



# OFFICE OF THE INSPECTOR GENERAL

## U.S. Department of Justice

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### **INVESTIGATIVE SUMMARY**

#### **Findings of Misconduct by a Senior DOJ Official for Ethical Misconduct, Sexual Harassment, Sexual Assault, and Lack of Candor to the OIG**

The Department of Justice, Office of the Inspector General (OIG) initiated this investigation upon the receipt of information alleging that a senior Department of Justice (DOJ), Office of Justice Programs (OJP) official sexually harassed and retaliated against female subordinates, and abused his authority by coercing female employees in his chain of command to have sex with him.

In addition, during the course of the investigation, the OIG obtained information that the senior DOJ official had engaged in a long term sexual relationship with a subordinate. The senior DOJ official allegedly supervised the subordinate and approved her performance evaluations and promotions during the period of time they were in a relationship.

The OIG investigation substantiated that the senior DOJ official (1) sexually harassed one subordinate when he pressured her into a sexual relationship with him in exchange for a promotion; (2) sexually harassed another subordinate when he made repeated verbal sexual advances to her and ultimately sexually assaulted her; and (3) sexually harassed two other subordinates by engaging in sexually inappropriate conduct toward them. The OIG concluded that the senior DOJ official's actions constituted ethical misconduct, sexual harassment, and sexual assault, all in violation of law, federal regulations, and DOJ policy.

The OIG further found that the senior DOJ official's conduct constituted sexual harassment of the subordinate with whom he engaged in a long term sexual relationship. The senior DOJ official's and the subordinate's respective professional positions undermined the consensual nature of their personal relationship. Any such unacknowledged relationship potentially violates the federal regulations that require supervisors to maintain impartiality in personnel matters involving their subordinates and to take appropriate steps, such as recusal from all matters involving the subordinates, to avoid an appearance of loss of impartiality in the performance of their duties, to ensure that the subordinate does not perceive the personal relationship explicitly or implicitly as a term or condition of her employment, and to ensure that the subordinate's response to the supervisor's overtures would not be used as the basis for employment decisions affecting her. We found that the senior DOJ official took no such action.

The OIG further found that the senior DOJ official lacked candor in his statements to the OIG.

Criminal prosecution of the senior DOJ official was declined.

The senior DOJ official retired from his position.

The OIG has completed its investigation and provided its report to the OJP for appropriate action.

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