

U.S. Department of Justice

Office of the Inspector General

REPORT OF INVESTIGATION

SUBJECT					CASE NUMB	ER	
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OFFICE C	CONDUCTINGIN	IVESTIGATION		DOJ COMPONENT			
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During stored The Ol with violation	G investigati who wa on of FBI pol ment; 5.21 –	f the investigation, the an unsecure manner on substantiated the as his subordinate, sexicy Offense Codes: 5 Unprofessional Cond Security of Firearms	e OIG four inside his allegation to ually haras 10 – Impro uct Off-Du	hat sought ar ssed and faile oper Relationship Wi ity; FBI Firearms Pol	may a may a improper ind to properly the a Subordicty Directive	ntimate ry secure inate; 5.2	his firearm, in 20 – Sexual dicy Gui <u>de</u>
she attended a happy hour arranged by at a bar . After approximately two hours at the bar, she accepted offer to drive her to her apartment, . According to							
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Service Service Service 191	oril 13, 2020		1		Die	nitally signe	d by RUSSELL
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, upon arriving at her apartment building, asked to use her bath to let him do so entering a closed stairwell leading to apartment, put his arm they walked up the stairs, pulled her close to him and moved his hand	and that, upon around waist and as
said she was unable to pull away from because of the narrown whustle up the stairs." told the OIG that went into the bathroom did not hear him actually use it or flush the toilet, and afterwards she escorted departed.	ess of the stairwell, but tried to n in her apartment but that she
living room working on her computer when saw s arm around waist as they entered the apartment. used bathroom, he left the apartment. subsequently call phone numerous times because he could not find where he had parked his vehicle.	icle. told where
at her apartment building, he requested to use the	old the OIG that upon arriving to bathroom in her apartment. alking up the stairs because of around her and also denied
retired from his position at the FBI the U.S Attorney's Office of	declined criminal prosecution

The OIG has completed its investigation and all criminal and administrative actions are complete. The OIG is providing this report to the FBI for its information.

Unless otherwise noted, the OIG applies the preponderance of the evidence standard in determining whether DOJ personnel have committed misconduct. The Merit Systems Protection Board applies this same standard when reviewing a federal agency's decision to take adverse action against an employee based on such misconduct. See 5 U.S.C. § 7701(c)(1)(B); 5 C.F.R. § 1201.56(b)(1)(ii).

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DETAILS OF INVESTIGATION

Predication

The Department of Justice (DOJ) Office of the Inspector General (OIG) initiated this investigation upon the receipt of information from the Federal Bureau of Investigation (FBI), Inspection Division (INSD), on alleging that then FBI Assistant Director inappropriately touched an after-work happy hour at a local bar attended by staff members.
During the course of the investigation, the OIG found indications that stored his firearm in an unsecure manner inside his vehicle,
Investigative Process
The OIG's investigative efforts consisted of the following:
Interviews of the following FBI personnel:
Interview of: •
Review of the following: • incoming cellphone calls and text messages; • Apartments apartment complex) surveillance video.
Sought an Improper Intimate Relationship with and Sexually Harassed
The information provided to the OIG alleged that apartment building, in the stairwell of on the buttocks.
The applicable FBI Offense Codes and Penalty Guidelines Governing FBI - Internal Disciplinary Process are as follows:
Offense Code 5.10 – Improper Relationship With a Subordinate: Engaging in or seeking a romantic or intimate relationship with a subordinate.
Offense Code 5.20 – Sexual Harassment: Making unwelcomed or unwanted sexual advances or engaging in

Offense Code 5.21 – Unprofessional Conduct Off-Duty: Engaging in conduct, while off duty, which dishonors, disgraces, or discredits the FBI; seriously calls into question the judgment or character of the employee; or compromises the standing of the employee among his peers or community.

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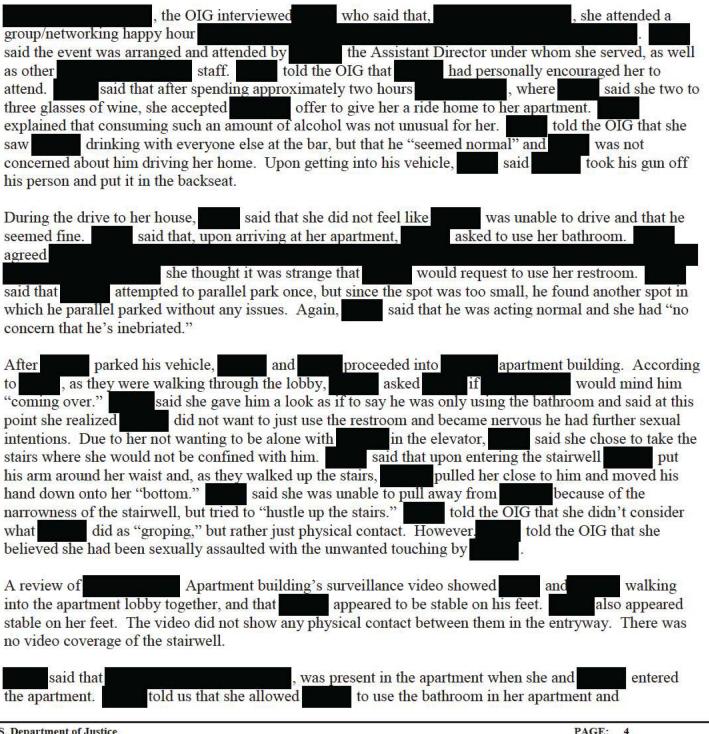
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physical conduct of a sexual nature.



The Department of Justice has a zero tolerance policy with respect to harassment, including sexual harassment. Unwelcome sexual advances and verbal or physical conduct of a sexual nature constitute sexual harassment when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. See Deputy Attorney General Rod J. Rosenstein Memorandum for Heads of Department Components, Sexual Harassment and Sexual Misconduct, April 30, 2018, citing DOJ Order 1200.2 and https://www.justice.gov/jmd/eeos/sexual-harassment. But the Department does not wait for a pattern of offensive conduct to emerge before addressing claims of harassment. Rather, the Department will act before the harassing conduct is so pervasive and offensive as to constitute a hostile environment. Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act, 29 C.F.R. § 1604.11.



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said that, when seturned to the apartment, was visibly upset. It told the OIG that she was attempting to console and find out what happened, when single phone began ringing repeatedly from numerous calls. It is said that she eventually answered phone and spoke with who was unable to locate his car. It told where had parked the car, so went down to the street to assist According to the sent a text message to FBI phone, which showed her and which indicated that was approximately four blocks from where his car was parked. It is also said she located to the car was parked and asked him if he wanted her to call an Uber for a ride home said.
told the OIG that she was in the apartment when and arrived the evening of arm around arm around waist as they came into the apartment. It is then directed to the bathroom and looked at a manner that something. Said that immediately after returned from the bathroom, escorted downstairs.
added that she attended a training session a few days later and spoke with from her office, who had attended the happy hour casually mentioned to something to the effect that she had never seen have so many drinks as he had at the event.
According to the following day at the office, told her something to the effect that he had "too many" drinks and that he was sorry he called so many times last night. It also told that he had issues trying to find his car because all the streets looked the same. It told her that it took him two hours to get home because of traffic. It said that she did not believe that it would take him two hours to get home since he lived in
The OIG's review of there were 15 incoming calls from the phone number associated with cell phone. Additionally, received a garbled text message from the number associated with the OIG reviewed the message, which read: "I am at corner of took the left left and left drim the apt complex and no clue where car is." told the OIG that she did not realize she had received the text message at the time and only noticed it later.
said she then returned to the apartment and that she began receiving repeated phone calls to her FBI issued cell phone from a number she assumed was work phone so she did not have any numbers programed and no one else knew her phone number but said she did not answer the initial calls, but on the fifteenth call, answered phone and spoke with told that had said that he was unable to locate his car. said that at this point concluded was drunk. told where they had parked and suggested to that offer to call an Uber for so, so left the apartment to help find his car. According to she was told by the phone and suggested to the phone calls to her FBI explained that she had a brand new work phone and spoke with the phone number but the fifteenth call, answered that this point concluded was drunk. Told where they had parked and suggested to the phone calls to her FBI explained that she had a brand new work phone and spoke with the phone number but the fifteenth call, answered that the was unable to locate his car. So the phone calls to her FBI explained that she had a brand new work phone so she did not have any numbers programed and no one else knew her phone number but answered phone and spoke with the phone number but the phone number but the phone and spoke with the phone and spoke with the was unable to locate his car. So the phone and spoke with the ph
immediately afterwards she escorted him down to the lobby via the stairwell, and he departed the building without any issue. added that since she did not hear using the bathroom or the flushing of the toilet, she surmised that never actually used it.

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responded in a demeaning and rude manner to her saying he did not need a ride home. described as making "himself larger" as he approached her in what she felt was an attempt to intimidate her. The OIG interviewed who confirmed that she attended the happy hour , was there for approximately an hour, and only briefly spoke with confirmed tha was drinking alcohol, but could not recall what type of alcoholic drink or how many drinks he consumed. denied that she witnessed any signs of impairment and denied that she made the comments to having so many drinks. about , the OIG attempted to conduct a voluntary sworn interview of told the OIG that he did not wish to be placed under oath or recorded until he had more information about potential charges. Nonetheless, continued speaking with the OIG and voluntarily answered the OIG's questions. During his unsworn interview, acknowledged he organized a happy hour social event at a local bar with FBI staff members. Unsolicited, told the OIG that it was not a good idea. a ride home after the happy hour event. also confirmed that he gave told the OIG that upon arriving at her residence, an apartment building he requested to said he parked his vehicle and they quickly went into the building, taking the use her bathroom. stairs to her apartment. told the OIG that they went into apartment used the bathroom, and left afterwards. After reviewed a draft of this report, he denied to the OIG ever using the words "coming over" as described by (see page 4). When asked specifically about the events inside the stairwell of apartment building, described his actions and how narrow the stairwell was and simultaneously motioned with his arms as if he were reaching around something. When asked if he was putting his arms around someone and if he placed as they went up the stairs, acknowledged that he placed his arm around her. his arm around stated that he placed his arm around her shoulders because of the narrowness of the stairwell. When the OIG asked if he could have placed his arm around her waist, replied that he did not recall doing it. denied pulling close to him as they went up the stairs and denied putting his told the OIG that if he had placed his arm around her as they went up buttocks. the stairs he did so without "intent," because he did not intend to do anything. also said that he did not think he had his arm around waist upon entering the apartment. When was told saw his arm around her waist, conceded that his arm might have been around reviewed a draft of this report, he provided a new account of where he placed body and his reason for doing so. told the OIG that he "placed [his] hand in his hands on back near her waist" because she "was wobbling" due to her alcohol consumption and he was trying to prevent her "from falling down the stairs." OIG's review of the apartment building's were stable on their feet in the lobby. lobby surveillance video showed that both and also described for the OIG the difficulty that he had locating his vehicle upon exiting apartment building, but contended that he was unable to locate the vehicle because he had quickly parked it when they arrived and then entered the building promptly due to the cold weather and his need to use the said that because he had quickly gone into the building, and due to both the construction in the area and all the buildings looking similar, he was unable to recall where he parked. how he called numerous times to the apartment for assistance in locating his vehicle and sent a text message with his location and told her he was lost. said he subsequently came upon offered to call an Uber and who directed him to his vehicle. told the OIG told her he did not need an Uber or the use of a suggested that he get a room at a nearby hotel. hotel, got into his vehicle, and went home. denied there was any confrontation, or hostile or otherwise uncomfortable exchange with upon locating his vehicle.

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denied to the OIG that he was inebriated. The OIG asked if he believed that he was able to drive and he said he was, adding that it took him nearly two hours to return home because of traffic.
acknowledged that he was very embarrassed by this event and that Assistant Directors should not be putting themselves in these situations. When asked by the OIG how he might have avoided this situation, replied that he could have avoided the situation by using the bathroom in the lobby of the apartment building.
retired from his position at the FBI
, the U.S Attorney's Office for the declined criminal prosecution of
OIG's Conclusion
The OIG investigation concluded that actions constituted administrative misconduct in violation of FBI policy (FBI Offense Codes 5.10 – Improper Relationship With a Subordinate; 5.20 – Sexual Harassment; and 5.21 – Unprofessional Conduct Off-Duty) and DOJ's zero tolerance policy on harassment. The OIG substantiated the allegation of seeking an improper relationship with a subordinate and sexual harassment based upon encouraging his subordinate to attend a happy hour involving alcohol, offering her a ride home after they consumed the alcohol, creating a reason to go to her apartment unnecessarily, asking if would mind him "coming over," and then, once they entered her apartment building, putting his arm around her waist without her consent. Whether or not placed his hand on buttocks, violated FBI policy, because FBI policy prohibits an FBI supervisor from seeking an intimate relationship with a subordinate. Further, both FBI and DOJ policy prohibit an FBI employee from making unwelcomed or unwanted sexual advances, as the OIG found occurred here. The fact that told the OIG that he was embarrassed about the events of the evening further demonstrates that his actions were in violation of FBI policy related to Improper Relationship with a Subordinate, Sexual Harassment, and Unprofessional Conduct Off-Duty. It also violated the DOJ's zero tolerance policy on harassment.
Stored His Firearm Inside His Vehicle Unsecured,
During the course of the investigation, the OIG found indications that stored his firearm in an unsecure manner inside his vehicle.
The FBI Firearms Policy Directive and Policy Guide paragraph 4.1.2.4 Security of Firearms in Vehicles states:

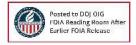
outside of emergency or exigent circumstances, a firearm must never be left unsecured or unattended in the passenger compartment of a car, a truck, or a sport utility vehicle (SUV) [The entire interior compartment of a vehicle is considered the passenger compartment.] unless (I) the firearm is affixed to the vehicle via a locked firearms mount or within a locked security container (preferably constructed of metal); (2) the firearms mount or container is secured to the vehicle itself; and (3) the vehicle is equipped with an alarm, a manufacturer's theft-deterrent system, or a similar anti-theft

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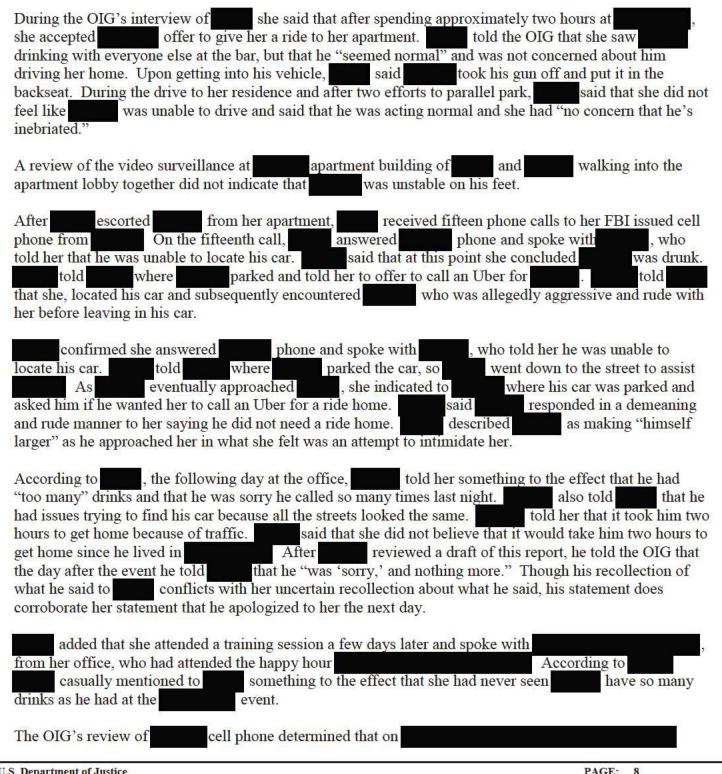
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device.

The FBI Alcohol Policy Guide paragraph 1.1.1 prohibits FBI employees from operating any motor vehicle, while under the influence of alcohol; or from carrying a firearm when impaired by the consumption of alcohol. The FBI Guide defines "under the influence" as "when, as a result of drinking any amount of alcohol, [individuals'] mental or physical faculties are so impacted as to reduce their ability to think and act with ordinary care." The FBI Guide defines "impaired" as "when an individual's faculties are diminished so that their ability to see, hear, walk, talk and judge distances is below the normal levels as set by local, state and federal law."



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Additionally, at received a text message from the number associated with wrote, "I am at corner of the where car is." cell phone. I took the left left and left drim the apt complex and no clue where car is."
During his unsworn interview, described the difficulty he had locating his vehicle upon exiting the apartment, but contended that he was unable to locate the vehicle because he had quickly parked the vehicle and entered the building due to the cold, and he needed to use the bathroom. Said that because he had quickly gone into the building, and due to both the construction in the area and all of the buildings looking similar, he was unable to recall where he parked. Explained how he called numerous times to the apartment for assistance in locating his vehicle and sent a text message to with his location and told her he was lost. Said he subsequently came upon who directed him to his vehicle. Told the OIG offered to call an Uber and suggested that he get a room at a nearby hotel. Told her he did not need an Uber or the use of a hotel, got into his vehicle, and went home. Told there was any confrontation, or hostile or otherwise uncomfortable exchange with upon locating his vehicle.
denied to the OIG that he was inebriated. The OIG asked if he believed that he was able to drive and he said he was, adding that it took him nearly two hours to return home because of traffic. After reviewing a draft of this report, told the OIG he "did not place [his] handgun in the back seat of [his] car as alleged by but he offered no description or explanation of where his firearm was while he was in
The OIG interviewed attended the happy hour with spoke with spoke with alcoholic drink or how many drinks he consumed. impairment and denied that she made the comments to who confirmed that she was drinking alcohol, but could not recall what type of denied that she witnessed any signs of having so many drinks.
OIG's Conclusion
The OIG investigation substantiated that failed to properly secure his firearm inside of his vehicle in violation of FBI Firearms Policy Directive and Policy Guide paragraph 4.1.2.4. There is no indication that locked the weapon inside the passenger compartment less testified credibly under oath that merely placed his firearm somewhere in the back seat. After reviewing a draft of this report, disputed testimony but he provided no description or explanation whatsoever of where his firearm was, let alone that it was secured in compliance with FBI Firearms Policy Directive and Policy Guide paragraph 4.1.2.4.
Although the OIG did not find sufficient evidence to make a finding that was "under the influence" of alcohol or "impaired" by his consumption of alcohol within the meaning of the pertinent FBI policy, the OIG investigation did uncover some evidence in that regard. In particular, the OIG investigation revealed that: the events of the evening of

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consumed alcohol: was unable to locate his car after leaving told the OIG that it took him two hours to drive approximately 15 miles began at a bar where apartment; and from her apartment to his home.

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