



CITY OF BOSTON
OFFICE OF POLICE ACCOUNTABILITY AND TRANSPARENCY
Evandro C. Carvalho, Executive Director

CIVILIAN REVIEW BOARD (CRB) - COMPLAINT #411

CASE TIMELINE:

Date of Incident: October 4, 2024
Time of Incident: 12:40 PM
Location of Incident: Massachusetts Ave & Clifford Park on Shirley Street, Roxbury
Date of Filing: October 16, 2024
Date of CRB Decision: September 16, 2026

BOSTON POLICE DEPARTMENT (BPD) EMPLOYEE(S):

BPD Employee Name	District	Employee ID #	Sex	Race/Ethnicity
Officer Charles Zukowski, III	B-3	130741	M	White
Officer Jon-Michael Harber	Harbor Patrol Unit	011129	M	White
Sergeant Jay Tully	Homicide	055789	M	White
Officer Scott Griffin	C-6	083072	M	White

CASE PROCEDURAL HISTORY:

This is the second time this case has been brought to the CRB board. This case was scheduled to be presented at the CRB meeting on 07/14/2026 but was continued.

SUMMARY OF ALLEGATIONS:

- 1) The Complainant allegations are two-fold:
 - a) A ‘white bald officer’ or ‘white officer with a buzz cut’, later believed to be identified as Officer Charles Zukowski III or Officer Scott Griffin yelled at the Complainant (who was on bicycle) from his cruiser, “Hey beautiful, wish you had a ride? Ha, ha, watch me work.”
 - b) Complainant stated she followed the cruiser with the officer who had ‘cat-called’ her. The cruiser went to Shirley Street where she saw several other police cruisers



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and officers. The officers surrounded a bearded man who was recording the interaction with the officers on his smartphone. Complainant alleged one ‘white bald officer with sunglasses’ was holding rolled up papers and used the papers to hit the man in question on his chest. There were two other white officers yelling at the man for about ten minutes and ruffling up his bag.

- c) At the end of the interaction, the officers dispersed and the bearded man asked for badge numbers and one officer did not provide the requested information. Once the officers left the scene the man appeared despondent and defeated.

APPLICABLE RULES & LAWS:

- 1) **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) A bald white officer or white officer with a buzz cut (age late 20’s to 40’s) cat-called Complainant from his cruiser as she was riding her bicycle in Roxbury.
- 2) **BPD Rule 304 (Use of Non Lethal Force):** Officers are required to use only the minimum amount of force necessary to achieve a lawful objective. Prior to using force, officers must prioritize de-escalation tactics, such as effective communication, if time and circumstances permit.
 - a) **Allegations of Misconduct:** The Complainant alleged the following:
 - i) Officers (later identified as Officer Zukowski, Officer Harber and Sergeant Tully) surrounded the Subject of an FIO, hitting him with rolled up papers while yelling at him and ruffling up his bag.
- 3) **BPD Rule 102§20 (Failure to Identify Self):** Officers must provide name, rank, and badge number.
 - a) **Allegations of Misconduct:** An officer failed to provide his badge number upon request.

SUMMARY OF INVESTIGATION:

- 1. On October 4, 2024, Complainant filed a complaint with OPAT regarding the above allegations.
- 2. On December 4, 2025, former OPAT Investigator sent an initial outreach telephone call and email to the Complainant seeking additional information and participation in the investigation. The former OPAT Investigator did not receive an initial response.



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3. On December 12, 2025, former OPAT Investigator conducted an interview with Complainant. Complainant explained she was on her bicycle originally on Columbia Road and took a left down Massachusetts Avenue when an officer yelled a cat-call at her. She then followed his cruiser on Shirley Street to Clifford Playground where other officers had congregated with a bearded male individual.
4. On 01/07/2026 and on 02/10/2026, former OPAT Investigator sent evidence record requests to the BPD. Evidence later received was a CAD sheet, redacted police report, and BWC footage.
5. On June 09, 2026, OPAT Investigator was reassigned and resumed work on the case by reviewing the original intake, prior investigative notes, and evidence received from BPD.
6. OPAT Investigator attempted to locate the bearded individual who was stopped by BPD but was unsuccessful.
7. After reviewing the BWC footage OPAT Investigator was able to identify officers present on the day of incident as Officer Zukowski, Officer Harber and Sergeant Tully.
8. On June 09, 2026, OPAT Investigator conducted an interview with Complainant via telephone. The Complainant indicated that all information provided in her intake with OPAT was consistent with what occurred on October 4, 2026. The Complainant did not have further information to add.
9. On June 10, 2026 the OPAT Investigator reviewed the following information which had been obtained by the prior OPAT Investigator:
 - a. **The CAD Sheet, identification [REDACTED] and Incident [REDACTED]** showed the following information:
 - i. On 10/04/2024 event history showed a 911 call for a ‘Person with a Gun’ originated at 12:49:05.
 - ii. This call originated from a third party whose father told her he had witnessed a black male with dreadlocks, a tan hoodie and black pants with a big firearm walking at 5 Allstate Road Dorchester. The father did not want to contact 911 himself because he wanted to stay anonymous. The caller further indicated the suspect was walking towards Massachusetts Avenue.
 - iii. Dispatcher [REDACTED] stated: ‘This was about a min ago per clr’ at 12:50:04.
 - iv. Officer [REDACTED] arrived at 5 Allstate Road Dorchester at 12:51:01.
 - v. Officer Scott Griffin (ID# 083072) arrived at 5 Allstate Road Dorchester at 12:52:41.
 - vi. Officer [REDACTED] arrived at 5 Allstate Road Dorchester at 12:53:26.



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- vii. Officer [REDACTED] arrived at 5 Allstate Road Dorchester at 12:57:36.
 - viii. Officer Charles Zukowski (ID# 1307410) arrived at 5 Allstate Road Dorchester at 12:58:42.
 - ix. Dispatcher [REDACTED] indicated the following: 'possible Clifford Park Shetland St. Side' at 13:00.
 - x. Officer [REDACTED] arrived at Clifford Park at 13:06:21.
 - xi. Officer Scott Griffin arrived at Clifford Park at 13:07:17.
 - xii. Officer [REDACTED] arrived at Clifford Park at 13:11:23.
 - xiii. Officer [REDACTED] indicated, 'witness did not speak with police, nobody found, FIOE completed by B2.
 - xiv. Officer [REDACTED] had arrived at 5 Allstate Road at 13:36:15.
 - xv. Case [REDACTED] was assigned to event P# [REDACTED] Officer Jon-Michael Harber, ID# 011129.
10. On June 10, 2026 OPAT Investigator reviewed **Police Report** [REDACTED] and determined the following:
- a. Police Report [REDACTED] was reported on 10/04/2024 at 13:58 by Officer Harber pertaining to an incident which occurred on 10/04/2024 from 12:49-13:39. The location of the incident was Shetland Street and Shirley Street, Roxbury. The Offense Code was 'Investigate a Person'.
 - b. The narrative of the report stated:
 - i. At about 1:49 PM on 10/04/2024, Officer Harber, assigned to [REDACTED] responded to a radio call for a person with a gun in the area of South Bay Mall. A call was broadcast on Area C-6 at South Bay Mall, that there was a black male, with dreadlocks style hair, tan hoodie and black pants who was seen with a gun and walking towards Massachusetts Avenue. [REDACTED] Dispatcher said this call was five to ten minutes old. While on patrol in the area of Clifton Park in the area of Shirley Street at Shetland Street, which is approximately a five to ten minute walk from the South Bay Mall, Officer Harber observed a black male with dreadlocks, a tan hat, grey hoodie and black pants sitting on the park bench. Officer Harber approached the individual, later identified as (REDACTED) and began speaking with him. (REDACTED) stated that he had just sat down. Officer Harber, being by himself at this time, then asked for additional units due to the nature of the call in order to safely frisk him. (REDACTED) became verbally combative while remaining seated and repeatedly attempted to reach in his pockets. Officer Harber issued numerous verbal commands for (REDACTED) to keep his hands out of his pockets for Officer Harber's safety. Various units from B2 and C6



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arrived on scene and (REDACTED) and his backpack were frisked. Officer Harber explained the reason for the stop to (REDACTED). Officer Harber did not discover any firearms. During the frisk, (REDACTED) repeatedly stated that he was being assaulted by the police. Officer Harber recovered (REDACTED)'s ID card in order to get (REDACTED)'s information for this report.

11. In June and July of 2026, OPAT Investigator reviewed the following BWC footage:

- a. **Axon Body 3 X60A4553L** was recorded by officer Harber at 12:59:56 with a duration of 4:58. This video is titled, 'FIO Person with a Gun Stop'.
 - i. This footage showed officer Harber as the sole officer on scene approaching a seated black male with dreadlocks, black pants, grey hoodie with a green brim hat and sunglasses.
 - ii. This footage did not show the appearance of officer Harber.
 - iii. The footage showed Officer Harber addressing the male and explaining he was being stopped because he matched the description of a suspect. Officer Harber did not have any rolled up paper and he did not hit the male. He frisked the male individual once other officers arrived. Once other officers were on scene, Officer Harber's BWC footage showed approximately twelve other officers surrounding the male individual. There are two white officers who were bald or with a buzz cut: Officer Zukowski (buzz cut and wearing sunglasses) and Sergeant Tully. There are other officers in the background, but their identifying physical characteristics were unclear.
 - iv. At 3:07, Harber asked the individual, "Can I get an ID so that I can write this up?" The male individual responds, "Write what up, Sir?" Harber responds, *"So that when you sue me, they'll be a record of it."*
 - v. The male indicated he wanted his iphone to record the stop because he was stopped by police in 2019 and his back was hurt by the police and wanted to make sure this stop was recorded. At 12:49 the male individual takes his smartphone out of his pocket and starts recording.
 - vi. Another officer (later identified as [REDACTED] through BWC) searches the male individual's bag and does not find any firearm.
 - vii. Sergeant Tully comes onto the scene and volunteers his badge number.
 - viii. The male individual did not ask for badge numbers at any point during the BWC footage.

12. On July 1, 2026 OPAT Investigator reviewed the following BWC footage:

- a. **Axon Body 3 X60A7910R** was recorded by [REDACTED] at 12:53:53 with a duration of 5:43. This footage showed the inside of the cruiser ride to 5 Allstate



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Road Dorchester. There was no communication between the officers in the cruiser. There was no conversation between the officers and any passers-by.

- b. **Axon Body 3 X60A7910R** was recorded by [REDACTED] at 13:00:41 with a duration of 3:09. This was consistent with footage from officer Harber's BWC footage.
 - c. **Axon Body 3 X60A7036U** was recorded by [REDACTED] at 13:00:56 with a duration of 3:45. This footage showed the bag frisk conducted by [REDACTED]. He did not locate a firearm.
 - d. **Axon Body 3 X60A7839S** was recorded by [REDACTED] at 13:01:44 with a duration of 2:55. This footage was consistent with the footage from officer Harber. At 2:25 the male individual stated to Sergeant Tully, *"This is a racist attack. I asked the guy to tell me the reason for the stop."* Harber walked up and stated, *"I told you why, a guy matching your description, black pants, dreadlocks..."*
 - e. **Axon Body 3 X60AB0146** was recorded by officer Zukowski at 13:01:34 with a duration of 1:44. This footage was consistent with Harber's footage. This BWC footage did not show the footage of Officer Zukowski in his cruiser en route to the FIO which was the second part of Complainant's complaint. Per BPD, this footage does not exist.
 - f. **None of the BWC footage** clearly depicted all of the physical characteristics of the officers standing in the foreground of the videos.
13. On July 1, 2026, OPAT Investigator requested the BWC footage from officer Zukowski on 10/04/2024 from 11:45 AM to 1:00 PM. BPD responded no such footage exists.
14. On July 9, 2026 OPAT Investigator requested the BWC footage from officer Scott Griffin, ID# 083072 for 10/04/2024 from 12:30 PM to 1:30 PM. Officer Griffin was identified on the CAD sheet as an officer who responded to 5 Allstate Road Dorchester at 12:52:41. BPD responded no such footage exists.
15. Efforts to interview the male individual who was stopped by BPD on 10/04/2024 were unsuccessful. The police report was redacted. Efforts to view the ID provided by this individual to officer Harber in BWC footage were unsuccessful. Online searches could not determine any identifiable information pertaining to this male individual.
16. OPAT Investigator sent an interview request to the following individuals on July 8, 2026 and July 10, 2026: Officer Zukowski; Officer Harber; and, Sergeant Tully. On 08/25/2026 OPAT Investigator sent an interview request to Officer Scott Griffin. As of the date of this report they have not responded.
17. On August 27, 2026, OPAT Investigator requested additional records from BPD, including the turret, 911 audio associated with incident [REDACTED] and personnel photographs of Officer Zukowski, Officer Harber and Sergeant Tully. All are white male police officers who responded to this FIO on 10/04/2024. Tully and Griffin are bald.



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Zukowski had a buzz cut at the time of the incident and was also considered given Complainant's angle and the driver's angle at the time of the alleged interaction with Complainant.

18. On August 27, 2026, OPAT Investigator received and reviewed the turret, 911 audio associated with incident [REDACTED] and personnel photographs of Officer Zukowski, Officer Harber and Sergeant Tully.
19. On 09/02/2026, OPAT Investigator met with Complainant via a Google Meet video and showed her the BPD issued photos of each officer in question. Complainant believed Officer Zukowski may be the officer who cat-called her from his cruiser.
- a. Complainant ruled out Sergeant Tully as the officer who interacted with her.
 - b. Complainant did not recognize Officer Scott Griffin but could not rule him out as a possibility.

EVIDENCE REQUESTED/REVIEWED:

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

I. Evidence Available and Reviewed:

Evidence Type	Description / Title	Requested	Received
OPAT Intake Form	Initial complaint pertaining to allegations from Complainant being both a victim and a witness	N/A	Yes
Complainant Interview	Telephonic interview	Yes	Yes
CAD Sheet	CAD Sheet - [REDACTED]	Yes	Yes
Police report	[REDACTED]	Yes	Yes



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Evidence Type	Description / Title	Requested	Received
BWC Harber	Body 3 X60A4553L	Yes	Yes
BWC [REDACTED]	Body 3 X60A7910R	Yes	Yes
BWC [REDACTED] (second)	Body 3 X60A7910R	Yes	Yes
BWC [REDACTED]	Body 3 X60A7936U	Yes	Yes
BWC [REDACTED]	Body 3 X60A7839S	Yes	Yes
BWC Zuwolski	Body 3 X60AB0146	Yes	Yes
Public website searches	Image searches for officers [REDACTED] and Scott Griffin	N/A	Yes
BPD issued photos	Officer Zukowski, Officer Griffin, and Sergeant Tully	Yes	Yes
Interview with Complainant	Via Google Meet	Yes	Yes



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II. Evidence Requested but Not Yet Received:

Evidence Type	Description / Title	Date Requested	Status
BWC Zukowski	Footage from 10/04/2024 from 11:45 AM to 1:00 PM (estimated time in cruiser en route to FIO)	July 01, 2026 August 25, 2026	Does not exist
BWC Officer Scott Griffin, ID# 183072	BWC footage from 10/04/2024 from 11:45 to 1:30 PM	July 9, 2026, August 25, 2026	Does not exist
Interview attempts	Emails to Officer Zukowski	July 8, 2026, July 9, 2026, August 25, 2026	Unresponsive
Interview Attempts	Emails to Officer Jon-Michael Harber	July 8, 2026, July 9, 2026, August 25, 2026	Unresponsive
Interview Attempts	Emails to Sergeant Jay Tully	July 8, 2026, July 9, 2026, August 25, 2026	Unresponsive
Interview Attempts	Emails to Officer Scott Griffin	August 25, 2026	Unresponsive
Interview attempt male individual who was	Efforts to locate the individual	Multiple times between June 2025 and July 2026	Results negative



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stopped and frisked			
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CRB FINAL DETERMINATION:

The CRB reached a unanimous (6-0) vote regarding allegations that Officer Charles Zukowski, III (ID# 130741) violated the following BPD rules:

BPD Employee's Name	Applicable Rule	Recommended Finding
Officer Charles Zukowski, III	102§9 Respectful Treatment	Insufficient Evidence
	304 Use of Non Lethal Force	Exonerated
	102§20 Failure to Identify Self	Unfounded

SUMMARY FINDINGS:

Officer Charles Zukowski, III - ID# 130741

1. BPD Rule: 102§9 Respectful Treatment

CRB Finding: Insufficient Evidence

Analysis: There is insufficient evidence to determine if the ‘cat-calling’ officer was Officer Zukowski. Upon reviewing all available BWC footage and additional evidence, Officer Zukowski, Sergeant Tully and Officer Griffin were the only officers who matched Complainant’s description of a ‘white bald officer’ en route to the FIO on 10/04/2024.

- a. The start time of officer Zukowski’s BWC footage was 13:01:34 when he was frisking the male individual. This is consistent with the time period of when he would have been enroute to the FIO. Complainant indicated the cat-call occurred at 12:40 on Massachusetts Avenue.
- b. The officer involved could be Scott Griffin, ID# 083072; because a [REDACTED] search determined he is a bald white male. Per the CAD sheet he did go to the FIO. He is not one of the officers who conducted the FIO. As a result his BWC was not required to be activated.



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- c. The officer involved could be officer Sergeant Tully as he also fits Complainant's description.
- d. Efforts to obtain the footage from Zukowski's BWC footage prior to the FIO were met with negative responses as it does not exist.
- e. Efforts to interview officer Zukowski were met with negative responses.
- f. Complainant's statements in her intake form in October 2024 along with her two interviews in December 2024 and June 2026, have been consistent despite the duration of time passed.
- g. The lack of cooperation from officer Zukowski does not allow for his testimony to be compared to that of Complainant.

2. BPD Rule: 304 Use of Force

CRB Finding: Exonerated

Analysis: BWC footage from all officers showed Zukowski's interaction with the male individual and it did not show any officers in violation of this rule. He did not holler at the individual. He did not have rolled up papers and did not hit the individual.

3. BPD Rule: 102§20 Failure to Identify

CRB Finding: Unfounded

Analysis: BWC footage from all officers showed Zukowski's interaction with the male individual and it did not show any officers in violation of this rule. The individual did not request identification from any officers during the FIO.



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The CRB reached a unanimous (6-0) vote regarding allegations that Officer Jon-Michael Harber, (ID# 011129) violated the following BPD rules:

BPD Employee's Name	Applicable Rule	Recommended Finding
Officer Jon Michael Harber	304 Use of Non Lethal Force	Exonerated
	102§20 Failure to Identify Self	Unfounded

Officer Jon-Michael Harber - ID# 011129

1. BPD Rule: 304 Use of Non Lethal Force

CRB Finding: Exonerated

Analysis: Officer Harber's BWC footage started at 12:59:56 when he approached the male individual so the entire interaction is recorded and showed the following:

- a. At no time did officer Harber holler at the male individual.
- b. At no time did he hit him with rolled up papers.
- c. The amount of force used was consistent with BPD Rule 304. He also used deescalating methods by calmly telling the male individual the reason for the stop and frisk. This was viewed at the following times on his BWC footage: at 00:52, 1:37, 2:29 and 4:21.

2. BPD Rule: 102§20: Failure to Identify Self

CRB Finding: Unfounded

Analysis:

- a. The male individual never requested his badge identification number. Harber's badge is in plain sight of the male individual.



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The CRB reached a unanimous (6-0) vote regarding allegations that Sergeant Jay Tully (ID# 055789) violated the following BPD rules:

BPD Employee's Name	Applicable Rule	Recommended Finding
Sergeant Jay Tully	102§9 Respectful Treatment	Insufficient Evidence
	304 Use of Non Lethal Force	Exonerated
	102§20 Failure to Identify Self	Unfounded

Sergeant Jay Tully - ID# 055789

1. BPD Rule: 102§9 Respectful Treatment

CRB Finding: Insufficient Evidence

Analysis: The Board determined there was not enough evidence available to make a finding. The Board could not eliminate Sergeant Tully as the potential ‘cat-caller’ based on his appearance and the time he arrived at the FIO.

2. BPD Rule: 304 Use of Non Lethal Force

CRB Finding: Exonerated

Analysis: Officer Burke’s BWC footage showed Sergeant Tully’s arrival at minute 3:04. Sergeant Tully had no physical interaction with the male individual.

3. BPD Rule: 102§20: Failure to Identify Self

CRB Finding: Unfounded

Analysis: The male individual never asked for his badge identification number but Sergeant Tully volunteered his name and badge number to the male individual. This was shown on officer Burke’s BWC.



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The CRB reached a unanimous (6-0) vote regarding allegations that Officer Scott Griffin (ID# 083072) violated the following BPD rules:

BPD Employee's Name	Applicable Rule	Recommended Finding
Officer Scott Griffin	102§9 Respectful Treatment	Insufficient Evidence

Officer Scott Griffin - ID# 083072

3. BPD Rule: 102§9 Respectful Treatment

CRB Finding: Insufficient Evidence

Analysis: The Board determined there was not enough evidence available to make a finding. Evidence (CAD Sheet) determined Officer Griffin arrived at Clifford Park at the time of the FIO, allowing him to be a possibility for the ‘cat-calling’ officer. However, all available evidence could not eliminate the other officers present who matched the description provided by Complainant.