

**STATE OF VERMONT
VERMONT CRIMINAL JUSTICE COUNCIL**

In re: Lance Martel)
) VCJC Docket No. PRS 2020GNU
)

STIPULATION AND CONSENT ORDER

NOW COME the State of Vermont and Lance Martel, and agree and stipulate as follows:

1. Lance Martel (“Respondent”) of Sheldon, Vermont holds a Level III Vermont Law Enforcement Officer Certification issued by the Vermont Criminal Justice Council on November 22, 2013. Respondent is not currently employed by a law enforcement agency.
2. Jurisdiction in this matter vests with the Vermont Criminal Justice Council (“Council”) pursuant to 20 V.S.A. §§ 2351, 2401-2411, 3 V.S.A. §§ 809-814 and other authority.
3. Respondent acknowledges that he voluntarily enters this Stipulation and Consent Order. He further acknowledges that he had the advice of counsel regarding the matter before the Council and advice of counsel in reviewing this Stipulation and Consent Order. He agrees and understands that, by exercising this document, he is waiving any right to challenge the jurisdiction and continuing jurisdiction of the Council in this matter, to be presented with the evidence against him, to cross-examine adverse witnesses, and to offer evidence of his own to contest any of the State’s allegations or findings. 20 V.S.A. § 2405; 3 V.S.A. §§ 809, 814.

Findings of Fact

4. Council staff received an unprofessional conduct complaint in this matter against Respondent on or about June 02, 2021. The internal investigation was completed by the sending agency on or about May 05, 2022.
5. The Council Professional Regulation Subcommittee (“Subcommittee”) reviewed and processed the complaint pursuant to 20 V.S.A. Chapter 151, Subchapter 2.

6. The Subcommittee determined that the facts established by the investigation of the complaint supported a finding of unprofessional conduct and, by vote on May 04, 2023, concluded in relevant part that Respondent had engaged in Category A conduct.

7. Based on the Subcommittee's determination, the State specifically alleges that, Respondent committed an act of voyeurism, a misdemeanor, in violation of 13 V.S.A. § 2605(b)(2). The State alleges that Respondent captured a screenshot of a nude photo of an adult female, K.G., and that K.G. did not give permission for Respondent to possess the nude image evidenced by K.G. sending the photo via an application that makes the photo disappear after a prescribed amount of time. This act was committed concurrently to a disturbing pattern of inappropriate behavior involving seven other women. While the allegations concerning the other women did not result in additional criminal charges, the information gathered involving the other women supported ten policy violation allegations. These policy violations are not actionable on their own, however, the evidence gathered in the overall investigation provides substantial evidence that Respondent acted intentionally when he captured the screenshot of K.G. without her permission, and that his possession of K.G.'s naked image was not a mistake, accident or a misunderstanding.

Conclusions of Law

8. Vermont law sets forth three categories of law enforcement officer unprofessional conduct: Category A, Category B and Category C. *See* 20 V.S.A. § 2401(1)-(3) (categories defined).

9. As relevant to this matter, Category A conduct is defined as felonies, misdemeanors "committed while on duty and did not involve the legitimate performance of

duty” and “any of the following misdemeanors, if committed off duty: ... (viii) voyeurism.” *Id.* § 2401(1).

10. The State alleges that Respondent engaged in Category A conduct by virtue of possessing a screenshot (a photo) of K.G. that showed her naked breasts without K.G.’s permission in violation of 13 V.S.A. § 2605(b)(2).

11. Voyeurism, with the facts and circumstances as alleged against Respondent, is a misdemeanor. *See* 13 V.S.A. § 2605(j) (“For a first offense, a person who violates subsection (b), (d), or (e) of this section shall be imprisoned not more than two years or fined not more than \$1,000.00, or both.”); *see also* 13 V.S.A. § 1 (“Any other provision of law notwithstanding, any offense whose maximum term of imprisonment is more than two years, for life, or which may be punished by death is a felony. Any other offense is a misdemeanor.”)

12. Respondent acknowledges that if this matter were to proceed to a contested hearing, the State could prove that Respondent engaged in prohibited Category A conduct. *See* 20 V.S.A. § 2401(1)(C)(viii) (Category A conduct defined to include “any of the following misdemeanors, if committed off duty... (viii) voyeurism.”).

13. Consistent with Respondent’s cooperation with the Council, Respondent acknowledges that if the State were to file charges it could satisfy its burden at a hearing and a finding adverse to Respondent could be entered by the Council pursuant to 20 V.S.A. §§ 2401, 2405-2407 and 3 V.S.A. § 812.

14. In the interest of resolving this matter, the Respondent and the State agree to enter this Stipulation and Consent Order, in lieu of proceeding to hearing.

15. The Council adopts as its facts and conclusions in this matter Paragraphs 1 through 7 above and Respondent agrees that this is an adequate basis for the Council actions set

forth herein. Any representation by Respondent herein is made solely for the purposes set forth in this agreement.

16. Therefore, in the interest of Respondent's desire to fully and finally resolve the matter presently before the Council, Respondent has determined that Respondent shall enter into this agreement with the Council. Respondent enters no further admissions here, but to resolve this matter without further time, expense, and uncertainty Respondent has concluded that this agreement is acceptable and in the best interest of the parties.

17. Respondent agrees and understands that by executing this document Respondent is waiving any right to challenge the jurisdiction and continuing jurisdiction of the Council in this matter, to be presented with a specification of charges and evidence, to cross-examine witnesses, to offer evidence of his own to contest any allegations by the State or to appeal from this Stipulation and Consent Order.

18. Respondent is not under the influence of any drugs or alcohol at the time he signs this Stipulation and Consent Order

19. The parties agree that upon the Council's acceptance of this Stipulation and Consent Order, and pursuant to the terms herein, the above-captioned matter shall be resolved by the Council. Thereafter, the Council will take no further action as to this matter absent non-compliance with the terms and conditions of this document by Respondent.

20. This Stipulation and Consent Order is conditioned upon its acceptance by the Council. If the Council rejects any part of this document, the entire agreement shall be considered void. Respondent agrees that if the Council does not accept this agreement in its current form, Respondent shall not assert in any subsequent proceeding any claim of prejudice from any such prior consideration. If the Council rejects any part of this agreement, none of its

terms shall bind Respondent or constitute an admission of any of the facts of the alleged misconduct, it shall not be used against Respondent in any way, it shall be kept in strict confidence, and it shall be without prejudice to any future unprofessional conduct disciplinary proceeding and the Council's final determination of any charge against Respondent.

21. Respondent acknowledges and understands that this Stipulation and Consent Order shall be a matter of public record, shall be entered in his permanent Council file, shall constitute an enforceable legal agreement, and may and shall be reported to other authorities, including the International Association of Law Enforcement Standards and Training National Decertification Index. In exchange for the actions by the Council, as set forth herein, Respondent expressly agrees to be bound by all terms and conditions of this Stipulation and Consent Order.

22. The parties therefore jointly agree that should the terms and conditions of this Stipulation and Consent Order be deemed acceptable by the Council, it may enter an order implementing the terms and conditions herein.

Order

WHEREFORE, on the basis of the foregoing Findings of Fact and Conclusions of Law, and on the basis of the consent of Respondent, it is hereby ORDERED that:

1. Respondent's Vermont law enforcement officer certification shall be REVOKED effective January 16, 2024.
2. Respondent may apply for recertification after a period of seven (7) years has passed since the date of his current certification revocation. Respondent understands that any future recertification would require the successful

completion of a Council basic training program, and any additional training(s) required by the Council.

3. Respondent understands that this Order does not provide him with a right or guarantee to future recertification or admission into a Council basic training program. The Council maintains its full discretion for determining Respondent's eligibility in reviewing any future application made by Respondent for certification.
4. Respondent shall provide a complete copy of this Stipulation and Consent Order to any Vermont law enforcement agency for which he works or to any prospective Vermont law enforcement agency to which he makes application for employment, as well as to any state regulatory body or other certification authority related to law enforcement officers in any location or jurisdiction where he may apply for law enforcement officer employment, for so long as this Stipulation and Consent Order remains in effect.
5. Respondent shall bear all costs of complying with the terms and conditions of this Stipulation and Consent Order.
4. Respondent agrees to be bound by all terms and conditions of this Stipulation and Consent Order.

DATED at Sheldon, Vermont this 11 day of January, 2024.

By: 
DocuSigned by:
6E2F3904761C407
Lance Martel
Respondent

Approved as to Legal Form:

DATED at Pawlet, Vermont, this 9th day of 2024, 2023.

By: DocuSigned by:
Sue Edwards
Sue Edwards, Esq.
Counsel for Respondent

DATED at Pittsford, Vermont, this 12th day of January 2024, 2023.

By: Heather Simons
Heather Simons
Executive Director
Vermont Criminal Justice Council

Approved as to Legal Form:

DATED at Pittsford, Vermont this 12th day of January 2024, 2023.

By: Kim McManus
Kim McManus
Associate General Counsel
Vermont Criminal Justice Council

**AS TO IN RE: Lance Martel, VCJC Docket No. PRS 2020GNU:
APPROVED AND ORDERED
VERMONT CRIMINAL JUSTICE COUNCIL**

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DATED: _____

ENTERED AND EFFECTIVE: _____