



OFFICE OF THE INSPECTOR GENERAL

U.S. Department of Justice

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INVESTIGATIVE SUMMARY

Findings of Misconduct by a Federal Bureau of Prisons (BOP) Warden for Acting Unprofessionally Toward a Subordinate, Abusing the BOP Awards Program, Violating BOP Alcohol Policy, and Directing a Subordinate Not to Follow BOP Policy on the Timely Reporting of Misconduct to BOP's Office of Internal Affairs

The Department of Justice Office of the Inspector General (OIG) initiated this investigation upon the receipt of information from a complainant alleging that a Warden at a Federal Correctional Institution (FCI) of the Federal Bureau of Prisons (BOP) had acted unprofessionally toward a subordinate on one occasion; abused BOP's awards program by giving an unauthorized Quality Step Increase (QSI) to another subordinate; and consumed alcohol in violation of BOP policy.

The OIG investigation found that the Warden used profane, obscene, or abusive language toward a subordinate at an employee luncheon in violation of BOP policy governing employee standards of conduct. The OIG investigation determined that the Warden abused the BOP awards program by approving a QSI for another subordinate who had only recently been promoted and therefore lacked the required supporting performance appraisal to qualify for the QSI under BOP policy. The OIG investigation also found that the Warden consumed alcohol just prior to a working dinner with auditors inspecting the FCI, thereby violating BOP policy prohibiting the consumption of alcohol while on duty or immediately before reporting for duty. Finally, in the course of the investigation the OIG discovered that the Warden had violated BOP policy by directing an acting Warden not to report alleged misconduct to BOP's Office of Internal Affairs while the Warden was away from the FCI, which resulted in a one-week delay in reporting misconduct that under BOP policy was required to occur immediately. In connection with this discovery, the OIG issued a Management Advisory Memorandum to the BOP on February 10, 2020, addressing a wider concern regarding BOP senior managers' compliance with time-sensitive reporting requirements in the BOP General Policy.¹

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

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

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¹ See Management Advisory Memorandum of Concerns Identified in the Federal Bureau of Prisons Time-Sensitive Reporting Process, Investigations Division 20-026 (<https://oig.justice.gov/reports/2020/i20026.pdf>).