

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

IN THE MATTER OF
OMAR CONNOR

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)

Case No. 2024-035

FINAL DECISION

Pursuant to 555 CMR 1.10(1), a Hearing Officer was assigned to conduct an adjudicatory proceeding regarding this matter on behalf of the Massachusetts Peace Officer Standards and Training Commission (“Commission”). The Division of Police Standards (“Division”) filed a Motion for Default, or, in the Alternative, for Summary Decision (“Motion”), seeking to revoke Respondent Omar Connor’s law enforcement certification. The Hearing Officer issued an Initial Decision allowing the Division’s Motion. The Division contends that the Respondent has waived his right to a hearing because he failed to adequately defend this matter. In the alternative, the Division argues that there is no genuine issue of disputed fact that would warrant an evidentiary hearing, and the Respondent should be precluded from relitigating the issues of his misconduct, his repeated sustained internal affairs complaints, and his termination, which were made the basis of an arbitrator’s award in May 2025.

Earlier in the proceedings, the Hearing Officer granted the Respondent’s motion to stay the hearing on the allegations contained in the Order to Show Cause, issued in August 2024, until the arbitrator issued a decision on the Respondent’s appeal of his appointing agency’s final disposition terminating his employment. See M.G.L. c. 6E, § 10(h). Around the end of May 2025, the Respondent’s attorney withdrew from representing him before the Commission. In June, the Division filed a copy of the thirty-seven-page arbitrator’s decision and award. In June 2025, the Respondent appeared, pro se, at a pre-hearing conference, where he confirmed the results of the arbitration proceeding, and subsequently filed several documents generally maintaining that he did not engage in any misconduct. Not having been able to further communicate with the Respondent, the Division filed the instant Motion, on August 6, 2025, and the Hearing Officer scheduled the matter for a hearing on September 4, 2025. The Hearing Officer noted that despite being properly notified in writing of the date, time, and place for the adjudicatory hearing, the Respondent did not appear. At the hearing, the Division requested that the Hearing Officer allow the Division’s Motion.

Pursuant to M.G.L. c. 30A, § 11(7) and (8) and 555 CMR 1.10(4)(e)2., the Hearing Officer issued an Order, on October 10, 2025, which is the Initial Decision, granting the Motion filed by the Division. The Hearing Officer stated, among other things, that the Respondent’s failure to appear at the adjudicatory hearing without any notification to the Division or the Hearings Administrator amounted to a default and a waiver of the opportunity to contest the evidence of his misconduct as a police officer. See M.G.L. c. 30A, §§ 10, 11(1), 13, and 801 CMR 1.01(4)(c).

The Respondent had thirty (30) days to provide the Commission with written objections. No objections were received.

After careful review and consideration, the Commission voted to affirm and adopt the Initial Decision of the Hearing Officer **allowing** the Division’s motion for default and finding that the Respondent was afforded the opportunity for a full and fair hearing. See M.G.L. c. 30A, § 10 (providing that, “[i]n conducting adjudicatory proceedings,” “agencies shall afford all parties an opportunity for full and fair hearing,” and “[u]nless otherwise provided by any law, agencies may” “place on any party the responsibility of requesting a hearing if the agency notifies [the party] in writing of [the party’s] right to a hearing and of [the party’s] responsibility to request the hearing” and “make informal disposition of any adjudicatory proceeding by” “default”), § 13 (providing that, “[e]xcept as otherwise provided in this section, no agency shall revoke or refuse to renew any license unless it has first afforded the licensee an opportunity for hearing in conformity with [§§ 10, 11, and 12],” but “[t]his section shall not apply” “[w]here the revocation, suspension or refusal to renew is based solely upon failure of the licensee to file timely reports, schedules, or applications . . .”), incorporated by reference in M.G.L. c. 6E, § 10(f) and 555 CMR 1.10(4). Based on the foregoing, there is no reason for the Commission to reach the Division’s alternative motion for summary decision.

The Commission finds, by clear and convincing evidence, that the Respondent has a pattern of unprofessional police conduct that may escalate, that he was terminated by his appointing agency for disciplinary reasons, and that any appeal of said termination has been completed. See M.G.L. c. 6E, § 10(b)(iii) and (iv). While the Hearing Officer did not cite M.G.L. c. 6E, § 10(a)(xvi) and 10(b)(v), the Commission also finds, by clear and convincing evidence, that the Respondent is not fit for duty as an officer and is dangerous to the public, and that he has repeated sustained internal affairs complaints for the same or different offenses. **Thus, the Respondent’s certification is hereby revoked.**

The Executive Director shall take the necessary steps to publish the Respondent’s name in the National Decertification Index. See M.G.L. c. 6E, §§ 10(g), 13(b).

This is the final decision of the Commission. M.G.L. c. 30A, § 11(8); 555 CMR 1.10(4)(e).

By vote of the Commission on November 20, 2025.

In accordance with M.G.L. c. 30A, § 14 and M.G.L. c. 6E, § 10(f), the Respondent may commence an appeal to the Superior Court within thirty (30) days to the extent allowed by law. After initiating proceedings for judicial review in Superior Court, the Respondent, or the Respondent’s attorney, is required to serve a copy of the summons and complaint upon the Boston office of the Attorney General of the Commonwealth, with a copy to the Commission, in the time and manner prescribed by Mass. R. Civ. P. 4(d).



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

Notice: Omar Connor, pro se, Respondent
Amy C. Parker, Esq., Commission Enforcement Counsel
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**COMMONWEALTH OF MASSACHUSETTS
PEACE OFFICER STANDARDS AND TRAINING COMMISSION**

IN THE MATTER OF)
OMAR CONNOR)

Case No. 2024-035

INITIAL DECISION

A. Introduction

The Massachusetts Peace Officer Standards and Training Commission (“Commission”) Division of Police Standards (“Division”) has filed a Motion for Default, or, in the Alternative, for Summary Decision on the grounds that Respondent Omar Connor has waived his right to a hearing. In the alternative, the Division argues that there is no genuine issue of disputed fact that would warrant an evidentiary hearing.

Mr. Connor’s failure to appear for the adjudicatory hearing amounted to a default. Apart from the hearing default, there is clear and convincing evidence that Mr. Connor engaged in sexually harassing conduct toward a high school girl, threatened to kill the high schooler, and sexually harassed a college student in the community. The hearing officer recommends that Mr. Connor’s police officer certificate be revoked by the Commission.

B. Mr. Connor’s Adjudicatory Hearing Default

An adjudicatory hearing in this case was scheduled for September 4, 2025, at 10:00 a.m. in a Civil Service Commission hearing room at 100 Cambridge Street, Boston, MA. Attachment 1. The Commission’s hearings administrator had properly notified Mr. Connor in writing of the date, time, and place for the adjudicatory hearing. Attach. 2.

Prior to the hearing date, the Division had filed a Motion for Default or, in the Alternative, for Summary Decision. Attach. 3. The hearing officer ordered that the Division’s motion would be heard together with the adjudicatory hearing on September 4. Attach. 1.

Mr. Connor failed to appear for the adjudicatory hearing on September 4. He did not notify the Division or the hearings administrator that he would not be attending the hearing. When Mr. Connor failed to appear for the hearing, the Division’s enforcement counsel requested that the hearing officer allow the Division’s motion.

Massachusetts law authorizes a default order when a party fails to participate in an adjudicatory hearing. *Lawless v. Board of Registration in Pharmacy*, 466 Mass. 1010, 1010 n.1, 1011-12 (2013). Under M.G.L. c. 30A, § 10(2), the Commission may “make informal disposition of any adjudicatory proceeding by . . . default” The Division’s motion for a default is allowed, as Mr. Connor was afforded the opportunity for a full and fair hearing pursuant to M.G.L. c. 30A, §§ 10, 11(1), and 801 CMR 1.01(4)(c). The hearing officer finds that Mr. Connor’s failure to appear for the adjudicatory hearing amounted to a default and a waiver by Mr. Connor of his opportunity to contest the evidence of his misconduct as a police officer.

C. The Division's Alternative Argument in Support of a Summary Decision

The Division's motion also argues that if the hearing officer does not find that Mr. Connor waived his right to a hearing the Commission should grant a summary decision because there is no genuine dispute of material fact. *See DaLuz v. Department of Correction*, 434 Mass. 40, 45 (2001).

The Division's alternative argument for a summary decision need not be addressed. Mr. Connor's failure to appear for the adjudicatory hearing was a clearcut waiver by Mr. Connor of his right to an adjudicatory hearing.

D. The Arbitration

In 2023, Mr. Connor had been a police officer with the Groton Police Department for about twelve years. Attachs. 4 and 5. His duties in 2023 included serving as a school resource officer at the Groton Dunstable Regional High School. Attachs. 4 and 5.

In 2023, the Groton Police conducted an internal investigation into allegations of misconduct by Mr. Connor. Groton's Police Chief, Michael Luth, testified that Mr. Connor's misconduct included sexual harassment violations, untruthfulness, falsifying records, and conduct unbecoming an officer. Attachs. 4, 5, and 8. Following the internal investigation, Mr. Connor was terminated as a police officer. Attachs. 4 and 5.

The Division opened a preliminary inquiry to investigate the allegations of misconduct. Attach. 6. The Division issued an Order to Show Cause to Mr. Connor on August 23, 2024. Attachs. 3 and 6.

The Groton Police Patrolmen's Association and Mr. Connor, the grievant, initiated an arbitration with the Town of Groton. Attachs. 4, 8, 9, and 10. The Patrolmen's Association and Mr. Connor sought to vacate the termination of Mr. Connor's employment. On September 3, 2024, Mr. Connor requested and obtained a stay of the Commission's adjudicatory proceedings until the conclusion of the arbitration. Attach. 7.

The arbitration hearing included five days of witness testimony beginning on June 21, 2024, and ending on January 3, 2025. On May 15, 2025, the arbitrator issued a thirty-seven-page decision. The arbitrator concluded that the termination of Mr. Connor's employment did not violate the collective bargaining agreement with the town. Attach. 4.

E. The Evidence on a Threat to Kill and Sexual Harassment

In an adjudicatory hearing "agencies need not observe the rules of evidence observed by the courts. . . ." M.G.L. c. 30A, § 11(2). The hearing officer finds that the arbitration witnesses' testimony is admissible here because "it is the kind of evidence on which reasonable persons are accustomed to rely in the conduct of serious affairs." M.G.L. c. 30A, § 11(2).

(1) Ms. F, a High School Student; Arbitration Day II, Aug. 7, 2024, p. 6-21.

As part of his police duties, Mr. Connor was the school resource officer for Groton Dunstable Regional High School. As the school resource officer, Mr. Connor drove Ms. F home from school two or three times. Ms. F testified that one ride was “weird.” Mr. Connor told her that he “could, just, like kill you and cut your body up into pieces and just throw you in the woods, and nobody would be able to find you.” When asked if that scared her, Ms. F testified, “Yes, yes, frightened me a little.” Attach. 8.

Ms. F was asked in her testimony if Mr. Connor ever made any comments to her that she considered sexual in nature. Ms. F testified that he told her that “when I turn 21 he’s here for me, that he’d show me what real BBC is like and that he wanted to f . . . me while his wife and kids were away.” Attach. 8. Ms. F testified that “BBC” was a comment that stood for “big black cock.” Attach. 8.

Ms. F testified that Mr. Connor once crept up behind her on school property and said to her, “[w]ow, you are just so beautiful. My wife and kids were away this break. Where were you? Like, you could have come over.” Attach. 8. Ms. F testified that she had nothing to say and that she was “like, ha, ha, ha, ha, ha, ha.” Attach. 8. Ms. F testified that Mr. Connor’s comment made her feel awkward, and that she relayed to another person that “I just experienced something weird . . .” Attach. 8.

(2) ██████████ B██████████; Arbitration Day I, Jun. 21, 2024, p. 53-54, 58-61.

In 2019, Ms. B██████████ interviewed Mr. Connor for a college sociology project. Ms. B██████████ was twenty-two or twenty-three years old. The interview was in the Groton Police Station.

Ms. B██████████ testified that after the interview Mr. Connor spoke to her as he escorted her down a station hallway. Mr. Connor told Ms. B██████████, “[y]ou know, we could do something, you know. I can put you in handcuffs, and we could do something.” Attach. 9. Ms. B██████████ stated that Mr. Connor then “placed his hand on the back of my neck.” Ms. B██████████ testified that his hand was “pressing pretty hard into my neck.” Ms. B██████████ testified that “it was kind of clear by his tone that he meant something sexual.” Attach. 9.

After they left the police station, Ms. B██████████ and Mr. Connor exchanged text messages. Ms. B██████████ suggested that Mr. Connor should take her out to dinner at an expensive restaurant. She was hoping that this would deter him. Some days later, Ms. B██████████ texted Mr. Connor that she did not want to continue this because he had a wife and a daughter. Mr. Connor replied that he would stop making comments toward Ms. B██████████.

On a later date, Ms. B██████████ encountered Mr. Connor again while at the gym. Ms. B██████████ was on a treadmill when Mr. Connor came up about three or four inches from her face. Ms. B██████████ testified that Mr. Connor then asked, “when are you going to let me eat that butt?” Attach. 9. In a third incident, about a month later, Mr. Connor walked up to Ms. B██████████ again in the gym. Mr. Connor then said, “It’d be really weird if I ate your butt because I’m your uncle.” Attach.

9. Ms. B [REDACTED] went home furious.

A fourth incident occurred on a high school graduation parade day in 2021. Mr. Connor asked Ms. B [REDACTED] what she was going to do after her own college graduation. Ms. B [REDACTED] replied that she was going to enroll in cosmetology school. Ms. B [REDACTED] testified that Mr. Connor then retorted, “[c]an you wax these balls for me?” Attach. 9.

(3) *Omar Connor; Arbitration Day V, Jan. 3, 2025, p. 173-78, 191-92, 207, 217, 238.*

Mr. Connor testified that Ms. F’s [REDACTED] had asked him to help Ms. F because he would be able to relate with her. The [REDACTED] told Mr. Connor, “Omar, you have a way with talking with the kids and reaching the kids. Maybe you can find out things that I can’t.” Attach. 10. Mr. Connor testified that he did not sexually harass any student. He testified that he did not sexually harass Ms. F. He testified that he did not invite Ms. F to come to his house when his wife and daughter were not there.

Mr. Connor testified that he helped a school guidance counselor with some of the students. He testified that he “received nothing but positive feedback” from the police chief, the deputy chief, guidance counselors, teachers, and parents. He said that the chief told him that “these parents and kids love you” and “[k]eep doing what you’re doing.” Attach. 10. Mr. Connor testified that until September 2023, he had no reason to believe that there were any issues with his performance as a school resource officer.

With regard to Ms. B [REDACTED], Mr. Connor testified that he did not ask or tell Ms. B [REDACTED] to wax his balls. He testified that he did not grab Ms. B [REDACTED] by the neck and say that he would like to do something to her with handcuffs on. Mr. Connor testified that he never said to Ms. B [REDACTED] or anyone about putting someone in cuffs.

F. The Hearing Officer’s Findings on a Threat to Kill and Sexual Harassment

Ms. F was precise in her memory that Mr. Connor told her that he “could, just, like, kill you and cut your body up into pieces and just throw you in the woods, and nobody would be able to find you.” Attach. 8. She testified that Mr. Connor made this threat while they were going through the woods in Shirley.

Mr. Connor denied that he made comments to Ms. F that amounted to sexual harassment. He testified that he did not tell Ms. F that, when she turned twenty-one, he would be there for her and would show her what real “big black cock is like.” Attach. 10. He testified that he did not tell Ms. F that he wanted to “f . . .” her while his wife and kids were away. He also denied coming up behind Ms. F and telling her that his wife and kids were away and she could have come over. Attach. 10.

The hearing officer has made an independent assessment of all the arbitration evidence. The hearing officer finds that Ms. F’s testimony was more convincing than Mr. Connor’s testimony on the threat to kill her and on his sexually harassing comments.

It is unlikely that Ms. F made up Mr. Connor's threat to cut her up and kill her in the Shirley woods. Despite Mr. Connor's denials, it is also unlikely that Ms. F made up Mr. Connor's sexual harassment comments. As the arbitrator pointed out in her decision, Mr. Connor "provided no evidence showing a motivation for . . . [Ms. F] to fabricate her claims against him." Attach. 4.

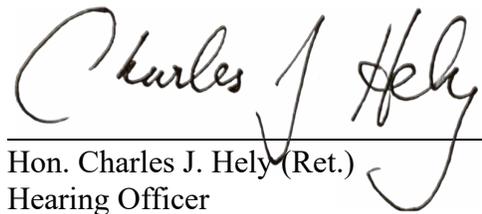
Ms. B [REDACTED]'s sexual harassment testimony was also more convincing than Mr. Connor's testimony. Mr. Connor denied Ms. F's and Ms. B [REDACTED]'s allegations, even though they were "two females who have no connection to each other." Attach. 4. When considered together, it is unlikely that both Ms. F and Ms. B [REDACTED] testified falsely in describing Mr. Connor's sexual harassment comments.

The hearing officer finds that there is clear and convincing evidence that Mr. Connor was terminated by the Town of Groton for disciplinary reasons and that Mr. Connor's appeal of that termination has been completed. M.G.L. c. 6E, § 10(b)(iv). The hearing officer also finds by clear and convincing evidence that Mr. Connor has a pattern of unprofessional police conduct that may escalate if his certificate is not revoked. M.G.L. c. 6E, § 10(b)(iii).

NOTICE OF 30-DAY RIGHT FOR REVIEW BY THE COMMISSION

Pursuant to 555 CMR 1.10(4)(e)2.b., "[u]pon receipt of the [P]residing [O]fficer's initial decision, if there is objection by the officer in writing to the [E]xecutive [D]irector regarding the [P]residing [O]fficer's findings and recommendations, the [C]ommission shall set dates for submission of briefs and for any further hearing which the [C]ommission in its discretion deems necessary. The [C]ommission shall review, and may revise, the findings of fact, conclusions of law and recommendation of the [P]residing [O]fficer, giving deference to the [P]residing [O]fficer's evaluation of the credibility of the testimony and other evidence presented at the hearing. Failure by the officer to object to the [P]residing [O]fficer's initial decision within 30 days shall constitute a waiver of the officer's right to appeal under M.G.L. c. 30A, § 14."

SO ORDERED.


Hon. Charles J. Hely (Ret.)
Hearing Officer

October 10, 2025

Notice: Omar Connor, pro se, Respondent
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