled nothing about [REDACTED]. NC2 said she only recalled NC1's complaints of Officer Laudon's repeated attempts to contact her and that he made her feel uncomfortable.
17. NC2 said she questions NC1's integrity, adding she felt NC1 sought attention and that Officer Laudon "may have made some poor choices, clearly, that he put himself in this predicament." NC2 said "I think that in terms of what happened, I think a part of it was in response to NC1 finding out that he may have had, like again, that rumor mill of maybe have had a relationship with NC3. And I think -- I think when she found that out, like, I, honestly -- I -- I don't -- I think some of it was jealousy and I think and to me, I just question her integrity and the reason that she brought all of this up. And I remember it kind of being like oh, maybe it is kind of weird that he talks to people. You know, whatever. You know, his age difference was pretty small at that time, between current students and who he was. And I think he just set himself up to be in a bad position. Obviously, there are things I may not know and I'll never really know about what happened then, but I do -- I question, you know, why she did this. It -- she just didn't seem like -- she seemed like somebody who was trying to get attention."
18. When asked if she ever told NC1 she could not back her story, NC2 explained, though she felt Officer Laudon was being too social with his interactions with students and agreed with NC1 on that aspect. NC2 said she had not personally witnessed anything happen and could not support her complaints as she did not have firsthand knowledge of it.

The interview with NC2 concluded at 10:57 AM.

I. Greg Gilmore Interviews

1. Introductory Meeting

On Tuesday, September 13, 2022, I met with Blackstone Police Chief Gregory Gilmore at the police station.

1. Chief Gilmore was previously a lieutenant in the Blackstone PD and had done the pre-employment check for David Laudon when he initially applied for a police officer position. Chief Gilmore said at no time was he aware of any unresolved complaints at UMD regarding David Laudon during his hiring process and only learned of such a month or so before when TA Vecchio told him about the complaints.
2. Chief Gilmore said Officer Laudon is currently on active duty with the department but was re-assigned to patrol from his previous assignment as the School Resource Officer (SRO) until this investigation is completed.
3. Chief Gilmore said during his 2013 pre-employment investigation of Officer Laudon, UMD would not, despite his repeated requests, provide him with any employment records, evaluations, or work-related documents. Chief Gilmore said he spoke with UMD PD Lieutenant Maurice Dore, Officer Laudon's former supervisor, who gave Laudon a positive review, stated he was squared away, ambitious and reliable. Lieutenant Dore said he was unaware of any discipline in Officer Laudon's file. Lieutenant Dore directed him to contact UMD Human Resources for more information.
4. Chief Gilmore said he was never aware of the UMD matter until TA Vecchio told him about it. (SEE EXHIBIT#2 Blackstone Police Background Material Officer David Laudon)
5. Chief Gilmore said Officer Laudon had worked for the Fitchburg State University police department (FSUPD) between UMD PD and applying for Blackstone PD. He said he received no issues of concern from FSUPD and was never informed of the complaint from UMASS concerning Officer Laudon.
6. Officer Gilmore said after TA Vecchio told him about the UMD allegations, he spoke with Officer Laudon who explained he had a relationship with a UMD student who complained about him and that he resigned as a result.

2. In Person Interview

On Tuesday, November 22, 2022 at 7:08AM, I conducted an in person, audio recorded interview with Blackstone Police Chief Gregory Gilmore. Chief Gilmore began his service in Blackstone in 2000 and was promoted to lieutenant in 2005 and appointed Chief in 2019. Chief Gilmore has a Bachelor's Degree in criminology from Suffolk University and a Master's Degree from Western New England College. The following is a summary of Chief Gilmore's interview.

1. Chief Gilmore said as a lieutenant in 2013, he conducted the pre-employment background investigation on David Laudon's candidacy for a Blackstone police officer post. Chief Gilmore said he did not think he spoke personally with Officer Laudon and did not have an opportunity in 2013 to talk about his employ at UMass Dartmouth.
2. Chief Gilmore said as part of the background investigation process, he called former employers including the UMD Police Department and requested personnel files be sent so the background check on Officer Laudon could be completed. Chief Gilmore said he called UMD several times, remembering during one call, he was told the records he sought were in storage and had to be found or located. Chief Gilmore said after several unproductive attempts, he told then Chief Atstupenas he had not received the records and included such in his background check report.
3. Chief Gilmore said during the background check, he spoke with Officer Laudon's direct supervisor named Dore and people in the Human Resources section at UMD but could not recall their names. Chief Gilmore said the department never received any written personnel records or related documentation or evaluations from UMD.
4. When asked if he recalled receiving a written letter of recommendation for Officer Laudon from anyone at UMD Police Department, Chief Gilmore said no and that if such was received by the department, it would have gone to Chief Atstupenas. Chief Gilmore said he did not recall ever seeing a recommendation letter for Officer Laudon from anyone at UMD or specifically from Lieutenant Maurice "Moe" Dore, adding he would check Officer Laudon's personnel file and advise me.
5. Chief Gilmore said during the hiring process, he did not know if then Chief Atstupenas and Officer Laudon ever had a conversation about why he left UMD police department. Chief Gilmore said in a subsequent conversation, Officer Laudon told him he and Chief Atstupenas discussed why he left UMD saying, "All he said was that he talked about what happened at UMass and that didn't seem to -- the former chief didn't seem to have an issue with it. Chief said Officer Laudon never told him the specifics of the talk between him and former Chief Atstupenas.
6. Chief Gilmore said he first learned that Officer Laudon's work history at UMD included an aspect of a complaint against him [REDACTED] "by means of a reporter and that was in -- that was the summer of 2022. I can't say specifically. I want to say it was like June or July, the -- this reporter had reached out and -- and asked -- made a general inquiry about Laudon and the fact that he had resigned from a former police department." Chief Gilmore said he did not speak directly with the reporter but received an email from him and that he would provide me with a copy of that email after retrieving it from his computer. (SEE EXHIBIT#11 June 21, 2022 Email to Chief Gilmore from Walter Wuthmann-WBUR re: Officer David Laudon)
7. Chief Gilmore said the email said the reporter was writing an article about "officers that left -- that resigned from a department amid an investigation and then got hired by

another department but said it did not contain specifics individually about Officer Laudon. Chief Gilmore said he responded that he was not the appointing authority at the time.

8. When asked if he heard from the reporter again, Chief Gilmore said over the past four months, he's been contacting the town, the school, the school committee members. "He's been knocking on people's doors. So I've heard that he's been inquiring and continue to be inquiring about Laudon and his employment with UMass, up to the point where the article got published, which was yesterday, the 21st."
9. Chief Gilmore said the reporter then contacted the Town Administrator to inquire of what was known about Officer Laudon's UMD incident and was asking what Blackstone knew concerning his prior employment history. He said he was not sure but thought sometime in August or early September of 2022, the Town Administrator was given the 2010 redacted UMD police report and shared a copy with him. Chief Gilmore said prior to viewing the report contents, he never knew of [REDACTED] made against Officer Laudon and had never seen that report. Chief Gilmore agreed the report included a female student's allegations of unwelcome contact and harassment by Officer Laudon.
10. Chief Gilmore said he had not read the report in several months so could not say specifically but agreed it contained some sort of allegations Officer Laudon contacted the female complainant in the 2010 report and perhaps other UMD students after being told not to contact any students. He agreed the report included [REDACTED] noting the report was heavily redacted.
11. Chief Gilmore said prior to school beginning, he met by zoom with the Town Administrator and the superintendent of schools to discuss the viability of keeping Officer Laudon as the school resource officer (SRO) and determined to remove him as the SRO.
12. Chief Gilmore said at the request of the town administrator, he talked with Officer Laudon about the allegations to learn what happened concerning the reported allegations. Chief Gilmore said he and Officer Laudon had "a very impromptu, short discussion. It wasn't a sit down or anything. I just said, Dave, what happened; and he said it was a consensual relationship with a female student that violated the school policy and he resigned prior to the investigation. I don't know if he said prior to it being completed or -- or prior to an investigation even being opened. I think he -- I can't recall specifically what he said, as far as when he left, it -- if it was ongoing or if it had started or if it was done. I don't know. But he said he left before it concluded I think is what he said."

13. Chief Gilmore said he never mentioned [REDACTED] when he first asked Officer Laudon to outline what happened at UMD. Chief Gilmore said Officer Laudon did not mention [REDACTED] mentioned in the report but that when he served Officer Laudon his notice of an impending investigation that included non-consensual contact with a female student, Officer Laudon was very surprised. Chief Gilmore said he believed Officer Laudon said, "what the hell is this," agreeing he was surprised to hear that "And he seemed to have no idea what that was about."
14. Chief Gilmore was again asked about what Officer Laudon said about why he resigned from UMD. Chief Gilmore said he limited his query as he knew an investigation was going to be conducted and that he never shared the redacted report with Officer Laudon. Chief Gilmore said Officer Laudon told him he had a consensual relationship with a female student and that UMD policies prohibited police officers from those relationships.
15. Chief Gilmore said Officer Laudon was clear and direct with his responses about the 2010 situation. Chief Gilmore confirmed on two occasions, Officer Laudon told him the allegations were brought by a woman that he'd had a previous consensual relationship with, and that Officer Laudon appeared unaware of [REDACTED]
16. Chief Gilmore was asked again if Officer Laudon told him he had a consensual relationship with the woman who filed the complaint and answered, "He didn't say that that was the woman that he -- that the complaint -- that filed the complaint. He just told me that it -- he had a consensual relationship with a female student and that's what he -- that's the reason he left." Chief Gilmore was asked if Officer Laudon told him was having a separate consensual affair -- relationship with a different female student, when the initial female student filed complaints against him in October of 2010 and said, "The only thing I recall him saying -- and again, this was like a non-investigatory conversation I was having with Laudon, when I was asked by the town administrator to try to find out what happened. He said something about there was another girl that was interested in dating him, but it never went anywhere."
17. Chief Gilmore said based on what Officer Laudon told him, he believed there was only one consensual relationship between him and one female student and though another female student wanted to date him, Officer Laudon said "it never went anywhere."
18. Chief Gilmore said after being asked by the Town Administrator to call UMD and inquire about Officer Laudon's personnel records from 2010, he initially spoke with MASSD police officer John Souza, who was temporary chief or a similar title, who said he did not have anything concerning the 2010 matter. Chief Gilmore said about a week later, he called again and noted that Souza had been made acting chief. In his new post, Acting Chief Souza told Chief Gilmore he now had permission to access the personnel files database. Chief Gilmore said Acting Chief Souza told him he found the same incident report; 10-1014-OF and that it was the only document contained within the file.

Chief Gilmore said during one of two conversations he had during the summer or early fall of 2022 with Acting Chief Souza, he said he recalled what occurred in 2010 concerning Officer Laudon was supportive of Officer Laudon. That report was the only document contained within the file. He said Acting Chief Souza told him he couldn't find any text messages, victim, or witness statements in the electronic file.

19. Chief Gilmore said during one of his conversations with Acting Chief Souza, he was put on speakerphone and someone like a secretary was in the background, perhaps the person in charge of records. He said when he was asking Acting Chief Souza about any other records, he would sort of like defer to her, noting that he had no idea who the woman was or her title. He said in the background, he heard her tell Acting Chief Souza nothing could be found and there was nothing there. Chief Gilmore said it was clear Acting Chief Souza was deferring to her for answers regarding the reports and files.
20. Chief Gilmore said possibly in July, he called Lieutenant Moe Dore. Chief Gilmore said he called Lieutenant Dore possibly because he was Officer Laudon's former supervisor but believed his call to Dore was based on Acting Souza's recommendation and that he may have more knowledge.
21. Chief Gilmore said he called Lieutenant Dore and they spoke for less than five minutes. He said Lieutenant Dore told him he thought that the allegations were ridiculous; that Laudon did nothing wrong and that he was a good cop; that he was vetted and hired by Fitchburg State University. Chief Gilmore said Lieutenant Dore "was upset to hear that Dave was being looked at for something that happened in 2010." Chief Gilmore said he did not recall that was said between the two specifically and did not recall if he mentioned the allegations in the redacted report or if Lieutenant Dore mentioned those to him or not. Chief Gilmore said it was possible he mentioned [REDACTED] but could not be sure. Chief Gilmore said he never mentioned [REDACTED] to Lieutenant Dore and noted [REDACTED].
22. Chief Gilmore said he did not know if former Chief Atstupenas ever spoke directly to Officer Laudon about why he left UMD but that Officer Laudon told him that during the 2013 hiring process, the former chief asked him that question.
23. Chief Gilmore said he had spoken with Officer Laudon, "A handful of times" since the investigation began but most of those were Officer Laudon's inquiries on where the matter stood. Chief Gilmore said he did not have any details about the investigation and recognized that was the purpose for an independent investigator; to keep it fair and impartial.
24. Chief Gilmore was asked if during his pre-employment investigation of David Laudon in 2013, he had learned the candidate, David Laudon, been accused twice of [REDACTED] while employed at UMD, if he would have recommended Officer Laudon be hired by the police department. Chief Gilmore said "I think that would've been a very serious discussion that would've happened between

myself and the former chief. Ultimately, he's the hiring authority. But that would've been a conversation, a very serious conversation about whether that would -- he would've been chosen or not.

25. Chief Gilmore was asked if, in 2013, had UMD shared what happened in 2010 concerning these allegations against Officer Laudon and he and former Chief Atstupenas knew of them, if it would've been a game changer. Chief Gilmore said, "I'd like to think that we would have at least given UMass the opportunity to complete the investigation and get both sides of the story. But I -- I don't know how many candidates were on the table at the time. I don't know. I don't know the circumstances of why we were hiring. I don't know if we were shorthanded, if it was additional bodies. I don't know. But it certainly would have been a very important discussion that we would've had and we wouldn't have taken it lightly. We would've dove into it very deeply and maybe as a result of that conversation between myself and the former chief, we -- we would've moved on. I don't know. I can't say."
26. Chief Gilmore was asked as the chief today, if he learned that a perspective officer he was considering for hire with the Blackstone police department had that type of a complaint in his past, would you move forward with the application process and he answered, "Unlikely. Unlikely."

The interview with Chief Gilmore was concluded at 7:44 AM.

J. NC3 Interview

On Tuesday, November 22, 2022 at 4:51 PM, I conducted a telephone, audio recorded interview with NC3. NC3 is employed [REDACTED]. She attended UMD around the same time as NC1 and NC2. The following is a summary of NC3's interview.

1. NC3 attended UMD from [REDACTED] and received a bachelor's degree. NC3 said while attending UMD, she met Officer David Laudon where he worked as a police officer.
2. NC3 said she last communicated with Officer Laudon about a month ago by text message when he told her a reporter was posting in a Facebook group, bringing up his employment at UMD, some situations there. NC3 denied Officer Laudon mentioned the department's investigation or that the police chief had brought this to his attention. NC3 said prior to that text messaging, they had not communicated since about 2016 or 2017; five to seven years ago. NC3 said she and Officer Laudon had not communicated since I called to make this interview appointment, though she admitted she texted him after we spoke but he did not respond. NC3 said she first became aware there was an investigation when I called to schedule an interview.
3. NC3 said when she was attending UMD and worked on campus during her junior year. She first met Officer Laudon approximately 2009 or 2010.

4. NC3 said she and Officer Laudon had a consensual relationship that included mutual intimacy and consensual sex while she was a student at UMD. She said there was never a time where there was any non-consensual sex between she and Officer Laudon.
5. NC3 agreed there were the nights that while Officer Laudon was on duty as a UMD police officer, he parked his cruiser on the grass at her dorm and visited her room, but she did not recall how long he would stay. NC3 said during some of his visits, they would have consensual sex.
6. NC3 said she knew NC2, a student who also worked with her and both were in separate sororities. NC3 said she vaguely knew NC1.
7. NC3 acknowledged she became aware NC1 made complaints about Officer Laudon and that "I think he ended up telling me" because there was a point where he was no longer working. When asked about her knowledge of NC1's complaint was, NC3 said "I don't actually remember. It was something -- I don't think he would've told me, you know, the truth about what happened at that time anyway, if -- if anything or if he did anything that he shouldn't have. But I think he said it was maybe a conversation between the two of them." NC3 said she thought she learned of Officer Laudon's troubles when he was not working and on leave pending an investigation.
8. When asked if those complaints included unwelcomed contact and harassment by Officer Laudon, NC3 said "I don't really remember." When NC3 was asked if if NC1's complaint included [REDACTED], she said, "No."
9. NC3 was asked if she ever learned if Officer Laudon and NC1 had a consensual sexual relationship, prior to her making a complaint against him in 2010 and she said she did not know of him having a relationship with anyone except her. When NC3 was asked if she was not aware that Officer Laudon was "hooking up" with NC1, she said she did not know that.
10. NC3 said she did not recall Officer Laudon telling her why he was suspended or what the investigation would entail but remembered it had to do with a complaint that NC1 made. NC3 said she did not recall exactly "what happened the day that that, you know, the day or the few days following. I don't know what happened between them." NC3 said she did not recall any particular discussion between she and Officer Laudon about the complaint or NC1.
11. NC3 said she never learned NC2 made a complaint about Officer Laudon.
12. NC3 said she was interviewed by someone at UMD about her relationship with Officer Laudon, and though the interviewer was a female, she did not know who the person was but said it was someone from administration and not a police officer. NC3 said she did not remember filling out a statement.

13. NC3 said she never heard anything about NC1 alleging that Officer Laudon [REDACTED].
14. NC3 said she did not remember ever contacting NC1 about these allegations concerning Officer Laudon. When asked if she ever sent her a Facebook private message on -- well, let's see -- October 9th at 1:47 AM, she answered, "It sounds like I did."
15. NC3 was read the message of October 9th, 2010, at 1:47 AM, (as read): "Ha, ha, ha, that's funny. I didn't know strippers could claim sexual harassment. Don't you give blowjobs for a living? You're so full of shit and you know it. I bet stripping doesn't making you all that much money. But come on, you're really stooping -- you're stooping really fucking low, even for you. You were the one asking him for favors. So shut up, you skank." NC3 was asked if that sounded familiar and said, "I think I'm sure it is what I wrote."
16. NC3 was asked about the specific sexual harassment mention in her message and when Officer Laudon told her about the complaint and who he suspected filed it, as she knew that aspect of the allegation and who to send the message to. NC3 said she just did not remember the comments about being a stripper or asking for favors but said Officer Laudon may have told her something about the complainant, NC1 and something that occurred between the two. NC3 said she was defensive of Officer Laudon in the text. NC3 said at that time, she was young and didn't -- "I mean if he was doing or talking to other people in any way, I had no idea. I was very probably ignorant to anything else that was happening."
17. NC3 was asked about Officer Laudon's four on/two off police duty schedule, the frequency of his visits to her dorm and if she saw him every night. NC3 said she would sometimes drive off campus and see him before his shift and would also see him sometimes after his shift. When NC3 was asked about Officer Laudon visiting her at her dorm, she said "Which sounds like you know that," I told her she needed to confirm that and she answered, "yes." NC3 confirmed there were occasions she and Officer Laudon had sex in her dorm room while he was on duty. She said she knew of no one who had direct knowledge she and Officer Laudon were having sex in her dorm room and that no one ever asked her about it. NC3 then said some of her friends knew because they were in a relationship and spent a lot of time together, but her friends did not live in her dorm.
18. NC3 confirmed when asked if there were times that Officer Laudon missed radio calls while he was in her dorm room and that the station or other officers had to call him on his cell phone, commenting, "I think that happened at least once." NC3 was asked if there were times that he fell asleep in her dorm room and she said, "I think so, yes."
19. NC3 was asked if there were ever times that Officer Laudon was actually not able to respond to calls while he was at your place and she answered, "I'm sure if he was asleep

and he missed something, then.” I was “And I'm sure if he's having sex, that doesn't make him operationally ready I guess,” and NC3 said “You'd be surprised. But I think as far as, you know, whatever happened, it sounds like you have a lot of information.”

20. NC3 said she could not recall how frequently she would meet Officer Laudon when he came to her dorm room on duty and said they often met at a Target off campus before he had to work and have sex in the car. NC3 said they would also meet some mornings after he worked and go to the gym and then breakfast. NC3 added, “So although I saw him, it's not like he was there all the time.” She said she only had sex with Officer Laudon when he was on duty in her dorm room and never in his cruiser. When asked if she was sure about that, she said, “I mean it was a long time ago.”
21. NC3 said when she began her relationship with Officer Laudon, he was married, had one child and his wife was pregnant, and that child was born while they were in the relationship.
22. NC3 said she stopped seeing Officer Laudon when she graduated [REDACTED] and he was not an officer at the time.

The interview with NC3 concluded at 5:17 PM.

K. Ross Atstupenas Interview

On Thursday, December 8, 2022 at 1:06 PM, I conducted a telephone, audio recorded interview with retired Blackstone Police Chief Ross Atstupenas. Chief Atstupenas served the Blackstone Police Department for almost forty years. Prior to his interview, Chief Atstupenas said he had a non-disclosure agreement with the Town and that while he was willing to participate in the interview, he needed to know the agreement would not be violated by speaking with me. Chief Atstupenas' concerns were emailed to Town Administrator Vecchio who responded by email that the non-disclosure was the terms of his settlement agreement and that he was authorized to speak on this matter. The following is a summary of Chief Atstupenas' interview. (SEE EXHIBIT#12 December 8, 2022 Emails Authorizing retired Chief Atstupenas to Interview)



1. When asked, Chief Atstupenas said he did not recall if he received letter of recommendation from anyone on behalf of David Laudon but if one was received it would be in his personnel file.
2. Chief Atstupenas said he probably spoke with Lieutenant Gilmore after he completed David Laudon's background and that as a result of that review, there was nothing uncovered that would prevent his being appointed to the department.
3. Chief Atstupenas said he did not recall Lieutenant Gilmore saying he had not received any information from UMD regarding Laudon's prior employment there.

4. Chief Atstupenas said he did not recall whether the pre-employment interview with David Laudon was done before or after the background check was completed but felt the interview with him and other candidates would have occurred before the background check was done. When asked about the pre-employment hiring process of David Laudon in 2013 and early 2014, Chief Atstupenas said, then Lieutenant Gilmore, the current Blackstone Chief conducted Laudon's background and would have submitted a report that would have included prior employment information. Chief Atstupenas said he did not recall who was present during the pre-employment interview of David Laudon.
5. Chief Atstupenas said he did not recall any pre-employment discussion with David Laudon about why he left UMD PD. Chief Atstupenas was specifically asked if he could have asked Laudon why he left UMD but does not recall that conversation today and said it is possible, but he does not remember such. Chief Atstupenas agreed that when Officer Laudon applied for the Blackstone post, he was employed by Fitchburg State University.
6. When asked if David Laudon ever told him he had a relationship with a female student at UMD he said, "Oh definitely not." When asked if David Laudon ever told him he had a relationship with a female UMD student, that such a relationship was a violation of UMD policy and that was why he resigned from UMASS, Chief Atstupenas said David Laudon never said anything like that to him. Chief Atstupenas said if David Laudon had said that to him, he would have probably said something and made sure there was a check on such information. Chief Atstupenas denied Officer Laudon ever mentioned anything like that to him. Chief Atstupenas said he did not believe there was any conversation with Officer Laudon and that any discussion involved his current department and not about UMD.
7. Chief Atstupenas said he most probably only asked Officer Laudon about his current employment at Fitchburg State and why he was looking to leave there, and that he would not have asked about why he left UMD. Chief Atstupenas said unless Officer Laudon brought up UMD, it would not have been discussed. When asked if he may have asked Officer Laudon why he hopped around for jobs before he was hired, Chief Atstupenas said he did not believe he asked him anything like that.
8. Chief Atstupenas said the hiring process began with candidates completing and submitting applications and after those are reviewed, they call in selected candidates for an interview; then the background checks are conducted. Chief Atstupenas said Lieutenant Gilmore conducted those background checks and would have submitted a report. Chief Atstupenas said all candidates are required to complete an application and Officer Laudon's application, along with his background report should be where they were always kept, in his personnel file.

The interview with Chief Atstupenas concluded at 1:33 PM.

L. Ivo Luis Interview

On Friday, December 9, 2022 at approximately 3:45 PM, I conducted a non-recorded telephone interview with former UMD police officer Ivo Luis, who is currently a Massachusetts State Trooper assigned to Troop D. The following is a summary of Trooper Luis' interview.

1. I told Trooper Luis I was investigating allegations of sexual harassment and unwelcoming touching made by a female student against former UMD police officer David Laudon that occurred in 2010 on behalf of the Town of Blackstone. Trooper Luis said he read something online about the matter several weeks ago.
2. Trooper Luis said he did not recall very much about the topic and what occurred in 2010 but did recall arriving for his 12P-8A shift one night and found Officer David Laudon in the UMD police station locker room very upset. Trooper Luis said Officer Laudon had been placed on either suspension or administrative leave and was upset but could not recall what he specifically said about why he was being sent home.
3. Trooper Luis said he had no recollection of a female student being in the police station complaining about Officer Laudon.
4. Trooper Luis said he recalled having to report to an administration building for an 
5. 
6. Trooper Luis confirmed his interview at UMD was conducted by someone in administration and that he did not think he was ever spoken to about the fire alarm response by anyone from the UMD police command staff.
7. Trooper Luis said he worked the midnight shift at least two days of his four-day rotation with Officer Laudon. He said he had no memory of Officer Laudon ever missing radio calls or hearing of him falling asleep in a dorm. Trooper Luis did recall Officer Laudon's cruiser being parked on the grass behind a dorm for unusually long periods of time but did not wish to speculate on where he was or what he was doing.

The interview with Trooper Luis was concluded at 4:03 PM.

M. NC4 Interview

On Friday, November 25, 2022 at 9:49 AM, I conducted a telephone, audio recorded interview with NC4. NC4 [REDACTED] and is employed in law enforcement within the State of Rhode Island. The following is a summary of NC4's interview.

1. NC4 acknowledged I had previously met him during my October 29th, 2022 recorded interview [REDACTED] and that during that interview, [REDACTED]
[REDACTED]
2. [REDACTED] NC4 said he began dating NC1 in November, 2011. He said about January or February of 2012, NC1 and he were at his friend's house watching some sports game, maybe basketball and somebody made an unbelievable play where they dribbled past an opponent and dunked on the defender. Those present commented on the great play saying things like oh my god, he like killed him. NC4 said one friend said, 'actually, he raped him; he totally raped him.' NC4 said he saw that NC1 got very uncomfortable when those words were said.
3. NC4 said after returning to his house, NC1 said words to the effect that you guys can't be saying stuff like that. NC4 said he inquired what she was talking about and NC1 told him "you guys are just using, like, rape in like a context of a basketball game and everything. And she's like that is so not appropriate. And I -- like that's very, you know, bad to people who that's happened to and everything. I said okay, yeah, you're right."
[REDACTED]
4. [REDACTED] NC4 said NC1 told him prior to this incident, she casually was having normal sex with this UMass police officer and eventually it kind of stopped and she started dating a new guy. The UMD officer did not like the fact she was dating someone else and at some point, came over her house, and confronted her about that and why she was ignoring him. [REDACTED]
5. NC4 said initially NC1 would not reveal the officer's name as she was afraid he would seek him out and retaliate against him, and said she just wanted to get past the incident. NC4 said at that time, NC1 told him about making reports to the school about the officer's conduct and that he either got fired or resigned from the department at UMD and that she "ended up having to leave the school and leave, like, the campus and everything, because she was so messed up from what had happened."

6. NC4 said when NC1 initially disclosed what happened to her [REDACTED].
[REDACTED] He said in a subsequent conversation, NC1 told him more details and exactly what occurred.
7. NC4 said after NC1 was contacted about this investigation and an interview was requested, they talked about the matter, whether she should agree to the interview and her wanting to get past it and “didn't want to bring all these feelings back up.” NC4 said he asked her about details that happened. NC1 told NC4 she had been trying to forget this for so long and that details were hazy. NC4 said NC1 told him the police officer was David Laudon.
8. NC4 said during the next several days, they talked about the subject and she progressively remembered what happened. NC4 said NC1 told him she and Officer Laudon were casually “sleeping together” though she was not exclusively dating David Laudon. NC4 said they were casually having sex and at some point, NC1 moved into [REDACTED]. NC1 told NC4 she began dating another man from [REDACTED] and “didn't really talk to David Laudon very often anymore.” NC4 said Officer Laudon was upset and was trying to contact NC1.
9. NC4 said NC1 told him one night, Officer Laudon, while on duty, pulled his cruiser up to the townhouse and ended up coming into the apartment. “While he was in there, I guess he was really aggressive with her, saying why are you ignoring me and everything; like, what's going on. And then eventually they were talking about this and she said that, you know, something about -- he -- or he started. He said something about oh, are you dating this other guy next to you or something and he eventually told her -- [REDACTED]
10. NC4 said NC1 stopped talking with or seeing Officer Laudon from that night on. NC4 said NC1 told him she stopped all contact with Officer Laudon because she couldn't believe everything that just happened.

11. NC4 said NC1's school was released for summer break and she returned to UMD for the 2010 fall semester. NC4 said NC1 explained how during the fall semester, Officer Laudon began a pattern of stalking behavior toward her that included pulling her vehicle over with his cruiser, boxing her car in with his cruiser to prevent her from backing up and "forced her to get in the car with him and then ended up driving over behind her dorm and saying that they -- oh, I figured we wanted to be alone back here and was like intimidating her to stay in the car with her (sic) and then [REDACTED]."
12. NC4 said NC1 told him how Officer Laudon "was basically starting all this behavior that was like, you know, she couldn't believe that this was happening again. And she started, you know, really having some like -- almost like mental health problems with that. You know, where she's getting all this anxiety and stuff that he's gonna be constantly trying to find her and -- and come after her. And she felt incredibly intimidated and uncomfortable all the time now."
13. NC4 continued, "And then there was that incident that she talked about where she said that I guess he pulled the fire alarm and then she comes out and all of a sudden sees him. And then he's like telling her how he basically has to do this to -- to see her and all this stuff happened. And then she talked about how she eventually made a report with the police there, but she didn't tell them [REDACTED].
[REDACTED] They just want to like pretend it didn't happen or, you know, go against, you know, like just repress the memory. That was totally I guess what she was doing. And so she just kind of told them about some of the intimidating things and then like the time [REDACTED]. And then from what she told me, it seems like everything pretty much got brushed under the table, but at least they kind of made him resign."
14. NC4 was asked about what NC1 told him [REDACTED]. He said NC1 told him after she parked her car in a student lot, Officer Laudon pulled up his cruiser behind her car, blocking her from backing out, and that she had initially thought of getting back in her car and leaving but he blocked her from doing so. He said Officer Laudon insisted she get into his cruiser and that she told him she was "afraid if she didn't, he might get out and kind of like grab her -- grab her. So she thought maybe if I'm just kind of like, you know, calm with him, I can eventually get out of the situation. So she ended up going in the car with him, and then he ended up pulling behind the dorm. And then she said how she was incredibly fear -- or in fear that he was gonna do something there. And then super uncomfortable. And I guess eventually, she got out."
15. NC4 commented that he recently learned that Officer Laudon was a Blackstone police officer and "that he's a sexual assault investigator, when he's basically a rapist himself."
16. NC4 said what occurred to NC1 "has affected her in her whole life. [REDACTED]."

[REDACTED] nd, you know, she didn't -- like I said, not 'til this whole thing happened now with the investigation, she never really went into specifics. [REDACTED]

17.

[REDACTED]
NC4 agreed that such occurred under the color of law as Officer Laudon was on duty when these incidents occurred.

18. NC4 said he had tried to convince his wife to press charges and “do a full thing” but that she is hesitant about wanting “to go through all that.” NC4 said during his discussions NC1, he told her to be candid as possible in her interview about what Officer Laudon did to her as that story needs to be told so he can never be put in a position of trust around kids and work as a police officer. NC4 said, “I mean he's just gonna abuse his power again, if he hasn't already.”

19.

[REDACTED]
The interview with NC4 concluded at 10:12 AM.

VI. Findings and Conclusions

A. Officer Laudon Had Sexual Relations With UMD Students While On Duty

1. Officer Laudon agreed that during his tenure as a police officer at UMD, he had a consensual relationship with NC3, who was also interviewed for this matter. Their relationship went on for well over a year, beginning sometime in 2009 and ending when NC3 graduated in 2011. During their relationship, Officer Laudon was married to someone else and met with NC3 before, during and after work shifts.

2. While on duty, Officer Laudon would park his cruiser on the grass behind NC3's dorm and go to her dorm room. Officer Laudon would engage in consensual sex with NC3 during his on-duty time. While in NC3's dorm room, Officer Laudon would fail answer his radio, requiring other on duty UMD police staff to call his cell phone to reach him. These facts were confirmed by NC3 and Laudon's UMD coworkers.
3. Officer Laudon also had a consensual relationship with the female complainant, NC1, although he provided conflicting accounts of this relationship during the interview.
4. NC1 credibly reported that she had a relationship with Laudon that included consensual sex. She said their sex was always during Officer Laudon's duty shifts and that she did not recall ever having sex of any type with him while he was off duty. She said he would come [REDACTED], and they would have sex or they would have sex in his cruiser, agreeing up to a point, that each of these encounters were consensual. [REDACTED]
5. Having sex on duty is well recognized as a moral failing and constitutes just cause for dismissal. City of Attleboro, 2 MCSR 88, 89 (1989); Coronella v. Town of Mashpee, 19 MCSR 262, 267 (2006) (Sex on duty is conduct unbecoming a police officer, neglect of duty and abuse of department property); Town of Wareham, 1 MCSR 162 (1988) ("Collecting pay for time spent on personal business...dishonest and an utter lack of adult responsibility and judgment...immoral, improper and intemperate personal conduct... [that] betrayed his public trust [and brought] discredit on the officer and the Police Department if it was condoned."); Town of Milford, 4 MCSR 96 (1991); Town of East Bridgewater, 2 MCSR 85 (1989)(sex on duty "...is egregious...a breach of the public trust...displays an utter lack of adult judgment... and is in fact a form of stealing from the employer").

B. Officer Laudon Engaged in Non-Consensual Sexual Activity with NC1 in 2010.

6. During the spring of 2010, NC1 began seeing another student who lived in the townhouse dorm next to her and that her interest in Officer Laudon, who she knew was married, began to wane.
7. One night during the spring of 2010, NC1 was with her new boyfriend in her townhouse dorm, when they heard a very strong knock on the rear door. NC1 rushed her boyfriend out the front door, and she opened her rear door. Officer Laudon was angry and "very assertively" asking her questions about seeing someone else, he questioned her about not responding to his communications, and alluded to her she should not be seeing anyone else.
8. [REDACTED]
9. [REDACTED]

10.

[REDACTED]

11. Massachusetts law looks to various factors to decide consent such as the person's intelligence, physical condition, maturity and experience, history and relationship between the parties, and actions and statements before, during and immediately following the sexual encounter.

[REDACTED] Non-Consensual sexual relations constitutes the offense of Rape, which is a felony.

12.

[REDACTED]

13. Felony convictions automatically disqualify candidates from becoming police officers in Massachusetts. While such convictions require proof of guilt beyond a reasonable doubt at trial, the burden of proof in this matter is a preponderance of the evidence. Officer Laudon was never criminally charged in this matter. However, Officer Laudon's felonious conduct was revealed by the victim, supported by witnesses and other evidence. "It is the felonious misconduct, not a conviction of it, that is determinative." *Boston v. Boston Police Patrolmen's Association*, 443 Mass. 813, 820 (Mass. 2005). As such, Officer Laudon's felonious conduct disqualifies him from any further service as a police officer.

C. Officer Laudon Harassed and Intimidated NC1 in the Aftermath of the Rape

14. NC1 tried to cease all communications with Officer Laudon after [REDACTED] despite his attempts to contact her. She explained she continued not responding to Officer Laudon's texts and calls during the summer of 2010 and after she returned to school in the fall of 2010.

15. Officer Laudon repeated his attempt to contact NC1 in the context of [REDACTED] in the fall of 2010 that Officer Laudon and other officers, including a sergeant, were present. She said during this fire alarm, Officer Laudon approached her, asked her why she was not responding to him and if this is what he had to do to speak with her in person.

[REDACTED]

16. Officer Luis said this specific fire alarm was very unique and there was no identified reason for the alarm. He said cooking incidents were the usual cause for fire alarms but in this specific alarm response, there was no apparent reason for the alarm to sound.

17. When NC1 continued to ignore Officer Laudon's communications, he began to stop her using his cruiser and emergency lights. This occurred two to four times during the fall of 2010. On one occasion, he asked her why she would not respond to him and she asked why she was stopped and if she did something wrong. After telling her she committed no offense, she drove to a campus lot and parked. Officer Laudon stopped his cruiser directly behind her car, blocking her from leaving. As NC1 gathered her belongings and began to walk to her dorm, Officer Laudon drove his cruiser beside her while she repeatedly told him she did not want a ride from him. Afraid of Officer Laudon, NC1 acquiesced and got into his cruiser.
18. NC1 said Officer Laudon drove from the parking lot toward her dorm but then drove her to the rear side of the dorm and continued past the building to a ramp cul-de-sac area where he stopped his cruiser. NC1 asked Officer Laudon what he was doing, and he told her he was hoping they could spend some time together. NC1 became intensely terrified. [REDACTED]
[REDACTED] NC1 told him to let her out of the cruiser and he did so. [REDACTED]
[REDACTED] She said she grabbed her belongings and hurried for the dorm entrance.
19. Between the time NC1 entered the dorm but before getting to the elevator, her phone was receiving text messages from Officer Laudon, commenting about her boots looking sexy and that he wanted to take her to bed.
20. After this incident, NC1 became even more frightened of Officer Laudon. [REDACTED]
[REDACTED] NC1 was afraid she would not be believed. Instead NC1 reported Officer Laudon's continuous attempts to contact her as sexual harassment to the Office of Equal Opportunity in hopes they would make him stop contacting her.
21. Despite being ordered not to contact NC1, Officer Laudon continued to do so. NC1 said during the night of October 8th, 2010, Officer Laudon attempted numerous times to call her and other students, attempting to learn who had complained about him. NC1 said because of his attempted contacts, despite believing he was ordered not to, she feared retaliation from Officer Laudon and went to the UMD police station where she initially was interviewed by Sgt. Nataly.
22. During that interview, Officer Laudon called NC1 and her cellphone screen lit up with "Officer Dave." Sgt. Nataly verified that the number was Officer Laudon's cell phone. NC1 became very upset. [REDACTED] entered the police station for his shift, recognized NC1 and approached her to check on her. Sgt. Nataly requested that [REDACTED] step outside with NC1 so she could get some fresh air. While outside, she disclosed to [REDACTED]
[REDACTED]

23. After Sgt. Nataly and [REDACTED] were both told by NC1 about [REDACTED] and his attempts to contact her after her recent Equal Opportunity Office complaint, Sgt. Nataly called Chief Fioravanti and told him about the complaints against Officer Laudon and expressed his view of the seriousness of them.
24. [REDACTED] recalled Chief Fioravanti and possibly Captain Sheehan coming into the police station that night or early that morning well before their normal arrival time.
25. Sometime prior to October 9, 2010 at 2:15AM, Sgt. Nataly noted in his report that Chief Fioravanti had directed Sgt. Andrade to call Officer Laudon and order him to not contact any UMD students, including the complainant. Laudon admitted that by contacting NC3, a student, and telling her about NC1's complaints, Officer Laudon violated the Chief's direct order. One result was that NC3 sent a harassing Facebook message to NC1 making a series of vile and untrue accusations about her character.
26. UMD Sexual Harassment Policy states in part; for purposes of this policy and consistent with federal regulations, sexual harassment is defined as follows:

Unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature constitute sexual harassment when: 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic work, 2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual or 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working or academic environment.
27. Officer Laudon's constant attempts to contact NC1, including his "sexy boots and wanting to take her to bed" text comments, despite her ignoring of such, along with the other behavior detailed in this section is a pattern of behavior that violates the UMD Sexual Harassment Policy, and NC1's civil rights generally.
28. The crimes of indecent assault and battery on a person over fourteen and rape are felonies in Massachusetts. This investigation has produced credible statements and supporting police reports that by a preponderance of the evidence, Officer Laudon committed two acts of indecent assault and battery on NC1.

D. Credibility of NC1

29. NC1 was initially reluctant to participate in an interview about this significant event in her life she had attempted to remove from her memory and move on from. [REDACTED] In fact, NC1 said she did not feel the UMD police department, or its administration staff treated her complaints seriously, citing UMD's attempt for her to [REDACTED] to avoid Officer Laudon's continuous harassment.

30. [REDACTED]
31. NC1 initially had difficulty reassembling the timeline of events explaining that her flashbacks and memories would often be out of sequence.
32. NC1's account of getting into Laudon's cruiser after he stopped her using his police cruiser emergency lights is plausible and credible. After his last stop of NC1, she got into his cruiser, despite being terrified of him, and accepted a ride to [REDACTED]. But Officer Laudon did not drive to [REDACTED], but drove to a remote spot behind [REDACTED], telling her he wanted to spend some time with her. Only because of her objection, did he agree to let her out of his cruiser. As he did so, NC1 said he [REDACTED]
33. In Massachusetts, a person is not required by law to use physical force to resist an unwanted sexual encounter. If a person fails to resist because of fear or bodily injury, the sexual encounter is not consensual. The complainant must be free to exercise her will to engage in sexual contact without any physical restraint or psychological coercion. Consent, or the lack of it, is determined by considering the totality of the circumstances leading up to and during the parties' encounter.
34. [REDACTED]
are circumstances that demonstrate a lack of consent.
35. [REDACTED] For about five months, NC1 had rejected Officer Laudon's communications and said she was increasingly afraid of him because of what he did to her in the townhouse. Any reasonable person would understand someone who was refusing to respond to their communications did not want their friendship or their unwelcome contacts or touching.
36. Despite her not responding to him, [REDACTED] The lack of NC1's responses to his communications were enough for him to know she wanted nothing to do with him and that [REDACTED], was unwelcome and without consent.
37. I find that NC1's statements about what occurred between she and Officer Laudon are believable and that she is a credible witness. Despite her initial reluctance to disclose what Officer Laudon did to her, she eventually described Officer Laudon's actions.

38. Interviews with sexual assault victims may involve a victim's memory of the incident being fragmented, containing gaps of time, and is clearer in the second or third interview. These fragmented memories are normal in relation to traumatic events. The fear and trauma experienced during a sexual assault shape how memories are stored, and thus, impact how a victim may recall a memory of the incident.
39. NC1's emotional response, extremely upset and frightened, at the UMD police station on October 8th, 2010, when she reported Officer Laudon's continuous attempts to text and call her, most likely triggered pre-existing trauma symptoms, and compounded [REDACTED].
40. NC1's accounting of events is partially supported by several other witnesses. Sgt. Nataly said he believed NC1 was 100 percent credible when she reported Officer Laudon's activities when she reported his attempts to contact her after being told not to. Sgt. Nataly recalled Officer Laudon calling NC1 during her reporting and her becoming even more emotional as a result. Sgt. Nataly said he believed NC1 when she repeated to him [REDACTED].
41. [REDACTED] said he knew NC1 due to her work on campus and that he found her to be straight with him during the interactions. [REDACTED] believed NC1's description of [REDACTED] and found her a credible witness.
42. Former Officer Ivo Luis said he recalled being interviewed by UMD administrators when he was asked about the fire alarm incident and Officer Laudon's [REDACTED]. Officer Luis said he recalled the fire alarm, that it was a rather unusual incident for fire alarms at UMD. He recalled Sgt. Andrade and he believed Officer Laudon present at the fire alarm, but denied witnessing any untoward conduct by Officer Laudon. NC1's recollection that the alarm sounding was strange, that at least one another UMD officer, a sergeant, was present along with Officer Laudon, is consistent with Officer Luis' statement and corroborates it. NC1's recall of what Officer Laudon said and did to her that night, some twelve years later is credible.
43. The text messages about the sexy boots and Officer Laudon's wish to take NC1 to bed are not disputed. Officer Laudon's claim there were other text messages that were not part of what was reviewed in 2010 has only been mentioned by Officer Laudon. NC1, however explained that these text messages were sent by Officer Laudon, immediately after she departed from him and his cruiser when [REDACTED]. Though asked about the texts during her interviews, NC1 explained the content of the sexy boots texts in conjunction with what occurred immediately prior to Officer Laudon's messages to her. I find her ability to recall specifics of what occurred that night gives her version of events credence. Officer Laudon also confirmed sending the "sexy boots" text although he claimed there was a context. We were unable to reinterview him as he avoided the interview and ultimately resigned from employment without accepting our offer of a further interview.

44. NC1 disclosed her then boyfriend NC4, [REDACTED], was the first person she told that [REDACTED] and making him a first complaint witness. “Testimony by the recipient of a complainant's first complaint of an alleged sexual assault regarding the fact of the first complaint and the circumstances surrounding the making of that first complaint, including details of the complaint, is admissible for the limited purpose of assisting the jury in determining whether to credit the complainant's testimony about the alleged sexual assault, not to prove the truth of the allegations.” Section 413 - First Complaint of Sexual Assault, Mass. R. Evid. 413. The details about what NC1 said occurred [REDACTED] is supported by the consistent facts provided by NC4 during his interview.

45. For the above reasons, I find that NC1 has been truthful in her interviews and is a credible witness.

E. Credibility of Other Witnesses

46. Former UMD Chief Fioravanti. Both former Sergeant Nataly and former [REDACTED] recall discussing NC1's allegations with Chief Fioravanti and he had the benefit of their reports. Chief Fioravanti was clear in his interactions with Chief Parker that he did not want to be interviewed and did not want to speak about Officer Laudon's case. During that initial phone conversation, Chief Fioravanti denied any recollection of criminal allegations against Laudon. Chief Fioravanti's statement he did not recall the [REDACTED] allegations against Officer Laudon is simply not credible given his direct involvement in the case. In a department of UMD's size, a complaint that includes felonious allegations against a police officer under one's command is not something a police chief would forget.

47. Lieutenant Dore said former Chief Fioravanti was twice scolded for releasing information about Officer Laudon's past to prospective employers. This may explain why the former Chief denied knowledge of the criminal aspects of the 2010 complaint during the attempt to schedule an interview with him.

48. Although one witness opined Officer Laudon, a former student at a Rhode Island based college criminal justice program, was recruited to UMD police department by former Chief Fioravanti, this relationship could not be confirmed due to the Chief's unwillingness to be interviewed.

49. Lt. Maurice “Moe” Dore. Moe Dore initially claimed he knew nothing about the sexual assault aspects of NC1's complaint until his interview for this matter. The day after the interview during a follow-up call, the following day, Dore said he actually did know of the [REDACTED] allegations concerning Officer Laudon before our interview because someone from the Blackstone Police Department command staff had called him a month or two earlier and told him about the contents of the 2010 UMD redacted police report: 10-1014-OF.

50. Dore acknowledged he modified Sergeant Nataly's 10-1014-OF report on October 9, 2010, at 8:28 PM, stating he most likely made some spelling or punctuation corrections. In order for anyone to make spelling or punctuation corrections, one is required to read the report; the report that included NC1's allegations that [REDACTED]
51. Moe Dore's statements he did not know about [REDACTED] allegations are not believable, and I do not find him to be a credible witness.
52. In 2013, when Blackstone's Lieutenant Gilmore was doing the pre-employment investigation of David Laudon, Moe Dore reportedly said, as his former supervisor, that Officer Laudon was squared away, ambitious and reliable. Lieutenant Dore also said he was unaware of any discipline in Officer Laudon's file. Although Lt. Dore denies making this statement, I credit Chief Gilmore's recollection over Lt. Dore's denial. Though, as a result of the machinations of UMD and Chief Fioravanti, there may or may not have been any discipline in Officer Laudon's file, Dore's statement to then-Lt. Gilmore was misleading and not honest.
53. During his interview, Dore accused NC1 of being untruthful without support, and he repeated Officer Laudon's implausible trope that she concocted her claims because she was mad that Laudon did not wish to date her. Dore later said he did not know if NC1 was really untruthful, but that Officer Laudon told her she was.
54. Likewise, Dore cast aspersions on the credibility of [REDACTED] again without any support from specific instances of untruthfulness. From Chief Parker's interactions with these individuals and considering the corroboration or lack thereof of their respective accounts from other sources, we found [REDACTED] credible but could not say the same for Lt. Dore.

F. Untruthfulness of Officer Laudon

55. Untruthfulness is prohibited by the Blackstone Police Department's rules and policies and violates community standards. Untruthfulness during an internal affairs investigation is a violation of the Blackstone Police Department's Internal Affairs policy.
56. Officer Laudon initially denied any romantic relationship with NC1 at the beginning of his interview and characterized his association with her as "friendly, playful, flirty. You know, sometimes sexual undertones. But, you know, casual, consensual." He opined NC1's feelings toward him were "the same. You know, she was attracted to me and sexually, is one way to put it. Sexual undertones, back and forth, you know, playful -- playfully, between each other." Officer Laudon denied there was ever an occasion he and NC1 ever got together, saying "no" when asked.

57. Later during his interview, Officer Laudon acknowledged occasions where there was consensual touching between he and NC1, admitting their relationship went beyond texting. When asked how frequent this occurred, Officer Laudon said, “not often.” When asked if it occurred a few times, he answered “a few times.” Officer Laudon was asked if he ever consummated the deal and said no.
58. Officer Laudon had a consensual relationship with the female complainant, NC1, who said the two had consensual sex in [REDACTED] and in his cruiser. While Officer Laudon initially denied anything occurred between he and NC1, later in his interview he admitted that, by his count, there were “a few times” they engaged in mutual touching sessions. NC1 said their relationship included sexual intercourse but Officer Laudon denied that aspect ever occurred.
59. NC1’s disclosure about her sexual relationship with Officer Laudon between 2009 and 2010 present a credible account. NC2 also confirmed her knowledge of a consensual relationship between Laudon and NC1.
60. Chief Gilmore’s likewise related that Officer Laudon told him there was only one consensual relationship between Laudon and a female student. He said Officer Laudon told him another female student wanted to date him but that Officer Laudon said, “it never went anywhere.”
61. During Chief Gilmore’s 2022 attempt to learn about what occurred with Officer Laudon during his employment with UMD in 2010, Officer Laudon lied about his having just one relationship with a student. In fact, Officer Laudon had (at least) a second consensual relationship with NC1. Officer Laudon had self-serving reasons to lie to his police chief about NC1 by telling his fictitious tale of her being a rejected woman; she was the victim of his sexual assaults, stalking and sexual harassment, all occurring while he was on duty at UMD.
62. Officer Laudon lied about his relationship on two occasions during his initial interview; once when he said there was no mutual relationship except texting between the two and when he confirmed that he and NC1 never consummated the relationship sexually.
63. Officer Laudon stated in the interview that he resigned from UMD before he was disciplined, which he believed would be termination, for having relationships or fraternization with students in violation of UMD policy. Officer Laudon’s statement is an admission he had relationships (plural) with students, further supporting NC1’s version of what occurred.
64. Officer Laudon maintains in 2010, he never knew of NC1’s claims [REDACTED] until these allegations were disclosed to him in 2022 by Blackstone Chief Gilmore.

65. Sergeant Nataly and [REDACTED] both wrote UMD police reports that included NC1's [REDACTED]. Chief Fioravanti was told within minutes during Sergeant Nataly's late night telephone call of the serious allegations concerning Officer Laudon. Chief Fioravanti ordered Sergeant Andrade to contact Officer Laudon and advise him not to contact any UMD students.
66. Indecent assault and battery are felony crimes in Massachusetts and given the seriousness of these allegations it is implausible that Laudon was not informed at some point between the time these allegations were made and when he resigned (or since).
67. Sometime during that same shift, [REDACTED] recalls former Chief Fioravanti and Captain Sheehan arriving earlier than normal at UMD police station and his discussion of the allegations. [REDACTED] recalled Chief Fioravanti specifically telling him he was to continue as the investigator on the matter despite his lack of experience. [REDACTED] also recalled he titled the report as [REDACTED] and that Chief Fioravanti told him directly and that any decision on criminal charges would come only from the Chief's office.
68. No officer, let alone a police chief or a sergeant who was allegedly Officer Laudon's former supervisor, can legitimately say they did not know of or recall the [REDACTED] allegations. The witness statements and police reports support the chief and sergeant had to know of those allegations. It is more likely that the statements of Chief Fioravanti and Lt. Dore were intended to be supportive of Officer Laudon.
69. Officer Laudon states he resigned because he was going to be disciplined for violation of the fraternization with students policy in connection with his relationship with NC3. However, the complaint being processed by the UMD police had nothing to do with NC3. The written report was completely about Officer Laudon's conduct with NC1 that included her sexual harassment and [REDACTED] allegations against Officer Laudon. The latter [REDACTED] allegations and [REDACTED] were part of Officer Luis' interview with UMD administration, demonstrating that these claims were forwarded beyond the police department. The idea that the most serious allegations contained in what UMD apparently claims is the only written report that has survived were never discussed with Officer Laudon is implausible and unbelievable. The fraternization policy violation Officer Laudon said forced his resignation before discipline was the least serious offense available, one that could be minimally explained to prospective employers, and was contained in the police report.
70. During his interview, Officer Laudon untruthfully related a conversation with former Blackstone Chief Ross Atstupenas in which Officer Laudon claims that he told the Chief that he had to resign from UMD due to fraternization with a student against UMD policy.
71. Retired Blackstone Chief Ross Atstupenas denies he ever had a pre-employment conversation with candidate Laudon that included his statement that he left UMD because of a policy violation involving his relationship with a female student. In fact, Chief Atstupenas said such a statement would have had him direct Lieutenant Gilmore to research

the UMD matter further to learn what occurred. Chief Atstupenas said that did not happen because he said he never discussed UMD with candidate Laudon, stating that he would have focussed on his then current employer, Fitchburg State College Police Department. Chief Atstupenas was credible during his interview. I do not believe the topic of Officer Laudon's fraternization policy violation leading to his resignation was ever discussed with Chief Atstupenas. This is further supported by Chief Gilmore's denial that such a conversation occurred between himself and Chief Atstupenas.

72. Officer Laudon's untruthfulness was, like some of his other untruthful statements, a defensive or self-protective lie; a lie that usually consisted of statements meant to protect or defend the speaker against an allegation.
73. A police officer's dishonesty eliminates their credibility as a witness in court proceedings. An untruthful police officer can be impeached as a witness based upon their dishonest past. The Blackstone Police Department has the responsibility to disclose an officer's dishonesty and untruthful activities before the officer testifies in court. An agency's failure to disclose this type of exculpatory material could cause the dismissal of charges. It also may create liability for department members and the municipality. *Brady v. Maryland*, 373 U.S. 83 (1963); *Kyles v. Whitley*, 514 U.S. 419 (1995); *see also*, *Murvin v. Jennings*, 259 F.Supp. 2d 180 (D. Conn. 2003); *City of Boston vs. Boston Police Patrolmen's Association*, 443 Mass. 813 (2005) (Massachusetts Supreme Judicial Court ruled that the sole remedy for untruthful police officers is termination).
74. The recently created Massachusetts Peace Officer Standards and Training (POST) Commission includes Chapter 6E Section 1 definition of untruthfulness as: "Untruthful" or "untruthfulness", knowingly making an untruthful statement concerning a material fact or knowingly omitting a material fact: o (i) on an official criminal justice record, including, but not limited to, a Police report; o (ii) while testifying under oath; o (iii) to the POST Commission or an employee of the Commission; or o (iv) during an internal affairs investigation, administrative investigation or disciplinary process. Additionally, POST requires minimum standards for all police officers that includes being of good moral character and fit for employment in law enforcement, as determined by the Commission.

G. Uncooperativeness by University of Massachusetts at Dartmouth

75. The University of Massachusetts at Dartmouth and its police department have demonstrated a total lack of cooperation in this investigation. Although determining why this public institution refused to cooperate was not within the scope of our investigation, it is a matter that should be reviewed by competent authorities given the damage caused by UMD's malfeasance in handling this case then and now.
76. Despite the Police Reform law and well documented case law governing the Commonwealth's public records law requirement to provide internal affairs reports concerning police officer misconduct, UMD refused all requests. To further demonstrate their obstruction to this investigation, a public records request for a list of graduates for certain years was denied, even though an informal request by a different person through the

registrar's office yielded cooperation, and similar information relating to other years was posted on the internet accessible to all.

77. This investigation disclosed that despite allegations of felony misconduct by an on-duty UMD police officer against a UMD female student, there is no evidence the UMD police department conducted any criminal investigation. The specific criminal aspects of this complaint are documented in two UMD police officers' reports yet neither of the officers were ever interviewed about what this complainant told them. The UMD police department did not investigate this criminal behavior by their officer nor did their internal affairs investigator investigate it to determine criminality or administrative rules and policy violations. There is also no evidence the matter was referred to the Bristol County District Attorney's Office for review. Such steps would be common practice especially in agency that holds itself out as "accredited" but these steps were apparently ignored by the UMD police department.
78. While it apparent that someone from the UMD's administrative staff at Human Resources investigated the matter, for whatever purpose, that investigation was apparently buried and has been withheld for reasons known only to UMD. Ironically UMD officials suggested in their public record denials that they were protecting the identity of a sexual assault victim, suggesting that they were aware of the sexual assaults that occurred, but is especially distasteful given their failure to protect the actual victim of those assaults.
79. Former Chief Fioravanti said he would not be interviewed without the benefit of the UMD HR internal report that he inferred was done by someone in administration. Despite repeated calls to retired UMD vice chancellor Carol Santos with messages left requesting a call back, she never returned any calls.
80. The current UMD interim police chief, John Souza, refused to be interviewed for this investigation. It must be noted that on at least two occasions between October 17th and retired Lieutenant Dore's November 9th interview, Dore called Interim Chief Souza on at least two occasions.
81. UMD officials actively interfered with Chief Parker's attempts to interview Chief Souza, and they attempted to interfere with the interview of [REDACTED].
82. UMASS Dartmouth's ignoring of applicable case law, Worcester Telegram & Gazette Corp. v. Chief of Police of Worcester, 58 Mass. App. Ct. 1, 2 (2003), the requirements to produce internal affairs reports under the police reform law, and the Secretary of State-Public Records supervisor orders to produce related reports, shows a total lack of cooperation concerning this investigation. Such a lack of conformance should raise questions about the University's decision makers involved in this matter as well as their leadership and ethics.

VII. Recommendations

1. As Officer Laudon has resigned, the opportunity to implement disciplinary action may

not be available, however, this report should be submitted to the POST Commission in accordance with applicable law.

2. The complainant in the underlying criminal complaint, NC1, should be notified of the results of this investigation.
3. These findings should be referred to the appropriate state and/or federal authorities to review the conduct of the UMD administration with regard to mishandling the underlying investigation and UMD's present day attempts to obstruct this investigation.

Respectfully Submitted,

Arthur A. Parker Jr.

Arthur A. Parker, Jr.



Tim D. Norris