



OFFICE OF THE INSPECTOR GENERAL

U.S. Department of Justice

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INVESTIGATIVE SUMMARY

Findings Concerning Improper Hiring Practices, Inappropriate Interactions with Subordinates and a Contractor, and False Statements by a Senior Executive with the Executive Office for Immigration Review

The Department of Justice (DOJ) Office of the Inspector General (OIG) initiated an investigation of a senior executive with the Executive Office for Immigration Review (EOIR) based on information it received from DOJ that the official engaged in inappropriate hiring practices, used non-public information to benefit friends, solicited and accepted gifts from subordinates, maintained inappropriate relationships with subordinates, and participated in an inappropriate quid pro quo scheme with a contract company.

The OIG found that the executive engaged in improper hiring practices when, on seven separate occasions, the executive disregarded merit system principles to hire close friends and associates as DOJ employees or DOJ contract personnel over applicants with superior qualifications for the positions. The OIG also found that the executive initiated and approved the promotion of a friend before the individual was eligible for promotion, nominated a friend for a monetary award without sufficient justification, and promoted a friend who lacked qualifications for the position. The OIG further found that the executive disclosed to friends and acquaintances non-public information about job opportunities on a pending DOJ contract, and advocated for increasing contractor salaries in support of friends. The OIG found that this conduct violated federal statutes, federal regulations, and DOJ policy.

In addition, the OIG found that the executive maintained an inappropriate personal relationship with a subordinate, and solicited and accepted gifts and donations from subordinates, in violation of federal statutes and regulations, and DOJ policy. The OIG investigation further concluded that the executive engaged in an inappropriate scheme with a DOJ contractor in which the executive sought employment and training from the contractor for personal friends in exchange for the executive actively participating in the creation and awarding of a purchase agreement of substantial monetary value to the contractor, in violation of federal statutes and regulations.

Lastly, the OIG found that the executive lacked candor and provided false statements to the OIG in relation to the executive's conduct in the above-described matters, in violation of federal statute and regulation. Prosecution of the executive was declined.

The OIG has completed its investigation and provided this report to EOIR for appropriate action. The OIG also referred to the U.S. Office of Special Counsel its findings that the executive retaliated against employees who refused to hire the executive's friends.

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