

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

IN THE MATTER OF)
KIMBERLY CARTER)
(MPTC ID 1978-6862))
_____)

Case No. 2026-000

DECERTIFICATION ORDER

The Respondent Kimberly Carter has entered into a Decertification Agreement (“Agreement”) under which she has agreed to the permanent revocation of her certification (also known as decertification) as a law enforcement officer in the Commonwealth of Massachusetts. By its terms, the Agreement becomes effective on the date of its approval by the Massachusetts Peace Officer Standards and Training Commission (“Commission”). This Decertification Order, approved by vote of the Commission on the same day as its approval of the Agreement, incorporates the Agreement, by reference, and adopts all of the factual findings and conclusions of law set forth therein. See M.G.L. c. 6E, §§ 3(a), 10; M.G.L. c. 30A, §§ 10, 13. As further conditions of the Agreement, the Respondent, without admitting the truth of any allegations made against her, has agreed that, if this matter were to proceed to an adjudicatory hearing, the allegations described above, if proven by clear and convincing evidence, would permit the Commission to impose significant discipline, up to and including her decertification as a law enforcement officer in the Commonwealth of Massachusetts; the Respondent has agreed to the permanent revocation of her law enforcement officer certification in Massachusetts; and 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, or other provisions contained in the Agreement, as well as any Order of the Commission contemplated by the Agreement. Nothing in the Agreement shall be construed to limit or waive the Respondent’s rights in the civil matter of Stuart v. Brandeis Univ., Case No. 2481CV02869 (Middlesex Super. Ct.).

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

- (a) The material factual findings and conclusions of law set forth in the Agreement are hereby adopted;
- (b) The Agreement is approved;
- (c) The Respondent’s law enforcement certification is hereby permanently revoked; and
- (d) The Executive Director shall take the necessary steps to publish the Agreement and this Order on the Commission’s website and to publish the Respondent’s decertification in any publicly available lists and databases published by the Commission.

Pursuant to M.G.L. c. 6E, § 10(g), the Executive Director shall provide all decertification information to the National Decertification Index.

By vote of the Commission on April 16, 2026.

Margaret R. Hinkle

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

Notice: Seth Orkand, Esq., Respondent's Counsel
Tara L. Chisholm, Esq., Commission Enforcement Counsel
Division of Police Standards
Shaun Martinez, Esq., Deputy Director, Division of Police Standards
Brandeis University 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 Kimberly Carter)
(MPTC User ID # 1978-6862)) Adjudicatory Case No.
_____)

DECERTIFICATION AGREEMENT

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

Factual Findings

1. 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. The Respondent was recertified on July 1, 2022, for a period of three years. Her certification expired on July 1, 2025, and the Respondent is no longer certified.
2. The Respondent was sworn in as a special state police officer for Brandeis University Police Department (“BUPD”) on January 29, 2001.
3. The BUPD issued the Respondent three written warnings for sustained findings for the following: (1) February 2002 - failing to relay information to her supervisor regarding an incident, (2) September 2002 - for three incidents in which she caused minor damage to her police cruiser, and (3) September 2017 - improperly clearing her duty weapon into the clearing barrel.
4. In March 2011, BUPD issued the Respondent a one-day suspension for sustained findings for failure to work an overtime shift.
5. In October 2020, BUPD issued the Respondent a three-day suspension for sustained findings for violation of Brandeis University’s Sexual Harassment, Non-Discrimination, and Business Conduct policies.
6. It is alleged that on December 5, 2023, the Respondent did not adequately respond to a call made by a concerned citizen who stated that he had seen a person lying in the

woods on campus, that the Respondent did not make a reasonably timely response to the scene, and did not respond to the exact location described by the caller.

7. On December 11, 2023, the Respondent voluntarily resigned from BUPD, prior to the imposition of any discipline.

8. On or about March 5, 2025, following an internal affairs investigation, BUPD determined that Respondent's actions on December 5, 2023, constituted Conduct Unbecoming an Officer, Failure to Respond to an Incident According to Established Procedure, and Actions Resulting in Death or Injury.

9. On September 18, 2024, the Commission, pursuant to 555 C.M.R. §§ 1.02(3) and (4), authorized the Division to conduct a preliminary inquiry into the allegations of misconduct against the Respondent described above. On March 27, 2026, the Division submitted its report of preliminary inquiry to the Commission.

Applicable Law

10. 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; . . .

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 disciplinary history described above, if proven by clear and convincing evidence, demonstrates 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

In view of the foregoing alleged violation of M.G.L. c. 6E § 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:

15. The Respondent, without admitting the truth of any allegations made against her, agrees that, if this matter were to proceed to an adjudicatory hearing, the allegations described above, if proven by clear and convincing evidence, would permit the Commission to impose significant discipline, up to and including decertification as a law enforcement officer in the Commonwealth of Massachusetts.

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

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

18. The Respondent waives all rights to contest the factual 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. Nothing in this agreement shall be construed to limit or waive the Respondent's rights in the pending civil matter of Alice Stuart, et al. v. Brandeis University, et al., No. 2481CV02869 (Middlesex Super. Ct. filed Oct. 31, 2024).

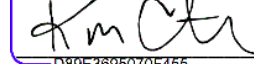
19. The Respondent acknowledges that, once this Agreement and any Order of Decertification issued by the POST Commission are executed, they will be public documents and will be published on the Commission's website pursuant to M.G.L. c. 6E, § 10(g). Furthermore, the status of the Respondent's certification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

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

4/9/2026

Date

Signed by:

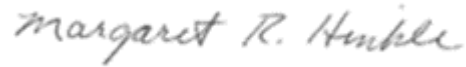


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Respondent

4/16/2026

Date



Margaret R. Hinkle, Chair