

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

IN THE MATTER OF  
NICHOLAS COX

)  
)

Case No. 2025-048

**SUSPENSION ORDER**

The Respondent Nicholas Cox has entered into a Suspension Agreement (“Agreement”), attached hereto and incorporated herein, under which he has agreed to the suspension of his certification as a law enforcement officer in the Commonwealth of Massachusetts for a period of 90 days, beginning on the date of execution of the Agreement by the Massachusetts Peace Officer Standards and Training Commission (“Commission”), and certain conditions outlined in the Agreement. See M.G.L. c. 6E, §§ 3(a) and 10; M.G.L. c. 30A, §§ 10 and 13. The Respondent is hereby directed to surrender, and the Respondent’s employing law enforcement agency is directed to collect, without delay, any agency-issued credentials and equipment that promote and support the performance of functions associated with service as a law enforcement officer, including but not limited to, any uniform, badge, firearm, assigned cruiser, and use-of-force instruments, such as tasers. See M.G.L. c. 6E, § 3(a); 501 CMR 15.05(1), (2)(f)-(g).

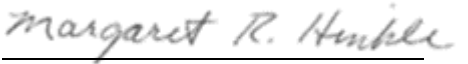
Failure of the Respondent to abide by the terms and conditions of the Agreement shall result in the Agreement becoming void and may result in the Commission initiating adjudicatory proceedings against the Respondent; and seeking discipline against the Respondent based on any ground supported by the evidence obtained in a preliminary inquiry, whether or not it was covered in the Agreement, up to and including the possible revocation of the Respondent’s certification and entry of his information into the National Decertification Index. The Respondent has waived all rights to contest, in this or any other administrative or judicial proceeding to which the Commission is or may be a party, the factual findings, conclusions of law, terms and conditions, and other provisions contained in the Agreement, as well as any Order of the Commission contemplated by the Agreement.

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

- (a) The Agreement is approved;
- (b) The factual findings and conclusions of law set forth in the Agreement are hereby adopted;
- (c) The Respondent’s law enforcement certification is hereby suspended for a period of 90 days, beginning on October 16, 2025, subject to the agreed-upon conditions, including, but not limited to, the Respondent entering into and completing an Anger Management course, which shall be approved by the Commission, prior to the expiration of the 90-day suspension;
- (d) During the period of suspension, the Respondent shall not perform police duties or functions or work in a law enforcement capacity. The Respondent shall also refrain from all conduct prohibited by the Commission during the period of suspension; and
- (e) The Executive Director shall take the necessary steps to publish the Respondent’s

name and suspension status in any publicly available lists and database published by the Commission.

By vote of the Commission on October 16, 2025.

  
Hon. Margaret R. Hinkle (Ret.)

Notice: Joseph Padolsky, Esq., Respondent's Counsel  
Tara L. Chisholm, Esq., Commission Enforcement Counsel  
Division of Police Standards  
Shaun Martinez, Esq., Deputy Director, Division of Police Standards  
Malden Police Department, Law Enforcement Agency  
Collective Bargaining Unit  
Middlesex County District Attorney's Office

COMMONWEALTH OF MASSACHUSETTS  
PEACE OFFICER STANDARDS AND TRAINING COMMISSION

\_\_\_\_\_  
IN THE MATTER OF  
NICHOLAS COX  
(MPTC ID: 9997-6974)  
\_\_\_\_\_

Case No. 2025-048

**SUSPENSION AGREEMENT**

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

**Factual Findings**

1. The Respondent has been employed as a police officer with the Malden Police Department ("MPD") since approximately October 31, 2005.
2. On July 1, 2021, the Respondent was automatically certified as a police officer in Massachusetts pursuant to St. 2020, c. 253, § 102, an Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth. Additionally, the Respondent was recertified by the Commission effective July 1, 2022.
3. In August 2014, the MPD issued the Respondent a three-day unpaid suspension following an internal investigation which resulted in sustained charges for Neglect of Duty and Insubordination, for having been absent from his assigned duty and for failing to obey a lawful order given by a superior officer. On June 6, 2014, the Respondent, a then-sergeant, traveled out of the City of Malden to Revere in his police cruiser, while on duty, and was involved in a no-fault motor vehicle accident.
4. In 2018, Respondent received a thirty-day unpaid suspension for testing positive for an illegal substance on a drug test administered on October 16, 2018. The Respondent entered into a Settlement Agreement with the City of Malden in 2018 and, as part of the agreement, the Respondent agreed to complete a drug rehabilitation program, to subject himself to random drug testing for a period of five years, and to be subject to immediate termination should he test positive for a controlled substance.

5. On March 12, 2023, the Respondent, a then off-duty sergeant, was involved in a physical altercation in a Malden nightclub with a patron known to him in which the Respondent punched the patron in the head with a closed fist while wearing a diamond encrusted ring on that same hand causing a laceration to the patron requiring multiple stitches. The physical altercation was in the presence of a Malden police sergeant who was in the immediate vicinity of the patron, who was grazed on or about his face in the altercation, causing the sergeant to be dazed. The Respondent left the scene. The Middlesex District Attorney's Office was notified and reviewed the incident, and the Respondent was not charged with a crime.

6. In May 2023 the MPD concluded its internal affairs investigation into the March 12, 2023, incident, and issued its final report, sustaining charges for violations of Malden Police Department Rules and Regulations, including Criminal Conduct and Conduct Unbecoming an Officer.

7. On or about May 22, 2023, the Respondent entered into a Settlement Agreement with the City of Malden. The Respondent agreed to the following: (1) demotion from sergeant to patrol officer, (2) restriction from accepting details at any establishment serving alcohol, (3) attendance at an Anger Management course, and (4) restriction from taking any promotional exam for three years. The agreement further states that the Respondent's "demotion is in lieu of termination" and that if he violates MPD rules relating to Criminal Conduct or Conduct Unbecoming in the five-year period beginning from the date of the agreement, he shall be subject to immediate termination.

8. On August 15, 2024, the Commission, pursuant to M.G.L. c. 6E § [REDACTED] and § 8 (c)(2) and 555 CMR [REDACTED] and 1.02(4), authorized the Division to conduct a preliminary inquiry into the alleged misconduct of the Respondent. On June 17, 2025, the Division submitted its report of preliminary inquiry to the Commission. Subsequently, on June 26, 2025, the Commission authorized the initiation of disciplinary proceedings against the Respondent.

### **Conclusions of Law**

9. Pursuant to M.G.L. c. 6E § 3(a):

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

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

10. Pursuant to M.G.L. c. 6E, § 10(b)(iii), "[t]he [C]ommission may, after a hearing, suspend or revoke an officer's certification if the [C]ommission finds by clear and convincing

evidence that the officer . . . has a pattern of unprofessional police conduct that [the] [C]ommission believes may escalate.”

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

12. The Respondent’s conduct described above constitutes a pattern of unprofessional police conduct that may escalate. Additionally, the internal affairs investigations described above demonstrate that the Respondent has repeated sustained internal affairs complaints for the same or different offenses.

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

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

### **Resolution**

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

16. The Respondent agrees to the suspension of his law enforcement officer certification in the Commonwealth of Massachusetts, pursuant to M.G.L. c. 6E §§ 3(a), 10(b)(iii), and 10(b)(v) for a period of 90 days, beginning on the date this agreement is approved by the Commission. The Respondent further agrees that he shall enter and complete an Anger Management course, which shall be approved by the Commission, prior to the expiration of the 90-day suspension.

17. During the 90-day suspension period, the Respondent shall not perform police duties or functions or work in a law enforcement capacity. The Respondent shall surrender, and his agency is directed to collect, without delay, any agency-issued credentials and equipment that promote and support the performance of functions associated with service as a law enforcement officer, including but not limited to, any uniform, badge, firearm, assigned cruiser, and use-of-force instruments, such as tasers. his employing law enforcement agency, and the agency shall collect. The Respondent shall also refrain from all conduct prohibited by the Commission during the period of suspension.

18. The Respondent agrees that, if he fails to abide by any of the terms and conditions of this agreement during his suspension, this agreement shall become void, and the Division may, without prior notice to the Respondent, take the following steps:

- a. initiate adjudicatory proceedings against the Respondent;
- b. seek discipline against the Respondent based on any ground supported by the evidence in its preliminary inquiry, including grounds beyond those covered by this agreement; and
- c. seek any level of discipline supported by the evidence, up to and including the revocation of the Respondent's certification and the entry of his information onto the National Decertification Index.

19. The Respondent acknowledges that, once this Agreement is executed, the Commission will issue an Order of Suspension adopting all the factual findings and conclusions of law set forth in this Agreement.

20. The Respondent waives all rights to contest the findings, conclusions of law, terms and conditions, or other provisions contained in this Agreement, as well as any Order of the Commission contemplated by this Agreement, in any administrative or judicial forum to which the Commission is or may be a party.

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

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

09/10/25

Date

  
Nicholas Cox 2019.09.25 14:04:01 EDT

Nicholas Cox  
Respondent

10/16/2025

Date

  
Margaret R. Hinkle, Cha