



DEPARTMENT OF JUSTICE | OFFICE OF THE INSPECTOR GENERAL

INVESTIGATIVE SUMMARY | 22-030

Findings of Misconduct by a Senior FBI Official for Failure to Timely Report a Romantic Relationship with a Subordinate, Lack of Candor, and Related Misconduct; and by another (now Retired) Senior FBI Official for Failure to Take Proactive Measures Necessary to Mitigate Adverse Consequences of the Romantic Relationship

The Department of Justice (DOJ) Office of the Inspector General (OIG) initiated an investigation after receiving information from the Federal Bureau of Investigation's (FBI) Inspection Division (INSD), alleging that a Senior FBI Official engaged in a romantic relationship with a subordinate employee that resulted in the Senior FBI Official's violation of FBI policies.

The OIG investigation substantiated the allegations that the Senior Official engaged in a romantic relationship with a subordinate and failed to timely report the relationship, in violation of FBI policy. The OIG also found that the Senior Official violated FBI policy by participating in two hiring or organizational decisions involving the subordinate without receiving prior approval. In addition, the OIG found that the Senior Official allowed the relationship to negatively affect a professional and appropriate supervisor-subordinate relationship, adversely affect the FBI's mission, and disrupt workplace morale, by, among other things, causing the subordinate to believe that the subordinate's career was being impacted due to missed opportunities and sending text messages and emails to the subordinate that disparaged the subordinate's immediate supervisor and the Senior Official's other subordinates, all in violation of FBI policy. The OIG further found that the Senior Official misused FBI property and official time by using FBI communications systems to pursue the relationship with the subordinate. Further, the OIG found that the Senior Official interfered with a local police department's response to a traffic incident involving the subordinate with whom the Senior Official was romantically involved, and that the Senior Official lacked candor during interviews with the FBI regarding the traffic incident and with the OIG regarding both the traffic incident and the Senior Official's participation in the hiring and organizational decisions referenced above.

During the course of the investigation, the OIG also examined potential misconduct by another (now Retired) Senior Official who was the supervisor of the Senior Official described above. The OIG found that the now Retired Senior Official, after being told about the romantic relationship described above, did not take proactive measures necessary to mitigate adverse consequences of the supervisor-subordinate relationship, in violation of FBI policy.

Criminal prosecution of the Senior Official was declined.

The now Retired Senior Official retired from the FBI before the OIG initiated this investigation.

The OIG has completed its investigation and provided its report to the FBI.

The FBI advised the OIG that, following its receipt and review of the OIG's report, the FBI immediately removed and reassigned the Senior Official to a nonsupervisory role pending disciplinary action based on the results of the OIG's investigation.



Unless otherwise noted, the OIG applies the preponderance of the evidence standard in determining whether DOJ personnel have committed misconduct.