



City of Boston, Massachusetts
Office of Police Accountability and Transparency
Evandro C. Carvalho, Executive Director

CIVILIAN REVIEW BOARD (CRB) - COMPLAINT #273

Complainant's Name: Anonymous

CASE TIMELINE:

Date of Incident: October 17, 2021
Time of Incident: 10:00 PM
Location of Incident: New Jersey
Date of Filing: December 18, 2023
Date of CRB Decision: April 29, 2026

BOSTON POLICE DEPARTMENT (BPD) EMPLOYEE(S):

BPD Employee Name	District	Employee ID#	Sex	Race/Ethnicity
Lieutenant Thomas C. Brooks	B-3	086201	M	White

CASE PROCEDURAL HISTORY:

This is the first time this case has been brought to the CRB board.

SUMMARY OF ALLEGATIONS:

- 1) The “Complainant” alleged the following: Boston Police Department officers may have engaged in and promoted policing practices that violate individuals’ civil rights by teaching tactics that disregard legal and constitutional protections. It is further alleged that the officer presented this conduct positively during training sessions, raising concerns that these practices may have influenced both other officers and the officer’s own enforcement actions, including arrests, resulting in possible violations of department policies, professional standards, and civil rights.

APPLICABLE RULES & LAWS:

1. **BPD Rule 102§3 (Conduct):** Employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the Department. Conduct unbecoming of an employee shall include that which tends to indicate that the employee is unable or unfit to continue as a member of the Department, or tends to impair the operation of the Department or its employees.



City of Boston, Massachusetts
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- a. **Allegations of Misconduct:** The Complainant alleged that Lieutenant Brooks taught others to violate civil rights,
 - i. Encouraged unlawful policing practices,
 - ii. Conducted arrests inconsistent with legal standards
2. **BPD Rule 102§4 (Neglect of Duty):** This includes any conduct or omission which is not in accordance with established and ordinary duties or procedures as to such employees or which constitutes use of unreasonable judgment in the exercising of any discretion granted to an employee.
 - a. **Allegations of Misconduct:** The Complainant alleged that Lieutenant Brooks taught others to violate civil rights,
 - i. Encouraged unlawful policing practices,
 - ii. Conducted arrests inconsistent with legal standards
3. **BPD Rule 102§9 (Respectful Treatment):** Employees must be civil, respectful, courteous, and considerate toward members of the public.
 - a. **Allegations of Misconduct:** The Complainant alleged the following:
 - i. Lieutenant Brooks bragged about violating people’s civil rights
 - ii. Lieutenant Brooks used language or conduct that shows disregard for individuals.
 - iii. Lieutenant Brooks promoted or modeled disrespectful or abusive behavior during training.

SUMMARY OF INVESTIGATION:

1. On December 18, 2023, the OPAT Investigator reviewed the **Street Cop Training Website**. The page showed the following:
 - a. *“Tommy Brooks began his career in law enforcement after his honorable discharge from the United States Marine Corps (non-combat) in 1998. He started as a Transit cop and then became a member of the Boston Police Department. After working primarily in plain clothes units, Brooks joined the Boston Gang Unit as a detective and later, as a Sergeant. While in the gang unit, he worked on gang cases via informants, undercover work, search warrants, and other investigative means. He has also maintained a working role as an Academy Instructor for many academies throughout Massachusetts.*
 - b. *During his career, he has had the opportunity to work with the best cops in the nation, and he has received the George L Hanna Award for Bravery from the Governor of Massachusetts, two Medals of Honor, and a Medal of Valor, and an*



City of Boston, Massachusetts
Office of Police Accountability and Transparency
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“where are you coming from” and “where are you going.” Brooks explained that officers should be “real friendly about it” and just see how people answer questions, so they can get a baseline of what is normal and which answers to those same questions “are just weird.” Without an objectively reasonable basis for the stop, those stops, as described, would violate the Fourth Amendment prohibition on unreasonable seizures.[41]”

- b. “[41] In correspondence with OSC, Brooks asserted that when his comments are considered in context, it shows he was not suggesting that officers should initiate unwarranted car stops for no reason. OSC disagrees. At best, Brooks’s comments at the Conference would be confusing to the listener on this point. Early in his presentation, Brooks discussed how it was possible for an officer to “get a baseline” for a civilian’s “normal” behavior by just saying “hello” when they encounter them on the street. But that scenario, which requires no minimum level of suspicion before an officer can “just say hello,” is in stark contrast to a motor-vehicle stop, where—at the very least—an officer must have reasonable suspicion of a traffic violation before that officer can stop someone. Further, to obtain this “baseline” for what “normal people” say, Brooks encourages officers to stop people who just appear to be heading to work and innocent of any wrongdoing.”*
 - c. “Similarly, on Day 4, during a presentation titled “The Gun Game,” instructor Brooks described a behavior he had observed with criminal suspects that he called the “sneaky peek.” To illustrate this behavior, Brooks used a video clip of a person dressed in form-fitting pants and a cropped shirt while reaching for an item on a shelf. While the video played on a loop, Brooks demonstrated taking a “sneaky peak” at the person’s body while faking a phone call.[74]”*
 - d. “[74] In correspondence with OSC, Brooks stated that he did not intend to offend anyone with this example or any of his other comments, and he has “accepted [OSC’s] points,” and will “take care to not revisit any issues in future speeches.”*
 - e. Brooks announced a fellow officer and friend who sent him a picture “get[s] credit for a nice ass.”*
 - f. “OSC also found that, while several presentations seemed to be focused on combatting human trafficking, potential sex workers were often referred to in a derogatory manner throughout the Conference. For example, Brooks stated that “there are only two jobs where you can be in bed and your boss says good job—fireman and a hooker”*
3. On December 18, 2023, the OPAT Investigator reviewed the two **NJ Comptroller**



City of Boston, Massachusetts
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Videos: The videos showed Lieutenant Brooks stating the following:

Teaching Unconstitutional Policing Tactics Video

- a. In the video, Lieutenant Thomas Brooks is observed recommending that officers pull over 20 people in a row, and make up their own questions like “Where are you coming from?” “Where are you going?” to establish a general baseline behavior that when you ask someone these questions, and they are acting “weird,” you will pick up on it
- b. Furthermore, in the video, Lieutenant Brooks states, “It is clearly established law that officers cannot pull someone over because of a hunch, or a ‘gut feeling.’ They also can’t stop motorists when the sole reason is just to ask questions. When an officer pulls over a motorist without reasonable suspicion of a crime, or even a motor vehicle infraction, that is unconstitutional.”

More Than 100 Harassing, Discriminatory Remarks Video

- a. In the video, Lieutenant Thomas Brooks is observed talking about a “Sneaky Peak” of taking a fake phone call to look at a woman who is, for example, reaching up to get something off a shelf in public, or just walking by you in public
 - b. Video states, “Attendees ranged from patrol officers to police chiefs. None complained about this training to their departments, OSC Investigator found. That points to the need to retrain attendees so they treat colleagues with respect, fostering a work environment that is free of discrimination and harassment and sensitive to the needs of New Jersey’s diverse population. Any attempts to dismiss toxic and discriminatory comments and gestures as “jokes” or failed attempts at humor only increase the risk the State and municipalities will find themselves subjects of costly discrimination and harassment lawsuits.
4. On December 20, 2023, the **Complainant** informed the OPAT administration that the Complainant does not want to be contacted in any way.
 5. On January 10, 2025, OPAT Investigator interviewed **Lieutenant Brooks**, who stated the following during the interview:
 - a. He was remorseful and expressed regret for his comments at the conference. He indicated that he feels ashamed of his actions. Lieutenant Brooks further stated that, following the incident in New Jersey, he ceased conducting presentations and discontinued all public speaking engagements related to policing. He further stated that he was not working during this conference.
 6. November 18, 2025, the OPAT Investigator requested the **B-3 BAT Sheet** (Days, 1st half & second half) for Lieutenant Thomas Brooks from October 1, 2021, to October 31, 2021



City of Boston, Massachusetts
Office of Police Accountability and Transparency
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- a. On February 20, 2026, BPD stated the following in an email: *“Unfortunately, the year 2021 is no longer on file is what I have been told from the IT department, as I was not able to locate it.”*
7. On April 29, 2026, Lieutenant Thomas Brooks **testified before the CRB** members and stated the following:
- a. Lieutenant Brooks noted that the Street Cop Conference was a six-day event consisting of eight-hour training days, totaling approximately 48 hours. Over the course of more than 100 hours of material, only about three minutes of content were identified in the New Jersey State Office of the State Comptroller (OSC) report as potentially offensive. The report categorized portions of the content as racist, homophobic, transphobic, politically polarizing, and involving aggressive police tactics.
 - b. Lieutenant Brooks further stated that he was cited for a small number of items that the report considered problematic. He emphasized that, from the outset, he has never been accused of personally making any racist, homophobic, transphobic, politically insensitive, or otherwise offensive statements, nor of endorsing such views.
 - c. He further clarified that he did not provide formal training and that no certification was issued. According to his description, the session was not a structured training program, but rather a motivational speech.
 - d. He also contacted Internal Affairs upon learning of the matter to inquire about the status of the review. He was informed that the matter had been classified as a “general inquiry.” He was advised that this category is typically used when an issue is reviewed but does not amount to a policy or regulatory violation.
 - e. On the day the report was published, he contacted the president of the Street Cop Conference and canceled all of his future scheduled classes.
 - f. He further stated that he does not represent the face of bad policing. He added that this report has caused him significant stress over something he maintains he did not do.

EVIDENCE REQUESTED/REVIEWED:

The following materials were identified, requested, and reviewed as part of the OPAT investigation.

I. Evidence Available and Reviewed



City of Boston, Massachusetts
Office of Police Accountability and Transparency
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Evidence Type	Description / Title	Date Requested	Date Received	Date Reviewed
OPAT Intake	OPAT Intake	December 18, 2023	12/18/2023	12/18/2023
Interview	Complainant's Interview	December 20, 2023	N/A	N/A
B-3 BAT Sheet	Lieutenant Thomas Brooks BAT Sheet	November 18, 2025	N/A	N/A
Interview	Lieutenant Brook's interview	January 7, 2026	January 10, 2025	January 10, 2025
Carney Rights Form	Carney Rights Form signed by Lieutenant Thomas Brooks	January 7, 2025, and January 8, 2025	January 10, 2025	January 10, 2025
Street Cop Training Website	https://www.streetcoptraining.com/courses/the-gun-game/	December 18, 2023	December 18, 2023	December 18, 2023
The Office of the State Comptroller (OSC) Report	https://www.nj.gov/comptroller/reports/2023/20231206.shtml	December 18, 2023	December 18, 2023	December 18, 2023
NJ Comptroller Videos:	https://data.nj.gov/stories/s/NJ-Comptroller-Police-Training-Report/qr2h-vn6y	December 18, 2023	December 18, 2023	December 18, 2023
Tommy Brooks on Street Cop Training YouTube Video:	https://www.youtube.com/watch?v=TeXi8oqVNeE	December 18, 2023	December 18, 2023	December 18, 2023



City of Boston, Massachusetts
Office of Police Accountability and Transparency
Evandro C. Carvalho, Executive Director

Evidence Type	Description / Title	Date Requested	Date Received	Date Reviewed
Lt. Brook's Testimony	Lt. Brook's Testimony before the CRB	April 27, 2026,	April 29, 2026,	April 29, 2026,

CRB FINAL DETERMINATION:

The CRB reached a unanimous (6 -0) decision regarding allegations against **Lieutenant Thomas Brooks (ID #086201)**, in violation of the following BPD Rules:

BPD Employee Name	Applicable BPD Rule	CRB Ruling
Lieutenant Thomas Brooks	102§3 Conduct	Exonerated
	102§4 (Neglect of Duty)	Exonerated
	102§9 (Respectful Treatment)	Exonerated

After a thorough review of all the evidence in this case, the CRB voted exonerated as to alleged violations of BPD Rule 102§3 Conduct. The video evidence reviewed consisted of short, incomplete clips that did not provide sufficient context to support the allegations, which resulted in the finding of exoneration.

As to allegations of violation of BPD rules 102§4 (Neglect of Duty) and 102§9 (Respectful Treatment), the allegations do not explicitly address off-duty conduct. The CRB concluded that these rules are not applicable in this matter and voted to exonerate Lieutenant Brooks.