



**Office of the New York State  
Attorney General**

**Letitia James  
Attorney General**

December 9, 2025

Police Commissioner Jessica Tisch  
New York City Police Department  
One Police Plaza  
New York, NY 10038

*Via email*

Re: Executive Law § 75(5)(b) Referral of Sergeant Nicki Canady  
OAG Matter No. 1-794795187

Dear Commissioner Tisch,

The Office of the New York State Attorney General has reviewed your agency's referral of Sergeant Nicki Canady pursuant to Executive Law Section 75(5)(b). Based on our review, we have concluded that Sgt. Canady, who at the time of the relevant incidents was assigned to a Patrol Borough Brooklyn North Specialized Unit, engaged in a pattern of misconduct involving repeated unlawful stops, frisks, searches, and failures to properly use her body-worn camera.<sup>1</sup>

Our findings are based on the following incidents:

- **CCRB 201907149/IAB Log 2021-25178:** On August 9, 2019, near Marcus Garvey Blvd. and Vernon Avenue in Brooklyn, Sgt. Tinina Alexander and Officer Kamrul Islam stopped five individuals for purported gambling with dice. While they arrested and escorted away Complainant 1, then-Officer Canady pushed another one of the individuals back and shoved her a second time. Four of the officers belatedly activated their body-worn cameras (BWCs), while Officer Canady and another officer failed to activate theirs at all.

The CCRB investigated and concluded that the stop was unlawful as neither of the two officers who initiated the stop had personally witnessed individuals only holding dice but not gambling. It also found that Officer Canady was justified in the minimal amount of force she used to keep an individual away from officers, but noted that she failed to activate her BWC as required by NYPD policy. Officer Canady received a verbal instruction for that failure.

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<sup>1</sup> When summarizing the incidents underlying the pattern finding, OAG refers to Sgt. Canady by the rank she held at the relevant time. Sgt. Canady was promoted to the rank of detective on March 18, 2021, and to sergeant on September 30, 2024.

- **CCRB 202001674/IAB 2022-9236:** On February 15, 2020, Officer Canady and two other officers assigned to the Patrol Borough Brooklyn North Specialized Unit pulled up in an unmarked car alongside Complainant 2 as he was walking near Van Siclen and Stanley Avenues in Brooklyn. The officers, who all failed to activate their BWCs, told the CCRB that they had witnessed Complainant 2 blade his body, reach into his pocket, remove a black object, and repeatedly look over his shoulder when he saw the officers' car. Based on the purported belief that Complainant 2 was concealing a weapon, the officers directed him to stop and, when he did not, Officer Sean Walsh grabbed his arms. Officer Canady frisked Complainant 2 and discovered that the object felt more like a cell phone. Although Complainant 2 alleged that the male officers prevented him from recording the interaction with his phone and lifted him off the ground, the CCRB could not corroborate those assertions absent video evidence or independent witnesses. Similarly, the CCRB could not corroborate Complainant 2's allegation that the officers fully searched his pockets and deemed all the allegations unsubstantiated but noted that the officers had failed to activate their BWCs. NYPD issued Officer Canady a letter of instruction for that failure.
- **CCRB 202002052:** On March 5, 2020, four officers approached Complainant 3 near Jerome Street and Blake Avenue in Brooklyn, after he had exited his parked car and reached into his backseat to grab a backpack. Lt. Forrest Hirsch and Sgt. Gabriel Cuevas questioned him as to whether he knew where to buy cocaine. After he said no, Officer Canady grabbed his arms and pushed him against a fence. Officer Gregory Trimarchi then searched Complainant 3's car without consent. Officers Canady and Trimarchi did not activate their BWCs and none of the officers prepared the required paperwork for the stop. Complainant 3 was released without a summons.

The officers gave inconsistent statements to CCRB regarding the justification for the stop, varying in who initiated the stop, whether the officers smelled marijuana emitting from the car, what, if anything, Complainant 3 threw into the backseat (marijuana, a gun, or something unidentifiable), and whether there was a small amount or pounds of marijuana found in the car. Based on the differing accounts, the CCRB did not credit the officers' testimony and substantiated the allegations that the stop and search of the vehicle were unjustified and noted Officer Canady's improper use of the BWC and other officers' failure to properly document the stop. CCRB recommended, and Officer Canady received, a Command Discipline A for this misconduct; she forfeited one vacation day.

- **CCRB 202002825/IAB 2022-11721.** On April 20, 2020, Officer Canady stopped Complainant 4 while he was walking in the vicinity of Howard Avenue and Sterling Place in Brooklyn. He fled, was later stopped again by Officer Canady and other officers of the Patrol Borough Brooklyn North Anti-Crime Unit, and handcuffed. Complainant 4 alleged that during this pursuit, Detective Reginald Smith struck him with his car, pointed his gun at him, and threatened to shoot. During the cuffing, Officer Canady placed her knees on Complainant 4's back, while Complainant 4 repeated, "I can't speak." While the officers then frisked and searched the complainant, he became verbally unresponsive, limp, and motionless. The officers did not seek medical aid because they believed he was breathing and was faking unconsciousness.

The CCRB investigated and substantiated the complainant's allegations that Officer Canady and the other officers stopped, frisked, and then searched him without lawful justification. Although Officer Canady said she, Sgt. Cuevas, and Detective Smith saw Complainant 4 adjust his waistband, indicating he had a gun, the other officers denied suspecting him of being armed and CCRB noted that, regardless, such an observation is susceptible to innocuous interpretations. The CCRB also confirmed that the officers had failed to seek medical attention for Complainant 4 when he exhibited life-threatening injuries, but deemed unsubstantiated the remaining allegations of force due to the lack of corroborating evidence. The CCRB also noted that Officer Canady failed to prepare a stop report and that she along with all but one other officer failed to activate their BWCs or prematurely deactivated them. As charges were not timely served, Officer Canady was not disciplined for her unlawful stop, frisk, and search and failure to seek medical attention, and the NYPD issued only a letter of instruction for her improper use of BWC and failure to produce a stop and frisk report. The complainant filed a civil lawsuit against Officer Canady and others and settled for \$225,000 on February 6, 2024.

- **CCRB 202100558/IAB 2022-13560.** On January 7, 2021, an unmarked police vehicle approached Complainant 5 as he was walking through the outer grounds of the Kingsborough Housing complex. Officers Canady and Joshua Navarro exited the vehicle and stopped, frisked, and searched the complainant, and failed to provide their business cards. The CCRB investigated and determined that the stop and subsequent frisk and search were unjustified as the officers' observations that Complainant 5 was cradling an unknown object in his arms, walking away from the officers, and had a "rectangular" object in his waistband did not create reasonable suspicion of a crime or a reasonable belief that he was armed. The CCRB exonerated or deemed unfounded the other allegations that Officer Canady reached down the complainant's pants and interfered with the use of his cell phone to record. The CCRB recommended charges and, following an administrative trial, Officer Canady was found guilty of an unjustified frisk and search of the complainant. As approved by the NYPD commissioner on June 11, 2024, Officer Canady forfeited 3 vacation days, having received a penalty of 3 vacation days for each charge to run concurrently.
- **CCRB 202100913/IAB 2022-8730.** On March 5, 2020, an unmarked police vehicle approached Complainant 6 as he was walking near the intersection of Rochester and Saint Marks Avenues in Brooklyn. Officers Canady and Trimarchi, Sgt. Cuevas, and Lt. Hirsch exited the vehicle and stopped, frisked, then searched the pockets of the complainant. Finding nothing, the officers left without giving a business card, turning on their BWCs, or otherwise documenting the stop. None of the officers recalled the incident when interviewed by the CCRB over a year later. Given the lapse in time since the incident and the officers' inability to recall the basis of the stop, the CCRB was unable to substantiate the allegations, except to confirm that they were the officers shown by bystander video as having stopped Complainant 6. Based on that finding and the lack of documentation for the stop, the CCRB found that Officer Canady violated BWC policy, failed to document the stop in her memo book, and failed to provide a business card. The NYPD disagreed with the findings and did not discipline Officer Canady for these violations.

- **CCRB 202101557.** On March 7, 2021, members of the Patrol Borough Brooklyn North Public Safety Team, which included then-Detective Canady, stopped Complainant 7 as he sat with a passenger in his car, which was legally parked near New Lots Avenue and Mother Gaston Boulevard in Brooklyn. Two of the officers ordered Complainant 7 out of the car, noting that they smelled marijuana, but he refused to do so. The complainant alleged that an officer then reached in his car, unlocked the door, pulled him out of the car, and then searched the driver's side and center console. However, the CCRB did not evaluate those allegations as the officer later resigned. The CCRB did determine that Detective Canady later frisked Complainant 7 and that her reported basis – because they frisk occupants whenever they do a car stop as a matter of course – was not adequately supported by any belief that the individual was armed or other probable cause. The CCRB also found that Detective Canady directed Complainant 7 to open the trunk and the other officers present searched the car, but could not determine that the search was unlawful given the disputed fact as to whether there a marijuana odor was detected. Although Detective Canady did direct Complainant 7 back and grabbed his forearm as he approached another officer, the CCRB found she reasonably did so for officer safety reasons. Detective Canady again failed to provide a business card.

The CCRB closed the case “past the expiration of the statute of limitations due to extensive delays in receiving police documents during the investigation.” The NYPD took no disciplinary action based on the expired statute of limitations.

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Based on the above incidents, we conclude that Sgt. Canady has engaged in a pattern of unlawful stops, frisks, and searches in contravention of federal and state law and NYPD policy. We recommend that Sgt. Canady receive additional training to ensure compliance with relevant laws and NYPD policies on searches, seizures, and use of her BWC.

We also recommend that NYPD revise its policy to require review by Career Advancement Review Board (CARB) as a prerequisite to promotion of members with disciplinary records like Sgt. Canady's. CARB is a three-member committee convened to determine whether members who have disciplinary issues in their careers possess the character and judgment necessary to become a supervisor. Admin. Guide. § 329.15; *Longe v. City of New York*, 802 F. App'x 635 (2d Cir. 2020). Although Sgt. Canady was placed in monitoring due to her numerous substantiated CCRBs, she was not evaluated by CARB prior to her promotion to Sergeant because her disciplinary history had not triggered automatic CARB review and she had not been referred to CARB as a matter of discretion.

CARB review is triggered by certain discipline, including findings of guilt for two or more charges and specifications within the prior five years, regardless of the penalty imposed. Admin. Guide § 329.15. Sgt. Canady received one such finding of guilt in 2024, but her second discipline—for a 2020 incident—was not the result of charges and specifications. Rather, Sgt. Canady accepted a Schedule A Command Discipline, thereby avoiding formal charges and specifications. Admin. Guide § 318-02(19). Sgt. Canady also avoided charges and specifications on various other allegations of misconduct substantiated by CCRB in part because, according to CCRB, undue delays in receiving evidence from NYPD delayed the investigation beyond the

statute of limitations for bringing charges and specifications. Sgt. Canady's pattern of unjustified stops, frisks, and searches, as well as numerous instances of failing to record her activity to a degree that prevented meaningful CCRB review, should have triggered CARB review before she was placed in a supervisory position.

We recommend that NYPD revise the CARB policy to ensure that the panel reviews promotion decisions involving members with multiple recent instances of substantiated misconduct, including at a minimum constitutional violations like wrongful stops, frisks, and searches.

Additionally, in any future investigations, the Department should take into account Sgt. Canady's supervisory status, per the Matrix.<sup>2</sup>

Pursuant to Executive Law § 75(5)(c), please provide a written response within 90 days as to NYPD's response to these recommended remedial actions and provide documentation of any training provided.

Thank you,

LETITIA JAMES  
Attorney General of the State of New York

By: Lillian Marquez  
Deputy Bureau Chief  
Law Enforcement Misconduct Investigative Office

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<sup>2</sup> NYPD Disciplinary System Penalty Guidelines (Sept. 9, 2024), p. 51. Available at [https://www.nyc.gov/assets/nypd/downloads/pdf/public\\_information/nypd\\_disciplinary\\_system\\_penalty\\_guidelines\\_effective\\_09-09-2024.pdf](https://www.nyc.gov/assets/nypd/downloads/pdf/public_information/nypd_disciplinary_system_penalty_guidelines_effective_09-09-2024.pdf).