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**EAST FALMOUTH POLICE ACADEMY 1ST ROC
INVESTIGATION REPORT**

This report is the result of a six-month investigation conducted by the Municipal Police Training Committee (MPTC) with assistance from the Executive Office of Public Safety and Security (EOPSS).¹ The investigation began after two different police departments with student officers in the East Falmouth Police Academy 1st Recruit Officer Course (ROC) expressed concerns to the MPTC in late February 2025 about the conduct of academy staff.

During the investigation, MPTC and EOPSS personnel interviewed student officers in the class, academic instructors² who taught at the East Falmouth Academy, and staff from both the Plymouth Academy and the East Falmouth Academy. They also conducted site visits at the East Falmouth Academy, reviewed written reports submitted by student officers, viewed video footage from academy security cameras, and reviewed content from cell phones.

It is clear from the information developed during the investigation that several of the East Falmouth Academy staff instructors, as well as the Academy Director and Academy Coordinator, engaged in conduct that violated MPTC training policies and the MPTC's *Certified Instructor Code of Conduct*. Physical training was used as a means of punishing and disciplining student officers. Student officers were made to engage in activities that had no training purpose or nexus to the job of a police officer. Student officers were denied adequate bathroom breaks. Injuries to

¹ This report is not intended to set forth all information learned during the course of the investigation. Rather, it contains a summary of the pertinent information derived from interviews, site visits, document review, and other investigative measures.

² Academic instructors teach the ROC curriculum to student officers in MPTC academies. Staff instructors assist with the day-to-day activities in MPTC academies and serve as mentors to the student officers.

student officers were not reported to the MPTC. And student officers were subjected to bullying and unprofessional behavior that created a harmful training environment.

Based on the findings of this investigation, the East Falmouth Academy Director and Academy Coordinator should be permanently removed from their positions and their contracts with the MPTC should be terminated. Similarly, the instructor certifications of five of the nine East Falmouth Academy staff instructors should be permanently revoked. As discussed in this report, it was determined during the investigation that the remaining four staff instructors were not present for, or did not participate in, the most serious misconduct. Accordingly, their instructor certifications should be reinstated.

TABLE OF CONTENTS

I.	Background.....	4
II.	Summary of Initial Complaints.....	5
III.	Scope of Investigation.....	6
IV.	Factual Background.....	6
V.	Interviews of Academy Director and Academy Coordinator	
	A. Academy Director Christopher Donelan.....	19
	B. Academy Coordinator Edward Dunne.....	20
VI.	Interviews of Academy Staff Instructors	
	A. Staff Instructor Bryan Derochea.....	22
	B. Staff Instructor Antonio Ciociola.....	25
	C. Staff Instructor Hannah Greene.....	27
	D. Staff Instructor Armando Feliciano.....	27
	E. Staff Instructor Jeffrey Jackson.....	28
	F. Staff Instructor Christopher Bartolomei.....	29
	G. Staff Instructor Corey Frederickson.....	32
	H. Staff Instructor William Cuozzo.....	34
	I. Staff Instructor Matthew McGue.....	34
VII.	Relevant MPTC Rules, Policies, and Guidelines.....	35
VIII.	Findings and Recommendations	
	A. Staff Instructor Bryan Derochea.....	39
	B. Staff Instructor Hannah Greene.....	40
	C. Staff Instructor Christopher Bartolomei.....	41
	D. Staff Instructor Armando Feliciano.....	42
	E. Staff Instructor Antonio Ciociola.....	43
	F. Staff Instructors Corey Frederickson, Jeffrey Jackson, Matthew McGue, and William Cuozzo.....	43
	G. Academy Director Christopher Donelan.....	44
	H. Academy Coordinator Edward Dunne.....	45

I. Background

The MPTC's East Falmouth Academy is a brand new training site. Construction on the more than 27,000 square foot building began in September 2023 and was completed in late January 2025. The first East Falmouth Academy class, known as the East Falmouth 1st ROC, began on January 13, 2025. The class was originally slated to begin in October 2024, but the start date was pushed out because of lags in the construction process, including in utilities delivery and the building inspection. To prevent any further delay for student officers enrolled in the class and their sponsoring departments, the MPTC decided to start the class at its Plymouth Academy under the direction and supervision of the Plymouth Academy staff until the East Falmouth building was ready for use.

Retired Falmouth PD Chief Edward Dunne was hired to serve as the East Falmouth Academy Coordinator. His role was to assist the academy director with the daily operation and management of the academy. Retired Franklin County Sheriff Christopher Donelan was hired as the East Falmouth Academy Director. Because of a previously planned vacation, Donelan didn't start in his role until a few weeks after the academy began. Academy Coordinator Dunne filled in and served as the academy director on an interim basis until Donelan arrived. There were nine MPTC-certified staff instructors for the East Falmouth 1st ROC. All were fulltime police officers from various departments on Cape Cod. They included:

- 1) Officer Bryan Derochea, Mashpee PD
- 2) Sergeant Hannah Greene, Orleans PD
- 3) Sergeant Armando Feliciano, Barnstable PD
- 4) Sergeant Christopher Bartolomei, Falmouth PD
- 5) Sergeant Jeffrey Jackson, Barnstable PD
- 6) Sergeant Corey Frederickson, Barnstable PD
- 7) Officer Antonio Ciociola, Dennis PD
- 8) Officer William Cuzzo, Mashpee PD
- 9) Officer Matthew McGue, Wellfleet PD

On Monday, January 27, 2025, the East Falmouth Academy building opened its doors and the class was moved from Plymouth to East Falmouth. One week later, on Monday, February 3, 2025, Donelan took over as Academy Director for the East Falmouth Academy.

II. Summary of Initial Complaints

Allegations of misconduct by academy staff at the East Falmouth Academy first began to surface on Wednesday, February 12, 2025, when an academic instructor expressed concern to an MPTC employee over what he observed at the East Falmouth Academy while teaching there. The academic instructor reported that on multiple occasions, he either saw or heard about student officers being made to do lengthy, intensive physical training (PT) during their breaks. When his concerns were relayed to the MPTC's Chief of Training, Andrea Nardone, she and Sergeant Tim Segur, the MPTC's Statewide Coordinator for Staff Instructor Training, scheduled a virtual meeting on Tuesday, February 18, 2025, with all East Falmouth Academy staff to review the MPTC's *Staff Instructor's Manual* and *Physical Training Safety Guidelines*.

One week later, on Wednesday, February 26, 2025, MPTC Executive Director Rick Rathbun received a call from the Deputy Chief of the Fall River Police Department. Fall River PD had ten student officers in the East Falmouth 1st ROC. The Deputy Chief relayed serious concerns to Executive Director Rathbun about activities that occurred at the academy on Friday, February 21, 2025 – just three days after Chief of Training Nardone and Sergeant Segur met with academy staff. The Deputy Chief reported damage to student officer uniforms, physical contact between staff instructors and student officers, excessive PT being used for punishment, and PT throughout the day that was disrupting academic classes and was not being run by certified PT instructors. The Deputy Chief also told Executive Director Rathbun that staff instructors had inappropriately pointed out the style of a female student officer's underwear to the entire academy class. After the phone call, the Deputy Chief followed up with an email to Executive Director Rathbun that included photos of the damaged equipment.

The following day, Thursday, February 27, 2025, the Deputy Chief of the Emerson College Police Department reported serious physical injuries to one of his student officers in the East Falmouth 1st ROC. Emerson PD's Deputy Chief expressed concern that the injuries did not appear consistent with normal academy training and later provided photos of the injuries. That same day, the MPTC removed all staff instructors from their positions at the East Falmouth Academy and replaced them with personnel from other MPTC academies pending an investigation into the complaints. On Monday, March 3, 2025, Academy Director Donelan and Academy Coordinator Dunne were suspended pending the investigation.

III. Scope of the Investigation

With assistance from EOPSS, the MPTC immediately began its investigation into the above-described conduct of the East Falmouth Academy staff. MPTC and EOPSS personnel interviewed student officers from the East Falmouth 1st ROC, academic instructors who taught at the East Falmouth Academy, and staff from the Plymouth Academy. They also conducted site visits at the East Falmouth Academy, reviewed written reports submitted by student officers (“to/from”), viewed video footage from academy security cameras, viewed content from a number of cell phones, and reviewed relevant MPTC policies and manuals. The pertinent information learned as a result is summarized in the next section of this report.

IV. Factual Background

Three weeks before the East Falmouth 1st ROC began, a pre-academy meeting was held for the East Falmouth Academy staff. As noted above, the class started off at the MPTC’s Plymouth Academy because the newly constructed East Falmouth Academy had not yet opened its doors. The meeting took place at the Plymouth Academy on December 20, 2024. Academy Coordinator Dunne, who was acting as interim academy director for the East Falmouth Academy at the time, ran the meeting with assistance from Plymouth Academy Director Eileen Goodick. By then, Dunne had been training under Goodick for a few weeks. Goodick has been an academy director for 10 years and with the MPTC for 29 years. During the meeting on December 20, 2024, copies of the MPTC’s *Physical Training Safety Guidelines* and *Standard Operating Procedures for Week 1 ROC* were distributed to the East Falmouth Academy staff and thoroughly reviewed. Dunne and Goodick emphasized that all training and discipline in the academy must be purpose-driven and have a clear nexus to the job duties of a police officer.

The East Falmouth 1st ROC began on Monday, January 13, 2025. Before the student officers arrived that day, the academy staff met again to go over the *Physical Training Safety Guidelines*, *Standard Operating Procedures for Week 1 ROC*, and the plan for Day One. Academy Director Goodick was present for the entire briefing. The class was at the Plymouth Academy for two weeks. While there, the East Falmouth Academy staff worked under the direction and supervision of Academy Director Goodick and her staff.

On Monday, January 27, 2025, the East Falmouth Academy building opened and the 1st ROC moved in. Like most academy classes, the student officers in the East Falmouth 1st ROC had

a designated area where they met before the start of class every day. A class's designated meeting area is considered a "safe space" for student officers, and academy staff is not allowed there. Once they moved to East Falmouth, their meeting spot was the parking lot of the Falmouth Ice Arena, which is located about a quarter of a mile away from the academy. They met there every morning at approximately 5:15 a.m. to change into their uniforms and organize their gear before proceeding as a group to the parking area of a nearby plumbing supply store where they parked their cars every day. The plumbing supply store is located next to the East Falmouth Academy, and a joint path connects the properties. Each morning, after they parked their cars for the day, the student officers marched together in formation to the academy.

On Monday, February 3, 2025, Sheriff Donelan took over as the East Falmouth Academy Director. By almost all accounts, things changed for the worse at the academy when Donelan arrived. He made it clear that he was not satisfied with the way things were going. He told the staff instructors the class needed to "get it together," and he wanted to see more discipline.

On Thursday, February 6, 2025, academy staff accused Student Officer [REDACTED], whose first language is not English, of cheating on a homework assignment. He was relentlessly bullied and taunted by staff throughout the day. At approximately 9:15 a.m. that morning, video from academy security cameras shows the class proceed outside to a parking area at the front entrance of the academy and get into formation. Snow was falling, and the pavement was wet. The high for the day was only 36 degrees. The student officers were in their khaki uniforms. They were wearing winter hats but did not have on jackets or gloves. Student Officer [REDACTED] jacket was hanging from a flagpole in front of the class. Officer Derochea and Officer McGue shouted at them about cheating and dishonesty and put them in a front leaning rest position on the wet pavement while making them recite the definition of discipline and the Student Officer Honor Code. The student officers were told to throw their gloves on the ground. Student Officer [REDACTED] was made to recite the Student Officer Honor Code again on his own. Student Officer [REDACTED] was then ordered to pick up the gloves that had been thrown around the parking lot, and the class was sent back inside.

A little more than an hour later, at approximately 10:30 a.m., video shows the student officers run back out to the parking lot and get into formation again in front of the academy entrance. They were wearing their khaki uniforms and winter hats but no jackets or gloves. Officer Derochea and Officer McGue shouted at them about leadership and then ordered them to remove

their hats, throw them on the ground, and get into a front leaning rest while reciting the definition of discipline. Derochea and McGue then called for Student Officer [REDACTED] to recite the Student Officer Honor Code. When [REDACTED] did not answer, they told the class he was in the director's office because he was a cheater. Then they shouted at the class that they were all out there because of [REDACTED] and made them yell, "Thank you, [REDACTED]!" and repeat the Honor Code and the definition of discipline, while they remained in a front leaning rest.

Later in the day, at approximately 1:23 p.m., video shows the class returning to the same parking lot area at the front entrance of the academy and getting into formation, while chanting "It only gets harder from here!" repeatedly. Once again, they were wearing hats but no jackets or gloves. It was raining, and the ground was wet. Student Officer [REDACTED] jacket was still hanging on a flagpole. Officer Derochea was the only staff instructor outside with the student officers. He had Student Officer [REDACTED] stand in front of the class and shouted, "Are you ready, [REDACTED]?" Academy Director Donelan and Academy Coordinator Dunne can then be seen walking out of the building. They stood in a covered vestibule area while the class was ordered into a front leaning rest on the wet pavement of the parking lot. Student Officer [REDACTED] was then ordered to stand up, and Academy Director Donelan approached the class. Donelan had the class shout, "Thank you, [REDACTED]!" and then said, "This is what happens, [REDACTED], when one person screws up and everyone pays the price." In front of the class, Donelan told Student Officer [REDACTED] that he and Academy Coordinator Dunne took a vote as to whether [REDACTED] should be dismissed from the academy. Donelan told Student Officer [REDACTED] that the vote was one to one, and Dunne had "saved his ass" so he'd be staying in the academy. Derochea shouted, "You're lucky, [REDACTED]! We all want to get rid of you!" Donelan then told Student Officer [REDACTED] to apologize for cheating, lying, and bringing discredit to the class and to "make it heartfelt." As Donelan spoke and [REDACTED] apologized, the class remained in a front leaning rest. Derochea shouted that they were all out there because of Student Officer [REDACTED] and had them do push-ups while chanting, "Thank you, [REDACTED]!" Donelan and Dunne returned to the covered vestibule area, while Derochea continued to belittle Student Officer [REDACTED] in front of the class. Student Officer [REDACTED] was then made to recite the Honor Code on his own repeatedly until Derochea was satisfied that he had gotten it right. Officer McGue then pulled up in a marked Wellfleet PD cruiser a few feet away from the student officers and blasted the airhorn. McGue walked by the class and into the building, as Derochea instructed the student officers to do more push-ups on the wet pavement and again recite

the definition of discipline. While they were still reciting the definition of discipline, McGue came back outside and was putting on his hat. A few seconds later, Derochea finally ordered the student officers to stand up and go back inside. Donelan can be seen taking Student Officer [REDACTED] jacket off the flagpole and tossing it to him. As the student officers left the parking lot, Dunne and Donelan watched and laughed with one another. Dunne can be heard saying, “They have no idea. They think this is bad, wait until tomorrow...”

Throughout that day, Student Officer [REDACTED] was also issued excessive “to/from” reports and instructed to write 65 words, 25 times each, after he failed a spelling test. He was up all night trying to complete the assignments. English is his third learned language. At the end of the day, Officer Derochea asked the student officers what time they typically met at the ice rink in the morning.

The next morning, Friday, February 7, 2025, academy staff subjected the class to what was apparently intended to be a second “Day One” on Donelan’s orders. Donelan himself would later tell investigators that he wanted to give the student officers a “shock and awe” experience on February 7th. While the student officers were gathered at the ice rink, two police cruisers surprised them and arrived at approximately 5:20 a.m. with lights flashing and sirens blaring. Metallica-type music was playing loudly from the cruisers. Staff Instructors Sergeant Christopher Bartolomei, Sergeant Hannah Greene, and Officer Derochea got out of the cruisers. Officer Devin Lawler from Falmouth PD, who is not a staff instructor, was also with them. It was still dark outside and approximately 34 degrees at the time, and a light rain was falling. The staff instructors shouted at the student officers to get out of their cars and then back in them and proceed to the parking area of the plumbing supply store. Multiple student officers reported hearing Sergeant Bartolomei yell, “You’re going to meet the real Uncle Bart today!” When they arrived in the plumbing supply store parking lot, several other staff instructors, including Sergeant Armando Feliciano, Sergeant Corey Frederickson, and Officer William Cuzzo, were waiting for them. The student officers were ordered out of their cars, and Student Officer [REDACTED] immediately slipped on the icy pavement, landing on his hip in visible pain. The student officers were then made to line up and hold up their equipment bags with their non-dominant hand for several minutes, while the staff instructors stomped in puddles on the ground and got them wet. Officer Derochea tossed to/froms written by the student officers into the puddles and ordered Student Officer [REDACTED] to pick them up. When Student Officer [REDACTED] bent down to pickup the papers, Derochea stomped in the

puddles and soaked him. Throughout the entire time in the plumbing supply store parking lot, the staff instructors were shouting, and Sergeant Bartolomei continuously drove a cruiser with its sirens blaring and loud music blasting past the recruits while shining the spotlight in their eyes.

The staff instructors then ordered the student officers to get to the academy and drop off their gear. The student officers were told they had lost their privileges to use the path that connects the plumbing supply store and the academy, and instead they would have to walk on the main road in the dark every morning, where the lighting is poor and there are passing cars. Once at the academy, they were ordered to leave their bags, jackets, hats, and gloves in their cubbies. They proceeded to the classroom, where they were told to take their pens out of their pockets and put them on the tables. The staff instructors continued to scream at the student officers in the classroom. One student officer recalled that a staff instructor broke a clipboard in half with such force that part of the clipboard hit another student officer standing next to him.

The staff instructors then ordered the class out to “Windmill Hill,” which is a steep hill located near the academy with a wind turbine at the top. The hill is off academy property in a gated area with a padlocked entrance. There is clear signage on the wind turbine reading, “Danger, No Trespassing, Private Property.” Video from academy security cameras shows the student officers leave the building at 6:14 a.m. and run in the direction of Windmill Hill. It was still dark outside at the time. Staff instructors can be heard shouting. The student officers were wearing just their khaki uniforms. They did not have jackets, hats, or gloves. As the student officers were running out of the building, Donelan and Dunne can be seen standing in the academy lobby and watching them leave. About a minute later, they exited the building and walked off in the same direction as the student officers.

At the hill, Officer Derochea and Sergeants Bartolomei, Feliciano, and Greene made the student officers do burpees, army crawls, knee walks, lunges, and body rolls up and down the hill, which was covered in mud and ice. On top of the hill, where the student officers were made to crawl in the mud and ice, staff instructors pushed their faces into the ground to force them lower. Sergeant Bartolomei pushed Student Officer [REDACTED] head into the mud and yelled, “Keep your head down or you’ll be shot! There are flying bullets up here!” Bartolomei also put his boot on the backs of Student Officers [REDACTED], [REDACTED], and [REDACTED] to push them lower toward the ground while they were crawling. Officer Derochea likewise stepped on Student Officer [REDACTED] back. Sergeant Greene screamed at Student Officer [REDACTED], asking her what

she was afraid of, and pushed her lower to the ground, causing a stick to hit Student Officer [REDACTED] in the eye. Sergeant Feliciano was also reported to have been stepping on the backs of student officers while on the hill. As the student officers were crawling through the mud and ice, Sergeant Bartolomei praised Officer Lawler as one of the most disciplined officers he had ever met and proclaimed that Lawler would be a chief one day.

When they were finally sent back to the academy, the student officers found their PT gear thrown all over the gym floor. They were ordered to change into their PT gear and get to class. At the first break of the day, they were sent back to Windmill Hill for an “officer down” drill. Academic breaks are supposed to be ten minutes long and are for student officers to use the bathrooms, stretch their legs, and refill their water bottles. They are not to be used for PT. Once the student officers were back outside at the hill, they were ordered to run up the hill and find the downed officer, which was a five-gallon water jug dressed up as a police officer. Then they were ordered to run back to the academy in a single file line and pass the water jug down the line so that every student officer touched it at least once. Student Officer [REDACTED] slipped and fell on the ice on his way back down the hill, rolling his ankle.

Multiple student officers sustained physical injuries that day, starting with Student Officer [REDACTED] slipping on ice and landing on his hip in the parking lot early in the morning. In addition to her eye injury from being pushed into the ground, Student Officer [REDACTED] had severe bruising on her legs, forearms, elbows, and knees. Student Officer [REDACTED], Student Officer [REDACTED], and others also reported significant bruising to their knees and legs. Many also complained of knee pain from being forced to knee walk up Windmill Hill. Student Officer [REDACTED] suffered a laceration and sprain to his ankle when he fell on the hill and was transported to the hospital. Student Officer [REDACTED] who had been up all night trying to finish his to/froms and spelling assignment, also went to the hospital for dehydration and exhaustion. Sergeant Bartolomei later picked up Student Officers [REDACTED] and [REDACTED] from the hospital and brought them back to the academy. The MPTC was not notified of any of these injuries or that two student officers had been taken to the hospital.

In addition to the injuries, there was extensive damage to the student officers’ equipment throughout the day on February 7th. Boots were scratched and damaged beyond repair. Uniforms were permanently stained. Tie clips and name tags were broken. Duty belts were destroyed. Clothing was torn, and equipment labels were ruined.

At the end of the day on February 7, 2025, Academy Director Donelan walked into the classroom while slow clapping and smiling and said to the student officers, “Welcome to the East Falmouth Academy. You’re not in Plymouth anymore.” Many student officers reported seeing Donelan laughing and filming them throughout the day with his cell phone, including while they were on Windmill Hill.

On the Monday after the weekend, February 10, 2025, the class took its Constitutional Law exam. Student Officer [REDACTED], who was taunted and harassed at the academy a few days earlier, failed.³

Two days later, on Wednesday, February 12, 2025, the MPTC first began to hear about potential misconduct by the East Falmouth Academy staff. An academic instructor who taught at the East Falmouth Academy on several occasions between January 31 and February 10, 2025, expressed concern to an MPTC employee about what he saw happening in East Falmouth. The academic instructor, who is also an experienced staff instructor at the Randolph Academy, reported that on one occasion (which he believed was February 7th) the student officers were in class in their PT gear and, when he asked them why, they told him their uniforms were dirty from being made to crawl outside on a wet hill. He also said that, on several occasions, he noted that student officers were being made to do lengthy, intensive PT during their breaks and, when they finally returned to class, he felt he had to further delay classroom instruction because many of them were gasping for air.

The instructor’s concerns were relayed to Chief of Training Nardone, and she scheduled a mandatory meeting with the East Falmouth Academy staff as soon as possible. The meeting took place over Microsoft Teams on Tuesday, February 18, 2025. Sergeant Bartolomei, Sergeant Feliciano, Sergeant Frederickson, and Sergeant Jackson were present, along with Academy Director Donelan and Academy Coordinator Dunne. Officer Derochea, Sergeant Greene, Officer Cuozzo, and Officer McGue did not show for the meeting. Chief of Training Nardone and the MPTC’s Statewide Coordinator for Staff Instructor Training, Sergeant Tim Segur from Worcester PD, confirmed that everyone had received a copy of the MPTC’s *Staff Instructor’s Manual* and *Physical Training Safety Guidelines*. Among other things, they went over the rules regarding student-to-staff instructor ratios during PT, injury reporting, and transportation of student officers

³ After the information set forth in this report came to light, MPTC Chief of Training Nardone expunged Student Officer [REDACTED] failure given what he was subjected to on February 6, 2025.

to the hospital. They discussed reasonable accommodations for student officers whose first language is not English and who have learning disabilities. Chief of Training Nardone and Sergeant Segur reviewed the three phases of training in MPTC academies and reminded the East Falmouth Academy staff that all discipline and instruction must have a clear nexus to performing the duties of a police officer. They also made it clear that student officers could not be punished for failing a spelling test, and PT is not to be used to punish or discipline students. Chief of Training Nardone reminded them that staff should not be videotaping or recording the student officers.

On Friday, February 21, 2025, just three days after Chief of Training Nardone and Sergeant Segur spoke to the East Falmouth Academy staff, the student officers were subjected to what was described by at least one of them as “easily the worst day we had in the academy.” It was clear from information gathered during the investigation that what the student officers endured throughout the day on February 21st was punishment for a wrinkled uniform. The staff instructors present that day included Officer Derochea and Officer Antonio Ciociola. That morning, Student Officer [REDACTED] failed uniform inspection and Derochea believed he was untruthful about ironing his uniform. As a result, the entire class was ordered outside to the parking lot for leg raises and push-ups. At least one student officer reported hearing Officer Derochea say, “You are all going to suffer.” After the PT in the parking lot, the student officers went to class until their morning break at approximately 9:00 a.m., when they were ordered to run outside and up to Windmill Hill without hats, gloves, or water bottles. Some student officers keep their inhalers attached to their water bottles. At the hill, Student Officer [REDACTED] was made to do five laps up and down the hill, while the rest of the class did leg raises and squats until he was finished.

Later that morning, at another break shortly before lunch, the student officers were ordered back to Windmill Hill in their khaki uniforms without jackets, hats, or gloves. They were told to fill their 32-ounce water bottles to the top before going outside. The temperature was below freezing in the morning, and the high for the day was only 32 degrees. They were instructed to run up and down the hill several times, as well as do army crawls. After several times up and down the hill, they were instructed to grab their water bottles, run back up the hill, lay on their backs, and pour their water over themselves while doing flutter kicks. One student officer reported hearing a staff instructor yell, “If you guys don’t care about your uniforms, then neither do we.” The water-dumping was followed by more army crawling, pushups, and burpees. When Student Officer [REDACTED] began cramping during the activities on the hill, Officer Ciociola ordered

him to walk to the top of the hill and repeatedly say, “Ooh ow ouch” and “I love my beach muscles.”

When the student officers were finally ordered off the hill, it was lunchtime, and they only had seven or eight minutes to eat. They were made to sit in their wet, muddy uniforms for the remainder of the day. Only Student Officer [REDACTED] was ordered out of his uniform and into PT gear. Student Officer [REDACTED] uniform was hung on an easel in the classroom. During lunch, Academy Coordinator Dunne was overheard saying that some of the student officers didn’t look wet enough.

The student officers were not given any bathroom breaks in the morning on February 21st. During many of their breaks throughout the remainder of the day, the student officers were ordered by staff instructors out to the parking lot for PT instead. When the student officers were given bathroom breaks, each break was more miserable than the last. One break was so short that two of the eleven female student officers in the class had to urinate in the shower stalls. During another bathroom break, Officer Ciociola made any student officer who was not using the bathroom hold a plank until the break was over. On at least one occasion, the doorway to the bathroom was blocked with gym mats and duffle bags, which the student officers had to clear before any of them could use the bathroom. Throughout the day, the unisex bathroom was locked because the student officers “lost their privileges” to use it, which contributed to long wait times and meant some student officers didn’t get an adequate opportunity to use the bathroom.

Toward the end of the day, after class ended, the student officers were ordered into formation in the parking lot for a bag drill. Officer Ciociola repeatedly ordered them to run back into the academy to retrieve specific items from their bags and then out to the parking lot again within a certain amount of time. When the student officers finally returned to the gym around 3 p.m., their gear had been thrown all over the floor and Officer Ciociola said, “The director [Donelan] thinks you are not wet enough, so we are going to correct that.” They were ordered into formation and told to lie on their backs, where they were made to pour 32 ounces of water over themselves again. Because their gear was all over the floor, their books, boots, and clothes also got soaked. Around this time, Sergeant Frederickson arrived at the academy, though he was not scheduled to work as an instructor that day. One student officer said that Frederickson appeared “shocked” at what he saw upon arrival. Before they could leave for the day, the student officers were made to mop the wet gym floor and clean up “the mess they made.”

Once again, injuries were sustained and equipment was damaged. One student officer reported that the army crawling up Windmill Hill caused a large wound to his knee that bled through his pants. A bag was destroyed, baton holders were broken, and other gear was damaged during bag inspections. Books were ruined by the water student officers had to pour all over themselves. Multiple student officers reported seeing Academy Director Donelan using his cell phone to videotape them throughout the day, including when they were being ordered to dump water over themselves.

What happened at the academy on Friday, February 7, 2025, and Friday, February 21, 2025, became known as “fun Fridays,” which the student officers reported was a phrase coined by Officer Derochea. They said they were constantly threatened with another “fun Friday” worse than the last.

On Monday, February 24, 2025, Plymouth Academy Director Goodick was at the East Falmouth Academy to assist Academy Director Donelan and Academy Coordinator Dunne with firearms and EVOC protocols. She recalled walking into the lunchroom at lunchtime that day with Donelan and Dunne. Officer McGue and Officer Jackson were already in the room with the student officers. Officer McGue was holding a stack of index cards on which student officers had been instructed to write what they ate and drank over the weekend. Officer McGue asked the class who drank alcohol over the weekend. Approximately one third of the class raised their hands, and Officer McGue told them they would “pay” for that before walking out of the lunchroom. Academy Director Goodick followed Officer McGue into the hallway and told him that the student officers could not be disciplined for drinking alcohol on the weekend. She made it clear that they were free to do what they wanted with their own time on the weekends so long as they acted with the integrity expected of student officers. Though Sergeant Bartolomei wasn’t present at the academy that day, he later heard that some student officers admitted to drinking alcohol over the weekend. He told those student officers they were “under IA investigation” and punished them by not allowing them to wear their khaki uniforms or duty belts and taking away their blue guns. Photos obtained by investigators show the blue guns taken from those student officers lined up on a table in the back of the classroom. A beer bottle can be seen in the center of the table.

Later in the day, because a few student officers “didn’t follow directions,” the staff instructors dumped the bags of the entire class. Officer McGue filmed the student officers cleaning up the bag dumps. Officers from Barnstable PD were also present that day as role players, and they

helped with dumping bags and filming. Student officers were held in a front leaning rest position in their storage cubes inside the gym, and academy staff took photos of them. Several student officers reported that during one of the bag drills, a pair of underwear belonging to a female student officer was taken out of a shower bag within her duffle bag and thrown on the parade deck. It was reported that the staff instructors made comments about the nature and style of the underwear to the entire class. Academy Coordinator Dunne also threatened the class with another Friday that would be worse than February 7th and 21st.

On Wednesday, February 26, 2025, it was more of the same behavior by academy staff. Bag dumps occurred four times that day, and student officers were filmed by academy staff. It was reported that, during lunchtime that day, Academy Director Donelan walked up to a student officer in the lunchroom and asked about the student officer's email address, which included the word "media" because of a previous job where the student officer did photography work. Academy Director Donelan reportedly asked the student officer why the word "media" was in his email address and whether he produced "porn," which left the student officer feeling extremely uncomfortable. At the end of the day, Academy Coordinator Dunne told the class, "Looks like we are going to have another fun Friday this week, but I promise you it will be worse than the last. You guys never learn..."

That same day, MPTC Executive Director Rathbun was contacted by the Deputy Chief of the Fall River Police Department, which had ten student officers in the East Falmouth Academy. The Deputy Chief reported damage to the uniforms of his student officers, physical contact between staff instructors and student officers, and inappropriate statements by staff instructors about a female student officer's underwear. He also described excessive PT that was being used for punishment, was disrupting academic classes, was not being run by certified PT instructors, and included student officers being made to dump water on their heads outside in the cold.

After speaking with Fall River PD's Deputy Chief, Executive Director Rathbun arranged to meet with Academy Director Donelan and Academy Coordinator Dunne that afternoon. The meeting took place over Microsoft Teams. Executive Director Rathbun, Chief of Training Nardone, MPTC General Counsel Jim O'Brien, Academy Director Donelan, and Academy Coordinator Dunne were present. Executive Director Rathbun asked Donelan and Dunne about some of what he heard from Fall River PD. Donelan denied knowledge of damage to student officer uniforms or any harassment that was sexual in nature. He said he recalled seeing that the

student officers were wet at some point but claimed he didn't know why. He also said it was their uniforms that were wet, not their heads, and it was not unduly cold out that day. Dunne, who had been threatening the student officers with another "fun Friday...worse than the last" that very afternoon, said almost nothing during the entire meeting.

On the following day, Thursday, February 27, 2025, Executive Director Rathbun was present at the East Falmouth Academy first thing in the morning. Given the nature of the concerns relayed to him, he wanted to be there in person and speak with Donelan and Dunne again. While there, Executive Director Rathbun talked with the student officers about how they should try to focus on learning rather than the staff or other activities at the academy. He noted that the student officers appeared visibly tense in a way that was well beyond what would be expected in an academy setting. At some point that day, Donelan showed Executive Director Rathbun a photo on his phone of the student officers in formation near Windmill Hill and forwarded the photo to him. Donelan acknowledged it was from the day that student officers were made to dump water on themselves and pointed out that it showed just their uniforms were wet, not their heads. It was clear to Executive Director Rathbun from the photo and Donelan's statements that Donelan had not been forthcoming in their meeting the day before when he indicated he did not know why the student officers were wet. To the contrary, Donelan appeared to have been present.

That same day, the MPTC temporarily removed all staff instructors from their positions at the East Falmouth Academy. A decision was made to replace them with personnel from other MPTC academies to minimize any disruption to the student officers' schedule. MPTC personnel reached out to any department sponsoring one or more student officers in the class and asked them to speak with their student officers about whether they had any information to report about their academy experience. During one of those conversations, the Deputy Chief of the Emerson College Police Department reported physical injuries to one of his student officers from academy activities. The Deputy Chief expressed concerns that the injuries did not appear consistent with normal academy training and later provided photos of the injuries. The photos depicted extensive bruising to the student officer's arms and legs.

In the days that followed, departments with student officers in the class shared with the MPTC much of the troubling information outlined above. Plymouth PD provided a 35-page report outlining the information from their student officers, which included detailed descriptions of the events on February 7th and 21st. Barnstable PD's Chief of Police submitted a letter describing what

her three student officers in the class reported. In the letter, she noted that two of her three student officers were military veterans, and both said their experience at the East Falmouth Academy was “worse than bootcamp because the mistreatment was so unpredictable that the environment was not conducive to learning.”

The MPTC also learned about additional instances of academy staff intimidating, humiliating, and degrading student officers. For example, some members of the East Falmouth 1st ROC reported that Student Officer [REDACTED] and Student Officer [REDACTED] were singled out and screamed at by Officer Derochea and Sergeant Feliciano every day. English is a second language for both [REDACTED] and [REDACTED]. At least one student officer reported that in the first few days of the academy, Officer Derochea said he wished he could make things worse for the student officers, but “higher powers” prevented him from doing so. Another student officer reported that, on January 31, 2025, the class was standing in formation for inspection and Sergeant Bartolomei ripped the student officer’s uniform jacket while purporting to demonstrate how a suspect could take control of a police officer by pulling on his jacket. Many student officers reported that the staff instructors were constantly threatening them with being taken “to the hill,” and they felt that the staff was more focused on punishing them than teaching them. They talked about how difficult it was to pay attention in class at the academy because they were always exhausted and scared of what was going to happen to them next. Student officers also reported that they were not allowed to talk to each other throughout the day, and the constant punishment they faced from the staff instructors was divisive and kept them from bonding as a class. One female student officer recalled that just prior to dismissal one day during the academy, the class was doing squats in their khaki uniforms and Academy Director Donelan said she wasn’t getting low enough in her squats. He stood behind her, just a foot away from her, and made her demonstrate a squat for him in front of the entire class. She said he was standing so close to her that other student officers asked her if she was okay afterward. Another student officer recalled that she was running late to the academy one day because her family dog passed away. She notified Academy Coordinator Dunne in accordance with their class protocol. But when she arrived at the academy, she was told to report immediately to Academy Director Donelan, who said “No one cares that your dog died. If I was your sergeant, I’d fire you,” and wrote her up. Many of the student officers who provided information to the MPTC during this investigation expressed fear that they would be retaliated against for doing so.

V. Interviews of Academy Director and Academy Coordinator

On March 3, 2025, after the MPTC had received much of the information described above, EOPSS personnel interviewed Academy Director Donelan and Academy Coordinator Dunne. The interviews took place at MPTC headquarters in Randolph. Later that same day, both Donelan and Dunne were suspended pending the completion of the investigation.

On March 4, 2025, interviewers from EOPSS and the MPTC spoke with Dunne a second time at his request. Below is a summary of the conversations with Donelan and Dunne.

A. Academy Director Christopher Donelan

Donelan told interviewers that when he first started as Academy Director for the East Falmouth 1st ROC, he felt things were not going well and he wanted to see the class get it together. When asked about February 7, 2025, he said he wanted to give the class a shock and awe experience. He said that the academy staff had the student officers do lunges, burpees, and run up and down Windmill Hill for the purpose of shock and awe. He described the rest of February 7th as an ordinary academy day with classroom instruction and no PT.

Donelan acknowledged participating in the staff meeting arranged by Chief of Training Nardone on February 18, 2025. He said they discussed the *PT Safety Guidelines*, other MPTC policies, and the events of February 7th. Donelan also acknowledged that he was present at the academy just three days later on February 21, 2025. He said he arrived between 8:45 a.m. and 9:00 a.m. that day. He said he did not participate in PT that morning, but he observed the second round of activity at Windmill Hill as it was wrapping up. He recalled that the staff instructors told him a student officer lied about having their uniform shirt properly pressed that day, and there were concerns about other student officers not cleaning or pressing their uniforms. He said several student officers' uniforms appeared unkempt. According to Donelan, the academy staff decided to reinforce lessons on integrity and honesty. They used physical activities to send a message, and the student officers were sent to Windmill Hill. Donelan recalled that it was not raining on February 21st, and the ground was not wet. He said while he was observing the student officers on Windmill Hill, they were lying on the ground with one hand raised and pouring water on themselves. Then they were instructed to come back down the hill and refill their water bottles. Donelan said they took photographs of the activities but no videos.

Donelan told interviewers that his interactions with student officers were limited throughout the academy and usually occurred only during break periods and dismissal time. He said no student officers ever approached him with any concerns or allegations about misconduct.

B. Academy Coordinator Edward Dunne

During the first conversation with Dunne on March 3, 2025, interviewers asked him about the activities at the East Falmouth Academy on February 7, 2025. He said it was designated as a “reset day” and a decision was made to have another Day One after Academy Director Donelan expressed concerns to the staff instructors about the class not coming together effectively. He said the student officers met at the ice arena on February 7th and proceeded to the plumbing supply store parking lot, where they were directed to line up with their bags, remove their jackets, and participate in morning formation. Dunne said the physical activities that day included jumping jacks, push-ups, running up and down Windmill Hill, burpees, and low crawls. He recalled that the ground was wet because it had rained the previous night. He acknowledged that staff instructors were yelling throughout the session. He said the student officers were in class by approximately 8:30 a.m. that morning.

Dunne was also asked about February 21, 2025. He told interviewers that several student officers failed uniform inspections that day because their uniforms were not pressed. He said Officer Derochea did the uniform inspections and turned the name tags upside down on any uniforms that were not pressed, though Dunne said he was not present for this. Dunne said Derochea questioned Student Officer [REDACTED] about the condition of his uniform. When [REDACTED] said he pressed his shirt, Derochea thought he was lying. Afterwards, the staff instructors directed all the student officers to Windmill Hill. Dunne said he did not accompany them to the hill, but Donelan drove there. According to Dunne, the student officers’ uniforms were not dirty or wet when they came back from the hill, but he noticed they were wet later in the day and he did not know why.

Dunne said his interactions with the student officers were typically limited to lunch, breaks, and at dismissal. He said no student officers ever reported any misconduct, wrongdoing, or sexual harassment to him.

After his conversation with interviewers on March 3, 2025, Dunne asked to speak with them again. Interviewers continued their conversation with Dunne on the following day, March 4, 2025. Dunne said he trained for his role at the East Falmouth Academy in December 2024 with

Plymouth Academy Director Goodick. He described her as a great trainer and said the environment felt stable. Dunne said the early part of the East Falmouth 1st ROC that took place at the Plymouth Academy felt normal and less intense to him. He recalled that Academy Director Goodick and MPTC Deputy Executive Director Amy Fanikos were present, and everything ran smoothly. He said the staff instructors were initially professional and consistent.

Dunne said everything changed when Academy Director Donelan started on February 3, 2025. Dunne said Donelan immediately made it clear that he was in charge and that he thought the East Falmouth 1st ROC lacked a sense of urgency. Donelan expressed concern to the staff instructors that the student officers weren't "locked in," "disciplined," or "urgent enough." According to Dunne, Donelan told the staff instructors to "tighten it up" and said he wanted another Day One. Shortly thereafter, Dunne noticed that instructors were yelling more and seemed "more empowered." Dunne said there were "more bag dumps, more yelling, and more marching." Dunne described Donelan as visibly uncomfortable around Academy Director Goodick and said Donelan was unaware of existing MPTC policies and guidelines. Dunne reported that he gave Donelan printed copies of the MPTC's *Academy Director's Manual*, *Staff Instructor's Manual*, and *Standard Operating Procedure for Week 1 ROC* "twice before February 7th."

According to Dunne, Sergeant Frederickson and Sergeant Feliciano created the plan for February 7, 2025, which was supposed to be the second Day One that Donelan wanted. Dunne recalled asking on Thursday, February 6, 2025, if Donelan had seen the plan for February 7th yet and Donelan told him, "It's all set. I approved it." Dunne said that several staff instructors, including Feliciano, Greene, and Fredrickson, were present on February 7th and "none of them verbalized this isn't right." Dunne recalled Donelan telling the student officers on February 7th, "Welcome to the East Falmouth Academy. You're no longer at Plymouth Academy."

Dunne told interviewers he opened the academy at 5:30 a.m. on February 21, 2025, and Donelan did not arrive until 9-9:30 a.m. Dunne said the student officers' uniforms were noticeably wrinkled that day, but he didn't know why Student Officer [REDACTED] was singled out. According to Dunne, when Donelan was told about the unkempt uniforms, Donelan suggested the student officers should be sent "back to the hill" before lunch. Dunne said he saw Donelan driving up the hill as the student officers were marching up there.

Dunne said Officer Derochea "stood out for negative reasons" during the academy. He said Derochea repeatedly broke clipboards across his knees, and Dunne told him to stop twice. Dunne

said Officer Ciociola seemed empowered by Donelan once Donelan arrived at the academy. Dunne told interviewers that he often felt like Donelan's "administrative assistant." Dunne said he was managing all the paperwork. He recalled asking Donelan about splitting filing duties and Donelan replied, "Why don't you file them." Dunne told interviewers that he had pushed hard to be part of the East Falmouth Academy because he "genuinely care[s] about the students," but he felt like he was no longer in charge once Donelan arrived. He said he was working 12-hour days because Donelan would leave early. Dunne recalled a recent Southeast Chiefs meeting where Donelan told the chiefs who were present, "You can expect that all your officers will be well-disciplined when they return to you," and "We are looking to be the finest academy."

Dunne said he rode home with Donelan after their interviews at MPTC headquarters on March 3, 2025. According to Dunne, during the car ride, Donelan acknowledged that he had "created quite a mess."

VI. Interviews of Academy Staff

Later in this investigation, on various dates in May 2025, MPTC and EOPSS personnel interviewed each of the nine East Falmouth Academy staff instructors. The interviews took place at MPTC headquarters in Randolph. All nine staff instructors had an attorney with them during the interviews. Below is a summary of the conversations.

A. Staff Instructor Bryan Derochea

Officer Derochea was interviewed on May 23, 2025. He was represented by Attorney Jess Megee. Derochea advised that he has been a police officer for the Mashpee Police Department for 10 years. He said he shadowed the staff instructors at the Plymouth Academy after attending staff instructor school, and Plymouth Academy Director Eileen Goodick reached out to him about being a staff instructor for the East Falmouth 1st ROC.

Derochea told interviewers that when the East Falmouth 1st ROC was transferred from Plymouth to East Falmouth a few weeks into the academy, he and the other staff instructors felt like they were on their own and had to learn as they went. He said Academy Coordinator Dunne put the staff instructors in the driver's seat and they were not given any specific guidance. Derochea said he felt things were going well, but they had to make changes when Academy Director Donelan took over on February 3, 2025. He said he felt a sense of urgency to increase discipline after Donelan started, and they decided to have another "Day One" to get the class in line. Derochea

submitted a proposed itinerary to Donelan and Dunne, which broke the day into 15 to 30-minute increments, and they both agreed to the plan.

The second “Day One” occurred on February 7, 2025. Derochea said he and other staff instructors surprised the student officers early that morning at the ice rink parking lot. According to Derochea, the plan was to bring stress to the ice rink parking lot that morning to teach the student officers that “sometimes you arrive at work and things are already happening.” He recalled that there were puddles in the parking lot but said he didn’t believe anyone was intentionally trying to get the student officers wet. Derochea said Falmouth PD Officer Devin Lawler was at the ice rink parking lot that morning because he hoped to be a PT instructor and wanted to see what an academy was like. He said he thought either Academy Coordinator Dunne or Sergeant Bartolomei invited him. They had Lawler speak to the class because he had a leadership position.

Derochea said after some time in the plumbing supply store parking lot that morning, the student officers were told to get back in their cars and proceed to the academy. Once there, they were marched into the gym, where they were made to do pushups, planks, and a bag dump. Then they proceeded to “the hill” (Windmill Hill) for PT and what Sergeant Bartolomei referred to as an “officer down drill.” Derochea said the weather conditions that day peaked at a temperature of 42 degrees and the only ice he saw on the ground was in the ice rink parking lot. He said they had the student officers run up and down the hill several times and do bear crawls, burpees, and lunges. Derochea denied touching any student officer and said he did not see anyone else put a hand or foot on any of them. He said he did not see anyone forcing student officers to get lower to the ground, but someone could have yelled, “get lower or you’ll get shot!” He went on to say he knows that staff instructors are not permitted to touch student officers and cannot swear.

Derochea acknowledged that there was a lot of yelling by staff instructors on February 7th and people lost their voices. He said he was also walking around the student officers ringing a cow bell to create distractions for them. Derochea told interviewers that either Dunne or Donelan was videotaping the student officers that day, and Dunne later shared the video with the staff instructors. Derochea also recalled that at some point during the day on February 7th, Donelan addressed the student officers in the classroom and told them, “Welcome to East Falmouth. You’re not in Plymouth anymore.” Derochea said the only injuries to student officers that day were from dehydration and a fall in the parking lot. He claimed that he had never heard the phrase “fun Fridays.”

Derochea was also present at the academy on February 21, 2025. He said Donelan and Dunne were there too. He said they intended this to be a regular day and had PT in the gym with Instructor Koch. But when Derochea was walking by the student officers' uniforms hanging in the hallway, he saw a uniform he felt was a mess and then noticed nearly 15 to 20 other unkempt uniforms. He said he took the name tags off the unkempt uniforms and put them back upside down. He said the nexus of this to policing was teaching a command presence. Derochea said Student Officer [REDACTED] was one of the student officers whose uniform was unkempt, and [REDACTED] lied about pressing his uniform. Derochea had [REDACTED] wear his PT gear for the remainder of the day and removed him from the Honor Guard. He lectured [REDACTED] about the consequences of lying as a police officer and how he would be a blemish on his department. Derochea said Donelan and Dunne felt they could have issued [REDACTED] a Class I violation for lying, but Derochea wanted to make it a teaching moment instead of kicking [REDACTED] out of the academy. At the first break of the day, the student officers were sent to Windmill Hill for additional PT before returning to class.

Later, the classroom instructor said she did not have enough content for the day, so the staff decided to use the extra time with the student officers. Derochea said Donelan told him, "I want their uniforms dirty." The student officers were sent back to Windmill Hill, where they did flutter kicks and Derochea told them to pour water on themselves. Derochea described this as a "teach back to their environment," specifically water rescues and their geographic proximity to water. He said they had the students refill their water bottles right away after each dump so they would not be without the ability to hydrate. Derochea recalled at least three visits to Windmill Hill on February 21st. He also told interviewers that when the student officers had lunch that day, the staff instructors interrupted about 12 minutes into the lunch hour because sometimes the job dictates how much time a police officer gets to eat. He acknowledged that at one point in the afternoon on February 21st, the staff instructors blocked the door to the bathrooms with bags, water bottles, and mats. He said it was meant to be a "team-building exercise," and the staff instructors later gave a 45-minute speech to the student officers about why things were the way they were that day.

At the end of that day, the staff instructors brought the student officers back to the gym for a bag dump, more PT with the student officers being made to dump water on themselves, and speeches from the staff instructors about their personal experiences and occasions on which the student officers would be uncomfortable on the job. Derochea recalled that at some point in the

day on February 21st, either Donelan or Dunne said the student officers were “not wet enough.” He said he didn’t remember any female student officer’s underwear being out and visible to the entire class.

Derochea was not at the academy on February 26, 2025.

B. Staff Instructor Antonio Ciociola

Officer Ciociola was interviewed on May 20, 2025. He was represented by Attorney Peter Pasciucco. Ciociola said he had never been a staff instructor before the East Falmouth 1st ROC, but he had volunteered at the previous Cape Cod Academy. He said he received his own basic training at the State Police Municipal Academy. Ciociola said he felt the staff instructors were not prepared for the East Falmouth 1st ROC and didn’t know what to do. He said they were told to shadow and take guidance from the lead instructors at the Plymouth Academy, but they didn’t receive any instructions for Day One of the academy. He said he was the most junior among the staff at the academy.

Ciociola said he did not feel there was much change in the way they were running the East Falmouth 1st ROC when they transferred from Plymouth to East Falmouth. But he said he noticed a shift when Academy Director Donelan took over and a “this isn’t Plymouth anymore” attitude. He said the student officers’ lifestyle changed when Donelan arrived.

Ciociola denied ever hearing the phrase “fun Fridays” and was not at the academy on February 7, 2025, but he acknowledged he was present at the academy on February 21, 2025. He recalled the weather that day was 45-plus degrees and sunny, and jackets were not needed. According to Ciociola, at approximately 7:15 a.m., Officer Derochea became upset with the student officers because one of them lied about laundering their uniform. He said Derochea was in the basement with a couple of student officers yelling at them. Ciociola took the other student officers to the classroom and then they proceeded outside for formation, flag drill, and PT, which consisted of push-ups and flutter kicks. The student officers were back to class at 8:00 a.m. and continued with their typical morning activities, which he said included the “joke of the day” and “officer down of the day.” Ciociola recalled that Derochea brought a uniform upstairs to discuss command presence with the student officers. The academic instructor who was supposed to teach the student officers that morning said she was not ready for class, so Derochea announced that they would go to Windmill Hill until approximately 8:30 a.m. Ciociola said he stayed back,

and the student officers came back approximately 30 minutes later. He recalled class starting at 9:00 a.m.

According to Ciociola, Derochea decided to have the student officers dump water over themselves and described the nexus to policing as water rescue and inclement weather. Ciociola said Donelan and Dunne approved the idea. Since many student officers failed uniform inspection earlier that morning, Dunne said he wanted their uniforms to be filthy so they had to properly launder them. At lunch, the student officers were instructed to start eating and then the staff instructors surprised them with a trip to Windmill Hill to simulate a “hot call.” Ciociola recalled that Donelan asked for a call when they were doing this so he could be there. Ciociola drove his car to Windmill because he was bringing the 5-gallon bottles of water they use during PT. He said when he arrived in his car with the water, the student officers were doing PT at the top of the hill. Ciociola said Donelan was using his cell phone to videotape the student officers. Derochea instructed the student officers to do flutter kicks on their backs, hold water over their heads, and pour it over themselves. Then they were instructed to go to the bottom of the hill to refill their water bottles, and Ciociola instructed them to army-crawl back up the hill. He recalled that some student officers had trouble with the activity.

Ciociola told interviewers that at the end of the day on February 21st, he had the student officers get in formation outside in the parking lot and then he had them do a bag drill. He instructed them to run into the academy, get an item from their bag, and then come back outside. He said many recruits were sharing equipment to try to slide by and some were without equipment. Derochea got upset with the student officers, and the bag drill ended. Ciociola said the class was then moved to the gym for PT, where the student officers were told to dump water over themselves again and Dunne videotaped them. Ciociola recalled that Dunne addressed the class at the end of the day on February 21st. Dunne told them they should take the weekend to think about whether they really wanted to be at the academy and not to come back if they were not sure. Ciociola said Dunne’s speech was tough to hear.

Ciociola was asked about staff instructors blocking the entrance to the bathrooms on February 21st. Ciociola acknowledged that they lined up duty gear and blocked the entrance to the bathrooms but said he thought the student officers had plenty of time to use the bathrooms and get water. He said it was Derochea’s idea and was meant to be a team-building exercise.

Ciociola recalled that Sergeant Fredrickson was called to the academy on February 21st because one of the student officers from Frederickson's department was going to be issued a Class I violation for lying. Ciociola said he thought Frederickson arrived after lunch, toward the end of day, and was probably there for PT at the end of the day.

C. Staff Instructor Hannah Greene

Sergeant Greene was interviewed on May 22, 2025. She was represented by Attorney Joseph Donnellan. Greene said she was a new staff instructor at the East Falmouth 1st ROC, and she was a PT instructor at the previous Cape Cod Academy. She said she was only present at the East Falmouth Academy on a handful of occasions, as it was a new facility with a lot of new people and moving parts, and she was there because they needed more instructors. Greene estimated that she was at the East Falmouth Academy twice per week for a period of 7 to 8 weeks. She said she knows Dunne from Cape Cod and his "reputation is not great." She reported that she only met Donelan a couple of times, and she did not notice a shift of culture when Donelan arrived at the academy.

Greene acknowledged that she was present at the academy on February 7, 2025. She said she arrived earlier than usual that day. She recalled that there was a lot of yelling in the ice rink parking lot that morning and it was a chaotic environment. She said the student officers were then taken to Windmill Hill, where they were instructed to do lunges, knee walks, and bear crawls up the hill. Greene said most staff instructors and the directors were present. She recalled that it was raining and there was ice on the ground. She said Donelan was videotaping the student officers with his cell phone. Greene recalled instructors yelling at the student officers to get low to avoid being shot. She said Sergeant Bartolomei put his boot on the back of a student officer to force the student officer to get lower. She said Bartolomei was the only instructor she noticed doing this. She clarified that Bartolomei was not kicking the student officer but was using his foot for instruction. She said the student officers were outside for approximately an hour because after that it was "too cold." Greene said she did not recall any injuries to student officers that morning, and she left early that day after the morning session.

Greene was not present at the academy on February 21, 2025.

D. Staff Instructor Armando Feliciano

Sergeant Feliciano was interviewed on May 22, 2025. He was represented by Attorney Scott Dunlap. Feliciano told interviewers that he previously instructed at the Plymouth Academy

under Academy Director Goodick. Feliciano said he was “Acting Senior Instructor” at the East Falmouth Academy, but he was actually a new staff instructor. He said he had never been a part of the “senior staff” and had no instruction from MPTC on this. Feliciano said Academy Director Goodick was great, but he didn’t feel that Academy Coordinator Dunne gave good guidance. He said Academy Director Donelan was more disciplined.

Feliciano acknowledged that he was present at the East Falmouth Academy on February 7, 2025, and described it as a “day one reset.” He recalled starting early. He said Bartolomei, Derochea, and a Falmouth PD officer retrieved the student officers from the ice rink parking lot and brought them to the plumbing supply store parking lot. Then they brought the student officers to “Windmill Hill.” Feliciano reported that the student officers did PT up and down the hill, while another group of staff instructors was inside setting up a “team building” exercise. Feliciano recalled that it was a cloudy, rainy day, and the hill was wet. He denied seeing any instructor put their boots on a student officer’s back or otherwise make physical contact with the student officers. Feliciano said he saw bear crawls used in his academy twenty-one years ago, and he did not believe any of the activities on February 7th were out of the ordinary.

According to Feliciano, he later learned that Donelan and Dunne recorded the student officers on the hill that day. He said he did not see them recording at the time, but he saw the videos afterward. He said he did not recall any injuries to student officers from the activities on the hill that day.

E. Staff Instructor Jeffrey Jackson

Sergeant Jackson was interviewed on May 22, 2025. He was represented by Attorney Scott Dunlap. Jackson said he was present at the Plymouth Academy during the two weeks the East Falmouth 1st ROC was there before transferring to the East Falmouth Academy. He said they had issues with the academy building in East Falmouth, and he felt that the transition was very rushed. He applauded the staff at the Plymouth Academy for trying to get them up and running. He said the academy staff in East Falmouth were all new to their roles, and they were doing the best they could.

Jackson said he was only assigned to the East Falmouth Academy for a total of three days, and it was hard to say whether there was any shift when they moved to East Falmouth or when Academy Director Donelan arrived.

Jackson maintained that he had never heard the phrase “fun Fridays” but acknowledged he was present at the East Falmouth Academy on February 7, 2025. He said he was there on his day off. Jackson reported that he and the other staff instructors showed up at the ice rink parking lot and then headed to the plumbing supply store for the morning routine. At the plumbing supply store, they had the student officers exit their vehicles, induced stress, lined the student officers up, and then did bag dumps. Thereafter, the student officers went to the academy to store their gear and then proceeded to Windmill Hill. Jackson said he went back into the academy building at that time to set up for more bag dump activities, but he left for the day before the bag dumping and class started. He said he did not recall anyone videotaping the student officers.

Jackson was not present at the academy on February 21, 2025, but was there on February 24, 2025, when the student officers were told to write down what they ate and drank over the weekend on flash cards. He said that the staff instructors often interacted with the student officers during lunch in a more relaxed environment. He said during this time, some of the student officers mentioned doing the Sergeant Shawn Gannon memorial run. Jackson described the memorial run as very personal to him and said he spoke to the student officers about being physically and mentally fit. He discussed with them that abstaining from alcohol, which he acknowledged was their choice, would allow them to be in better shape.

Jackson said he never experienced anything out of the ordinary at other MPTC academies. But he said it was “all brand new” at East Falmouth, there was “not a lot of training,” and he wished the staff instructors “had more direction.” Jackson said that when the MPTC suspended him as part of this investigation, his reputation was “100% hurt” after 27 years on the job.

F. Staff Instructor Christopher Bartolomei

Sergeant Bartolomei was interviewed on May 23, 2025. He was represented by Attorney Jess Megee. Bartolomei spent several minutes at the start of the conversation telling interviewers about his extensive experience and accomplishments as an instructor and a police officer. He reported that he was asked to be a staff instructor for the old Cape Cod Academy by Sergeant Freddie O’Neal. He recalled that O’Neal wanted him to be the “tough guy,” but he didn’t think it fit his personality. He said he sees himself as “not big into discipline,” and he got the nickname “Uncle Bart” because he is someone student officers can talk to and look to for advice.

Bartolomei said he felt the East Falmouth Academy was rushed and there was “no real thought” put into it. He recalled that the start date for the class kept changing and described the

staff as “very young.” He said he didn’t work at the academy much, but he felt like the staff instructors were “thrown to the wolves.” He went on to say that “chiefs were upset about the location, and people were upset that Chief Dunne got the position.” Bartolomei said Sergeant Feliciano was a lead staff instructor even though he was new, and Dunne didn’t have any experience. Bartolomei was disappointed that Sergeant O’Neal was not at the academy.⁴ Bartolomei described Academy Director Donelan as intense but not in a bad way. He said Donelan “put his foot on the gas,” and he felt that Donelan and Dunne did a good job with the student officers and staff.

Bartolomei felt that the student officers in the East Falmouth 1st ROC lacked military experience. He said the staff instructors learned from the class tutor that a Fall River PD student officer was bullying other students. The tutor and other staff instructors said they overheard several student officers questioning their decision to enter law enforcement. Bartolomei said he and the other staff instructors were concerned about bullying in the class’s group chat, so they came up with the idea behind February 7, 2025, because “they wanted to nip that in the bud.” Bartolomei felt he was one of the most senior members of the staff and that he could fix the issues with the class.

According to Bartolomei, Sergeant Frederickson and other staff instructors made the itinerary for February 7th. He said they discussed nexus to training for the job and knew they couldn’t use PT as a stressor without a warm-up. He recalled that it was a rainy day with a little ice on February 7th. He said he asked if they should move inside, but Donelan said, “No, they can get wet.” Bartolomei brought Falmouth PD Officer Devin Lawler to talk to the student officers on February 7th, and they took a cruiser to meet the student officers in the ice rink parking lot that morning. He said he fell right away on ice in the parking lot and began telling everyone to be careful. Later, he heard Plymouth Academy Director Goodick say that staff instructors could not meet the students in their “safe zone,” but he had never heard that before.

Bartolomei said after they surprised the student officers in the ice rink parking lot, they all proceeded to the academy so the student officers could drop their bags and then went to Windmill Hill because they did not want to do PT on the icy pavement. Officer Lawler warmed up the student officers. Bartolomei said the student officers were instructed to do bear crawls or lunges up the hill

⁴ Sergeant Freddie O’Neal of Brewster PD was a staff instructor until the MPTC revoked his instructor certifications in November 2024 for reasons unrelated to this investigation.

and then walk back down. He said Lawler didn't know bear crawls were prohibited at the time. On their third time up the hill, student officers were instructed to walk on their knees. The staff instructors began talking about why the student officers should get low for cover and concealment. Bartolomei said he told them to lift their heads up so they wouldn't scrape their faces but get lower so bullets wouldn't hit them. He said the student officers were also instructed to do "body rolls" to the left and right, and the staff instructors talked to them about how to control stress. Then the student officers were made to hold a front leaning rest position for one minute while Lawler talked about how the mind will quit but the body will keep going. Lawler told the student officers that if they could train their minds, they could keep their bodies going. Bartolomei said he talked to the student officers about the shootout in Watertown after the Boston Marathon Bombing and other experiences. He said he used "street talk" and probably even profanity, and then he praised the student officers and told some of them how impressed he was. He told the class, "That's leadership." Bartolomei said the student officers weren't soaking wet, but he felt bad they were wet at all so he told them to put on PT gear and then brought them to the classroom.

Bartolomei said during the first break on February 7th, he talked to the student officers about the class group chat. When the class leader went to the bathroom, Bartolomei put the class in a front leaning rest. Later, the staff instructors did a bag dump and found a phone in Student Officer [REDACTED] bag. Bartolomei said he talked to Student Officer [REDACTED] about the phone, and Student Officer [REDACTED] asked "Uncle Bart" for advice. He said he helped Student Officer [REDACTED] with his troubles.

Bartolomei recalled that at some point during the day, he and Officer Lawler talked to the student officers in the classroom "about how good the day was." He told them, "If you can make it through this, you can make it." He said they did not issue any to/froms to the student officers on February 7th and just told them to study for exams. Bartolomei said Dunne may have had a camera on February 7th, but he (Bartolomei) was so busy speaking about "passionate, teachable moments" that he could not be sure. Bartolomei said it was his job to give passionate speeches, which he referred to as "Uncle Bart" speeches. He said he believes that when the student officers see him, they "think of fun Fridays with Uncle Bart."

When asked about injuries to student officers on February 7th, Bartolomei said that one student complained of a knee injury but it was a past injury and she was okay. He said another student officer may have had an ankle sprain, but that student officer was also okay. Bartolomei

said that if anyone was injured, they would sit out and watch. He recalled that fire rescue was called for Student Officer [REDACTED] because he seemed to be having a hard time. Bartolomei said he thought Student Officer [REDACTED] might have been dehydrated.

Bartolomei was asked if he touched any of the student officers on February 7th, and he said, “If you need to guide someone to the ground, you don’t use your hands, because I would never touch a female or male on the buttocks...if you don’t teach them to lower their body, it will leave a training scar.” He went on to say that if he had to lower a student officer, “he would use a foot, if anything.”

Bartolomei said he was not present at the academy on February 21, 2025. He said when he heard about the “water thing” (which was a reference to staff instructors ordering student officers to pour water over themselves), he said “What the frig?”

Bartolomei acknowledged telling student officers they were “under investigation by internal affairs.” He said he heard that on February 24, 2025, some student officers admitted to drinking alcohol over the weekend, and he questioned why they would do that. He said he put the student officers who admitted to drinking under an internal affairs investigation because “this is how the police world works...someone might claim that you had more [to drink].” Bartolomei reported that one student officer, who was a military veteran, said he had a drinking problem and Bartolomei never got the chance to address the issue because he and the other staff instructors were suspended the following day.

At the end of the interview, Bartolomei talked about how the MPTC’s suspension of his instructor certifications and the investigation was “embarrassing.” He said he has been “made fun of,” his kids and wife have been harassed, and he “cried about it.” He said he has lost work and money on attorney fees. He asked that any final decision resulting from this investigation be made public.

G. Staff Instructor Corey Frederickson

Sergeant Frederickson was interviewed on May 22, 2025. He was represented by Attorney Scott Dunlap. Frederickson told interviewers that his only experience as a staff instructor before the East Falmouth Academy was when he briefly worked at the old Cape Cod Academy for one recruit officer course. He said when the East Falmouth 1st ROC started out at the Plymouth Academy, Academy Director Goodick ran a tight ship, but things were different once the class was transferred to the East Falmouth Academy. The staff instructors were told to make the East

Falmouth Academy their own, and Academy Coordinator Dunne took this to heart. Frederickson said training for the East Falmouth Academy staff seemed rushed, and there were no meetings beforehand or clear guidelines. He said there was no contact with the MPTC on ground rules or standard operating procedures until five weeks after the academy started, though he acknowledged that he missed the first staff meeting on December 20, 2024, because of a family issue. Frederickson also talked about how his chief initially did not want him working at the East Falmouth Academy because Dunne does not have a good reputation. Frederickson said when Academy Director Donelan arrived, he was displeased with the level of discipline at the academy.

Frederickson acknowledged that he was present at the academy for a short period of time on February 7, 2025, and said it was meant to be a “reset” or a modified Day One. He recalled starting early that day. He said he did not remember any injuries that morning, other than one student officer who fell in the “super icy” parking lot but was not hurt. He reported that after they left the ice rink parking lot, he went inside the academy with Officer Cuzzo and Sergeant Jackson to set up for bag dumps while the other instructors took the student officers to Windmill Hill. Frederickson said he did not go to Windmill Hill that day. He said when the student officers returned from the hill, they did a bag dump, which he referred to as team-building. He said he knows that team-building activities must have a “nexus to policing.” Frederickson said he left the academy at approximately 7:45-8:00 a.m. on February 7th. He said a video of the February 7th activities was later sent to the staff instructors by the directors.

Frederickson reported that he was not working at the academy on February 21, 2025, but he was notified by phone that day that one of the student officers from his department, Student Officer [REDACTED], did not iron his shirt and was facing a Class I violation for lying. Frederickson went to the academy to look into the situation. When he arrived, he went to the gym and there was a lot of water on the floor. He saw that all the student officers were wet, and he recognized this was not normal. He asked Student Officer [REDACTED] what happened. He described Student Officer [REDACTED] as wet, shaking, nervous, and upset. Frederickson said ultimately Student Officer [REDACTED] was issued a Class III violation and removed from the Honor Guard. According to Frederickson, he then left the academy. Frederickson said he had no knowledge of any incident involving a female student officer’s underwear. He also denied ever hearing the phrase “fun Fridays.”

H. Staff Instructor William Cuzzo

Officer Cuzzo was interviewed on May 22, 2025. He was represented by Attorney Scott Dunlap. Cuzzo told interviewers that he completed his staff instructor training in 2019. He said he helped out at the old Cape Cod Academy, but the East Falmouth Academy was his first experience as a staff instructor. He said he felt the academy was rushed and hastily put together. Cuzzo said he helped out when the class was at the Plymouth Academy and he didn't see any difference after the class was transferred to East Falmouth, except for the need to get the student officers on track.

Cuzzo acknowledged that he was present at the academy on February 7, 2025. He described it as a very ordinary day. He said he and Sergeant Frederickson were inside the academy setting up bag dumps when the other staff instructors took the student officers to Windmill Hill that morning. Cuzzo said he left the academy for a detail at approximately 7:00 a.m. on February 7th and did not interact with student officers again after they left for Windmill Hill.

Cuzzo was asked about the other days he worked at the academy, and he said he didn't notice anything out of the ordinary. He said he had never heard the phrase "fun Fridays." He said he had never been to Windmill Hill aside from watching the student officers march there the morning of February 7th.

Cuzzo reported that he has received a lot of backlash from his coworkers since he and the other staff instructors were suspended by the MPTC.

I. Staff Instructor Matthew McGue

Officer McGue was also interviewed on May 22, 2025, and represented by Attorney Scott Dunlap. McGue told interviewers that he was a new instructor when he started at the East Falmouth Academy. He said he felt that the East Falmouth Academy staff instructors were not given a lot of direction or guidance. He described Academy Coordinator Dunne as much better than Academy Director Donelan, noting that Dunne was at the academy first thing every day and was more involved.

McGué said he was not present at the academy on Friday, February 7, 2025, or any other Friday. He denied ever hearing the phrase "fun Fridays." He acknowledged that he had been to Windmill Hill for a "drill the hill" workout with the student officers. He said they ran up and down the hill a few times but didn't do "any of the other stuff."

McGue reported that he was involved in at least 3 bag dumps. He said all were documented with the academy director, and the staff instructors provided a reason for why they were happening. McGue said there was a “reason for everything,” and the staff instructors did “teach backs” after all bag dumps. He said he never saw anyone recording the student officers during bag dumps, though he noted that they did not have a class photographer and they had to improvise for the slideshow.

McGue said he never saw anything at the academy that seemed out of the ordinary to him. He reported that since he was suspended by the MPTC, he has received messages from family and friends asking if he is okay. He said he really hasn’t answered those messages, and he does not believe his personal reputation has been damaged.

VII. Relevant MPTC Policies, Manuals, and Guidelines

Throughout this investigation, when the East Falmouth Academy staff were questioned about their conduct, many of them claimed that the MPTC didn’t provide any guidance about how to run the academy. Quite simply, that isn’t true. In fact, the MPTC has numerous policies, manuals, and guidelines in place regarding ROC training. And like the staff at all MPTC academies, the East Falmouth Academy staff were trained on them. Each of the nine staff instructors was an MPTC-certified instructor, which means they completed the MPTC’s certification course for staff instructors. Academy Coordinator Dunne trained under Plymouth Academy Director Goodick for over a month. Dunne and all the East Falmouth Academy staff instructors worked under the direction and supervision of the experienced Plymouth Academy staff for the first two weeks of the East Falmouth Academy 1st ROC. There were multiple meetings at which MPTC training policies were reviewed, including on December 20, 2024, before the East Falmouth 1st ROC started, on the first day of the class on January 13, 2025, and again on February 18, 2025 with MPTC’s Chief of Training Nardone and Statewide Coordinator for Staff Instructor Training. Some of the MPTC’s policies, rules, and guidelines on ROC training are outlined below.

All MPTC-certified staff instructors must attend a certification course that provides instruction on approved practices and training philosophies pursuant to MPTC policies, guidelines, manuals, and applicable regulations. The certification course also explains the roles and responsibilities of staff instructors in MPTC academies and provides information and guidance on

common generational and behavioral issues amongst student officers in academies, as well as specific student officer performance issues associated with each phase of ROC training.

All MPTC-certified staff instructors are also provided with a copy of the MPTC's 64-page *Staff Instructor's Manual*, which outlines much of what is taught during the certification course. Certified staff instructors also have access to any and all updates made to the *Staff Instructor's Manual* ("the *SI Manual*"). The *SI Manual* describes the role of a staff instructor as to "assist the academy director in overseeing the day-to-day activities of a recruit training class. Uniformed staff instructors are expected to model desirable characteristics and to teach, coach, mentor, and inspire student officers entering the police profession." (*SI Manual*, p. 9) The *SI Manual* provides that a staff instructor "must...[b]e fair and approachable," "[n]ever intimidates, degrades, or humiliates student officers," "[b]elieves in the strength of coalition and partnerships and cultivates a team-oriented environment," and "[t]olerates mistakes and assists the student officers in achieving their highest potential." (*SI Manual*, p. 6) A staff instructor's function is to model these qualities and leadership skills to ensure that "capable, competent, empathetic police officers graduate from our academies and join their respective police departments and communities." (*SI Manual*, p. 7) "All interactions between student officers and academy staff should be guided by principles of mutual respect." (*SI Manual*, p. 17)

The *SI Manual* requires that all discipline and instruction be "purpose driven and have a clear nexus to performing the duties of a municipal, campus or environmental police officer." (*SI Manual*, p. 6) Any modified stress activities must also "have a clear nexus to the law enforcement profession." (*SI Manual*, p. 20) The *SI Manual* provides that the standard in MPTC academies is an "emphasis on positive reinforcement as the catalyst to motivate student officers" because "focusing solely on punishments only teaches student officers what behaviors to avoid and does little to provide guidance as to appropriate behavior..." (*SI Manual*, p. 6)

The *SI Manual* also makes it clear that "[i]t is not acceptable to belittle or dehumanize student officers," and the MPTC will not tolerate "a hostile, harmful, or offensive training environment..." (*SI Manual*, p. 21) "Verbal abuse, humiliation, confrontations exhibiting a lack of respect...[and] use of...profane language" are all prohibited conduct. (*SI Manual*, p. 24) The *SI Manual* clearly states that "**[p]hysical training shall not be used as a means of punishing student officers for disciplinary violations.**" (emphasis in original) (*SI Manual*, p. 28)

The MPTC also has a 104-page *Academy Director's Manual*, which provides guidance to its academy directors about the day-to-day administration of recruit academies. The *AD Manual* emphasizes that “[p]rofessional respect, fairness, courtesy and positive feedback are keystones for training adults.” (*AD Manual*, p. 5) Like the *SI Manual*, the *AD Manual* requires that all academy discipline and instruction “be purpose driven with a clear nexus to performing police officer duties” (emphasis in original) (*AD Manual*, p. 5) and strictly prohibits the use of “**[p]hysical training...as a means of punishing student officers for disciplinary violations.**” (emphasis in original) (*AD Manual*, p. 11) It also clearly states that “[i]t is not acceptable to belittle or dehumanize student officers,” and the MPTC will not tolerate “a hostile, harmful, or offensive training environment...” (*AD Manual*, p. 7)

In addition, the MPTC has *Standard Operating Procedures for Week 1 ROC* (the “*SOPs*”) in place to ensure that student officers in all MPTC academies receive standardized and approved training. (*SOPs*, p. 1) The *SOPs* apply to all MPTC academies. (*SOPs*, p. 1) Some of the relevant training guidelines set forth in the *SOPs* include:

- “All instructors and Directors have a duty to provide appropriate supervision and instruction to meet a reasonable standard of care and provide a safe environment to prevent unreasonable risk or harm resulting from negligent instruction.”
- “Instructors will always maintain the utmost professionalism.”
- “Everything done in police training will have a nexus back to the job.”
- “Be sure to allow for regular bathroom breaks (guidance: every 45-60 min) and water breaks to keep student officers hydrated and allow for recovery.”
- “Modify training according to heat or cold conditions.” (*SOPs*, p. 2)

The *SOPs* also set forth several grounds that constitute cause for instructor removal from any academy, some of which include:

- “No staff or instructors will have unnecessary physical contact with a student officer.”
- “No use of profanities or vulgarities.”
- “No...hazing or bullying behavior directed towards student officers.”
- “No unauthorized audio or video recording of day 1 activities.”
- “No use of physical training as part of corrective action.” (*SOPs*, p. 3)

The MPTC’s written *Physical Training Safety Guidelines* (the “*PT Safety Guidelines*”) are also applicable to ROC training in MPTC academies, and all academy directors and instructors are

required to be familiar with them. The *PT Safety Guidelines* provide that “instructors retain primary responsibility for the safe conduct of training” and require that “instructors consistently maintain a professional atmosphere during training.” (*PT Safety Guidelines*, p. 4-5) Like the *SOPs*, *SI Manual*, and *AD Manual*, the *PT Safety Guidelines* specifically provide that “[p]hysical activity should not be used as retribution, for coercion, or as discipline for unsatisfactory athletic or academic performance or unacceptable behavior.” (*PT Safety Guidelines*, p. 6)

The *PT Safety Guidelines* also direct academy staff to “consider the weather conditions and type of training to be conducted” and to closely monitor training activities in cold temperatures. (*PT Safety Guidelines*, p. 6, 8) They warn that “[p]rolonged exposure to cold weather or wet clothes can cause hypothermia.” (*PT Safety Guidelines*, p. 8) Additionally, the *PT Safety Guidelines* set forth requirements for reporting student officer injuries and transporting student officers to the hospital. (*PT Safety Guidelines*, p. 9) When a student officer is injured, academy staff are required to investigate and complete an injury report. (*PT Safety Guidelines*, p. 9) The Academy Director must notify the MPTC’s Chief of Training, the MPTC’s Fitness Manager, and the student officer’s sponsoring agency. (*PT Safety Guidelines*, p. 9) Similarly, when a student officer is transported to a hospital, academy staff are required to accompany the student officer to the hospital and obtain written documentation of the student officer’s treatment and discharge orders. (*PT Safety Guidelines*, p. 9) The Academy Director must notify the student officer’s sponsoring department and emergency contact. (*PT Safety Guidelines*, p. 9)

Finally, all MPTC-certified instructors are also subject to the MPTC’s *Certified Instructor Code of Conduct* (the “Code”). The *Code* provides as follows: “Instructors are certified by the MPTC at its sole discretion and may have their certification suspended or revoked by the MPTC at its sole discretion. During their period of certification, instructors must remain in good standing with the MPTC. ‘Good standing with the MPTC is intentionally not defined so that the MPTC has discretion to suspend or, if the circumstances warrant, revoke an instructor’s certification for allegations of misconduct, involvement in litigation, adverse publicity, or anything else that in the sole judgment of the MPTC has the potential to reflect negatively upon the instructor’s professionalism, character, and/or integrity.” (*Code*, p. 1)

The *Code* also sets forth several classroom decorum policies, violations of which may result in suspension or revocation of an instructor’s certification and termination of a state fiscal contract. (*Code*, p. 4) Some of those policies include:

- “Instructors will always conduct themselves in a professional manner.”
- “Profanity should be avoided to the extent possible in the classroom.”
- “Under no circumstances will the MPTC tolerate a hostile, offensive, or harmful training environment...”
- “Recognizing that police training is inherently risky, classes will be conducted with a high level of safety and instructors will, to the best of their ability, do all they can to prevent injury and avoid physical, mental, or emotional harm to all student officers in their classroom.”
- “Instructors are representatives of police agencies and the police profession and will conduct themselves in a manner that will bring credit to the profession. Standards of behavior will reflect courtesy, consideration, and respect for the rights and privileges of fellow instructors, academy staff and guests, and student officers.” (*Code*, p. 4)

As part of the certification process, all instructors receive a copy of the *Code* and are required to sign an acknowledgement that they have read it and understand it. The acknowledgment makes it clear that failure to comply with “the policies, procedures, and Code of Conduct of the MPTC may be cause for disciplinary action resulting in the suspension or revocation of [an] instructor[’s] certification and immediate termination of any state fiscal contract.” (*Code*, p. 7)

VIII. Findings and Recommendations

A. Staff Instructor Bryan Derochea

Officer Derochea completed the Staff Instructor certification course in 2024, the Staff Instructor Health and Wellness certification course in February 2022, the Staff Instructor Physical Training component in September 2024, the Staff Instructor Development course in September 2024, and the Staff Instructor Report Writing update in December 2024. He was at the staff meeting on December 20, 2024, when the *PT Safety Guidelines*, *SOPs*, and other MPTC policies related to ROC training were reviewed. Like all the East Falmouth Academy staff instructors, he also shadowed the experienced Plymouth Academy staff during the first two weeks of the class.

As described above, Officer Derochea was present for and participated in the activities at the East Falmouth Academy on February 7, 2025, and February 21, 2025. Indeed, he came up with the plan for February 7th. On both February 7th and 21st, he helped run the drills at Windmill Hill,

where student officers were made to perform excessive PT outside in the cold without proper attire and in icy, unsafe conditions, including at scheduled break periods. During these sessions, student officers were physically pushed to the ground by staff instructors, including Derochea according to some student officers; equipment was damaged; and preventable injuries occurred. None of those injuries were reported to the MPTC as required. Moreover, on February 21st, student officers were denied adequate bathroom breaks throughout the day and Derochea made them pour water on themselves, including outside in the cold, without any credible nexus to the job duties of a police officer. It is clear from this investigation, including Derochea's own statements, that the physical activities in which student officers were made to engage on both February 7th and February 21st were used by academy staff as a means of punishing or disciplining them.

In addition to his involvement in the activities on February 7th and 21st, Derochea is reported to have engaged in bullying behavior throughout his time at the academy, including by breaking clipboards over his knee, telling student officers he wished he could make things worse for them, coining the phrase "fun Fridays" that was used to threaten student officers, harassing and belittling Student Officer [REDACTED] in front of the class on February 6th, repeatedly targeting Student Officers [REDACTED] and [REDACTED] during the academy, and singling out Student Officer [REDACTED] on Windmill Hill on February 21, 2025.

Based on the findings of this investigation, Officer Derochea's MPTC instructor certifications should be revoked.

B. Staff Instructor Hannah Greene

Sergeant Hannah Greene completed Health and Wellness instructor certification course in March 2021, the 3-day Academic Instructor Development course in October 2022, the Staff Instructor Certification course and Staff Instructor Physical Training component in September 2024, and the Staff Instructor Report Writing update in December 2024. She was also at the staff meeting on December 20, 2024, when the *PT Safety Guidelines*, *SOPs*, and other MPTC policies related to ROC training were reviewed and distributed. Like all the East Falmouth Academy staff instructors, she also shadowed the experienced Plymouth Academy staff during the first two weeks of the class.

Sergeant Greene was present for and participated in the activities on February 7, 2025, at Windmill Hill when the student officers were made to perform excessive PT outside in the cold without proper attire and in icy, unsafe conditions. Student officers were physically pushed to the

ground, including by Greene according to some student officers; equipment was damaged; and injuries occurred. None of those injuries were reported to the MPTC as required. It is clear from this investigation that the physical activities in which student officers were made to engage on February 7th were used by academy staff as a means of punishing or disciplining them for their perceived unsatisfactory performance.

Based on the findings of this investigation, Sergeant Greene's MPTC instructor certifications should be revoked.

C. Staff Instructor Christopher Bartolomei

Sergeant Bartolomei completed the Staff Instructor certification course and Health and Wellness Instructor certification course in May 2019 and renewed his staff instructor certification in October 2022. He served as a staff instructor at the previous Cape Code Academy in 2022 and received additional leadership training in November 2024 when he completed the 4.5-day Frontline Leadership training. Bartolomei was at the pre-academy meeting on December 20, 2024, when the *PT Safety Guidelines*, *SOPs*, and other MPTC policies related to ROC training were reviewed and distributed. He shadowed the experienced Plymouth Academy staff during the first two weeks of the class. He was also at the academy staff meeting on February 18, 2025, when Chief of Training Nardone and Sergeant Segur once again reviewed the *PT Safety Guidelines*, the *SI Manual*, and other MPTC training policies.

Bartolomei was present for and participated in the activities at the East Falmouth Academy on February 7, 2025, at Windmill Hill when the student officers were made to perform excessive PT outside in the cold without proper attire and in icy, unsafe conditions. Bartolomei used his boot to physically push student officers to the ground while they were crawling up the hill and shouted profanities at them. That day, equipment was damaged, injuries occurred, and none of the injuries were reported to the MPTC as required. As noted above, it is evident that the physical activities in which student officers were made to engage on February 7th were used by academy staff as a means of punishing or disciplining them for their perceived unsatisfactory performance.

In addition to his involvement in the activities on February 7th, Bartolomei made unnecessary physical contact with a student officer on January 30, 2025 when he ripped the student officer's uniform jacket in front of the entire class, causing irreparable damage to the jacket. Bartolomei also engaged in bullying behavior throughout his time at the academy, including by threatening student officers that they were going to "meet the real Uncle Bart" and subjecting

student officers who drank alcohol on their own time over the weekend to “internal affairs” investigations and punishing them by making them wear PT gear and taking away their duty belts and blue guns.

Based on the findings of this investigation, Bartolomei’s MPTC instructor certifications should be revoked.

D. Staff Instructor Armando Feliciano

Sergeant Feliciano completed the 6-day Instructor Development course in May 2021, the Staff Instructor Certification in August 2022, the Staff Instructor Physical Training Update Component in November 2024, and Staff Instructor Report Writing update in 2024. He has attended several specialized leadership training courses in the last two years, including FBI LEEDA training and the 4.5-day Frontline Leadership training. Feliciano was the lead staff instructor for the East Falmouth Academy because of his experience under Academy Director Goodick and his leadership capabilities. The *SI Manual* describes the role of a lead staff instructor as “work[ing] closely with the Academy Director to implement the overall vision, tone, and pace of the academy.” (*SI Manual*, p. 9) Feliciano was at the pre-academy meeting on December 20, 2024, when the *PT Safety Guidelines*, *SOPs*, and other MPTC policies related to ROC training were reviewed. For the first two weeks of the class, he shadowed the experienced Plymouth Academy staff. He was also at the February 18, 2025 academy staff meeting arranged by Chief of Training Nardone, when the *PT Safety Guidelines*, the *SI Manual*, and other MPTC training policies were reviewed again.

Feliciano was present for and participated in the activities on February 7, 2025, at Windmill Hill when the student officers were made to perform excessive PT outside in the cold without jackets, hats, or gloves and in icy, unsafe conditions. Student officers were physically pushed to the ground, including by Feliciano according to some student officers; equipment was damaged; and injuries occurred. None of those injuries were reported to the MPTC as required. It is clear from this investigation that the physical activities in which student officers were made to engage on February 7th were used by academy staff as a means of punishing or disciplining them for their perceived unsatisfactory performance.

It was also reported during this investigation that Feliciano engaged in bullying behavior by regularly singling-out and targeting Student Officer [REDACTED] for any minor matter.

Based on the findings of this investigation, Feliciano's MPTC instructor certifications should be revoked.

E. Staff Instructor Antonio Ciociola

Officer Ciociola completed the Staff Instructor Certification course and the Staff Instructor Health and Wellness course in 2021, the Staff Instructor Physical Training component in August 2024, and the Staff Instructor Report Writing update in December 2024. He served as a staff instructor at the previous Cape Cod Academy in 2022. He was at the December 20, 2024, meeting where the *PT Safety Guidelines*, *SOPs*, and other MPTC policies related to ROC training were reviewed. For the first two weeks of the class, he shadowed the experienced Plymouth Academy staff.

Ciociola was present for and participated in the activities at the East Falmouth Academy on February 21, 2025, when student officers were made to perform excessive PT outside in the cold without proper attire, including during scheduled break periods. Student officers were denied adequate bathroom breaks throughout the day. When they were given breaks, Ciociola made any student officer who wasn't using the bathroom hold a plank position until the rest of the class was done. Ciociola also made the student officers pour water on themselves, both inside the academy and outside in the cold, without any credible nexus to the job duties of a police officer. It is clear from this investigation that the physical activities in which student officers were made to engage on February 21st were used by academy staff as a means of punishing or disciplining them.

Ciociola is also reported to have engaged in bullying behavior throughout the day on February 21st, including by singling out Student Officer [REDACTED] on Windmill Hill (after [REDACTED] was accused of lying about pressing it that morning) and making Student Officer [REDACTED] repeatedly say "ooh ow ouch" and "I love my beach muscles" after he began to cramp-up on Windmill Hill.

Based on the findings of this investigation, Ciociola's MPTC instructor certifications should be revoked.

F. Staff Instructors Corey Frederickson, Jeffrey Jackson, Matthew McGue, and William Cuozzo

According to the information gathered during this investigation, Officer McGue was not present at the East Falmouth Academy on either February 7, 2025 or February 21, 2025. Though he was present on February 6, 2025 when Student Officer [REDACTED] was taunted throughout the day, it was Officer Derochea and Academy Director Donelan who led the charge. While Sergeant

Jackson and Officer Cuozzo were at the academy on the morning of February 7th, they were not present for the physical activities on Windmill Hill. Cuozzo left the academy at 7:00 a.m. for a detail, and Jackson left sometime that morning after setting up for a bag drill in the gym. Similarly, Sergeant Frederickson was at the academy on the morning of February 7th, but he was not outside on Windmill Hill and he left the academy that morning after setting up for the bag drill in the gym. Frederickson was not working at the academy as a staff instructor on February 21st. Though he briefly reported to the academy in the afternoon that day to check on Student Officer [REDACTED] after learning that [REDACTED] could be facing a Class I violation, Frederickson did not participate in what transpired at the academy that day.

Based on the findings of this investigation, the MPTC instructor certifications of Frederickson, Jackson, McGue, and Cuozzo should be reinstated.

G. Academy Director Christopher Donelan

As the director of the East Falmouth Academy, Academy Director Donelan was responsible for the daily administration of the East Falmouth 1st ROC and ensuring compliance with all MPTC policies and requirements governing recruit training, including but not limited to those outlined in the *AD Manual*, the *SI Manual*, and the *PT Safety Guidelines*. (*AD Manual*, p. 4) It is clear from this investigation that he failed to do that, and it was consistently reported to the MPTC that things at the East Falmouth Academy changed for the worse when Donelan started.

Donelan was present at the academy on February 7, 2025, and what transpired that day was a direct result of him telling the staff instructors the class needed to “get it together” and he wanted to see more discipline. Notwithstanding the MPTC’s prohibition against using physical activity to punish or discipline student officers, Donelan himself admitted that February 7th was intended to be a “shock and awe” experience for the student officers. Derochea also said Donelan approved the plan for the day. At the end of the day, Donelan told the class that “they weren’t in Plymouth anymore” while smiling and slow clapping, making it clear that the activities on February 7th were meant to send a message to them. Student officers and staff instructors reported that Donelan was filming the student officers throughout the day with his cell phone, including during their trips to Windmill Hill. Donelan also failed to report any of the injuries to student officers that day to the MPTC as required.

Donelan was also at the academy on February 21, 2025 – just three days after Chief of Training Nardone reviewed the *PT Safety Guidelines*, the *SI Manual*, and other MPTC training

policies with him and other academy staff. He admitted that, once again, excessive PT on Windmill Hill was used to send a message to the class. He watched as the staff instructors forced student officers to dump water on themselves outside in the cold and again recorded some of the activities with his phone. Officer Ciociola recalled that Donelan and Academy Coordinator Dunne approved the idea of making the student officers dump water on themselves and, later in the day, at least one of them said the student officers didn't look "wet enough." Ciociola also recalled Donelan specifically asking for a phone call before one of their trips to Windmill Hill and saying he wanted to be there for it.

In addition to his approval of and participation in the activities at the academy on February 7th and 21st, Donelan is reported to have engaged in bullying and other inappropriate behavior on multiple occasions during his time at the academy. On February 6th, he targeted Student Officer [REDACTED] and led the class in taunting him. On February 26th, while in the lunchroom, he asked a student officer if he produced "porn." On another day, he made a female officer demonstrate squats in her khaki uniform in front of the entire class while he was standing just a foot behind her. He told another student officer no one cared that her dog died.

It was Donelan's job as academy director to foster a safe learning environment characterized by respect, courtesy, and positive reinforcement. From the moment he arrived at the academy, he did just the opposite. Based on the findings of this investigation, Donelan's contract with the MPTC should be terminated.

H. Academy Coordinator Edward Dunne

Academy Coordinator Dunne's role was to assist in the day-to-day administration of the academy. He also served as an interim academy director before Donelan started. His responsibilities were largely the same as Donelan's. Before the East Falmouth 1st ROC began, he trained under Plymouth Academy Director Eileen Goodick a few days per week for approximately a month. He also trained with her for the first two weeks of the East Falmouth 1st ROC, when the class was at the Plymouth Academy. Dunne ran a pre-academy staff meeting on December 20, 2024, and a second staff meeting on the first day of the class, where he distributed copies of the *SI Manual*, *SOPs*, and *PT Safety Guidelines* and thoroughly reviewed them with the East Falmouth Academy staff. He was also at the meeting on February 18, 2025, where Chief of Training Nardone and Sergeant Segur reviewed the *PT Safety Guidelines*, the *SI Manual*, and other MPTC training policies.

Like Donelan, Dunne was at the academy on both February 7, 2025 and February 21, 2025, when excessive PT was repeatedly used as a means of disciplining the student officers. The student officers were forced to engage in activities that had no training purpose or nexus to the job of a police officer, student officers were denied adequate bathroom breaks, and injuries to student officers were not reported to the MPTC. He filmed the student officers engaged in many of these activities and sent the video to the staff instructors. And Dunne ended February 21st by telling the student officers that they should think about whether they really wanted to be at the academy and not to come back if they didn't know the answer. It was also reported that Dunne threatened the student officers with another "fun Friday" that would be worse than February 7th and February 21st on more than one occasion.

During his interviews, Dunne sought to blame much of what happened at the academy on Donelan and the staff instructors. But Dunne was familiar with the MPTC's training policies. He trained with Academy Director Goodick before the class started and had access to her and her staff throughout the academy. He was a police officer for over 30 years, and he served as chief of a department for a decade. Based on the findings of this investigation, Dunne's contract with the MPTC should be terminated.