

U.S. Department of Justice
Office of the Inspector General

REPORT OF INVESTIGATION

SUBJECT [REDACTED] Unit Chief (retired) [REDACTED]	CASE NUMBER [REDACTED]
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OFFICE CONDUCTING INVESTIGATION Washington Field Office	DOJ COMPONENT Federal Bureau of Investigation
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DISTRIBUTION	STATUS
<input checked="" type="checkbox"/> Field Office WFO <input checked="" type="checkbox"/> AIGINV <input checked="" type="checkbox"/> Component FBI <input type="checkbox"/> USA <input type="checkbox"/> Other	<input type="checkbox"/> OPEN <input type="checkbox"/> OPEN PENDING PROSECUTION <input checked="" type="checkbox"/> CLOSED PREVIOUS REPORT SUBMITTED: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO Date of Previous Report:

SYNOPSIS

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, alleging that [REDACTED] a then Unit Chief (UC) [REDACTED] was engaged in an improper intimate relationship with a subordinate, [REDACTED]. Additional allegations against [REDACTED] included his direct involvement in an interview panel, [REDACTED] which resulted in [REDACTED] promotion, and favoring [REDACTED] for Temporary Duty (TDY) opportunities.

[REDACTED] denied having an intimate relationship with [REDACTED] during an interview with the OIG under oath. After the interview concluded, [REDACTED] amended her statement and admitted that she had, in fact, maintained an intimate relationship with [REDACTED].

The OIG investigation substantiated the allegations that [REDACTED] maintained an intimate relationship with [REDACTED] and that during the relationship, [REDACTED] participated as an interviewer and selecting official in an interview panel which resulted in [REDACTED] promotion [REDACTED].

[REDACTED]

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PREPARED BY SPECIAL AGENT		
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APPROVED BY SPECIAL AGENT IN CHARGE		RUSSELL CUNNINGHAM

FBI employees interviewed during the course of the investigation told the OIG of rumors and behavior by [REDACTED] and [REDACTED] that indicated an improper relationship, including sharing food and drinks; inappropriate physical contact in public; spending time in each other's hotel rooms during TDY travel; and spending extended amounts of time together.

During a voluntary OIG interview under oath, [REDACTED] denied being in a relationship with [REDACTED] while she was working under his supervision. However, shortly after the interview concluded and she departed from the OIG office, [REDACTED] called the OIG and stated she wished to amend her statement. Later that same day, during a subsequent voluntary interview, [REDACTED] admitted she had engaged in an improper relationship with [REDACTED]. She further stated the relationship began [REDACTED] before her promotion [REDACTED].

During a voluntary OIG interview under oath, [REDACTED] admitted to engaging in an improper relationship with [REDACTED] while she was his subordinate. [REDACTED] stated the relationship began in [REDACTED], after [REDACTED] was promoted [REDACTED]. During a voluntary phone interview later the same day, after investigators asked him if the relationship began in [REDACTED] not [REDACTED] stated he had incorrectly recalled the timeline of the relationship and acknowledged the relationship began before [REDACTED] promotion.

The OIG determined [REDACTED] violated the FBI's policy and federal ethics regulations by participating in [REDACTED] interview panel and acting as the selecting official for her promotion [REDACTED]. Additionally, the OIG concluded that [REDACTED] preferential treatment of [REDACTED] in delegating work assignments and providing travel opportunities violated federal ethics regulations.

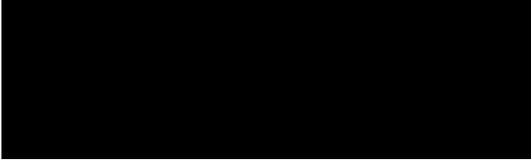
[REDACTED]

[REDACTED] retired while the OIG investigation was pending.

The OIG has completed its investigation and is providing this report to the FBI for appropriate action.

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).

ADDITIONAL SUBJECTS



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, alleging that [REDACTED] a then Unit Chief (UC) [REDACTED] was engaged in an improper relationship with a subordinate, [REDACTED]. Additional allegations against [REDACTED] included his direct involvement in an interview panel, held in [REDACTED] which resulted in [REDACTED] promotion, and favoring [REDACTED] for Temporary Duty (TDY) opportunities.

[REDACTED]

Investigative Process

The OIG's investigative efforts consisted of the following:

Interviews of the following FBI personnel:

[REDACTED]

[REDACTED] Unit Chief (retired)

Review of the following:

- Documents and notes related to [REDACTED] promotion.
- E-mails provided by [REDACTED].

Background

[REDACTED] retired from the FBI [REDACTED]. At the time of his retirement, [REDACTED] was Unit Chief [REDACTED].

[REDACTED]

Improper Relationship with and Favoritism Toward a Subordinate

The information provided to the OIG alleged [REDACTED] was engaged in an improper intimate relationship with [REDACTED], a subordinate [REDACTED]. The allegations additionally stated that [REDACTED] was directly involved in an interview panel, held in [REDACTED] which resulted in [REDACTED] promotion and that he also favored [REDACTED] for TDY opportunities.

The FBI's Personal Relationship Policy, Policy Directive 0802D, states: "FBI employees must not engage in personal relationships which negatively affect their ability to conduct their official duties or which otherwise adversely affect the FBI's mission."

The FBI's Personal Relationship Policy, Policy Directive 0802D, subsection 6.1.2.2. states: "An employee must: Report the development of a romantic or intimate relationship—even though the relationship is not prohibited—with another employee in the same unit or squad or with an employee with whom a supervisory relationship exists, so that management may determine whether remedial action, such as reassignment, is necessary to prevent interference with the FBI's mission."

The FBI's Personal Relationship Policy, Policy Directive 0802D, subsection 6.1.2.3. states: "An employee must: Refrain—without specific, advance management approval—from participating in a hiring or organizational decision involving an individual with whom he or she has a personal relationship and where a reasonable person would question the employee's impartiality."

The FBI's Personal Relationship Policy, Policy Directive 0802D, subsection 6.2.1.2. states: "A manager or supervisor must not: Disrupt workplace morale by pursuing or engaging in a romantic or intimate relationship with a subordinate by, for example, showing favoritism to the subordinate through vehicle or work assignments, promotions, advancements, appraisals, training opportunities, or travel opportunities."

In addition, the Standards of Ethical Conduct for Executive Branch Employees state that an employee "shall not use his public office for his own private gain . . . or for the private gain of friends, relatives, or persons with whom the employee is affiliated in a nongovernmental capacity." 5 C.F.R. § 2635.702. Section 2635.702(d) further provides that "[t]o ensure that the performance of his official duties does not give rise to an appearance of use of public office for private gain or of giving preferential treatment, an employee whose duties would affect the financial interests of a friend, relative or person with whom he is affiliated in a nongovernmental capacity shall comply with any applicable requirements of § 2635.502. Section 2635.502 describes a mechanism by which an employee is supposed to consult with his supervisors or ethics officials to determine whether he should participate in a particular matter when there are circumstances that raise a question regarding his impartiality. 5 C.F.R. § 2635.502(a)(2).

Pursuant to Deputy Attorney General Rod J. Rosenstein's Memorandum for Heads of Department Components, Sexual Harassment and Sexual Misconduct, dated April 30, 2018, the Department of Justice has a zero-tolerance policy with respect to harassment, including sexual harassment.

During his OIG interview, [REDACTED] stated that during supervisor conferences, he observed [REDACTED] and [REDACTED] touch each other in a suggestive manner; share food and beverages; and stay in hotel rooms close to each other.

[REDACTED] told the OIG that [REDACTED] was the hiring official for the hiring board when [REDACTED] was promoted from [REDACTED], as well as her promotion from [REDACTED]

██████████ believed there were other more qualified candidates who were not selected for the ██████████ position. Additionally, ██████████ believed ██████████ selected ██████████ for numerous TDY assignments and travel over multiple other volunteers.

During his OIG interview, ██████████ ██████████ said he heard from multiple individuals that ██████████ and ██████████ were involved in a romantic relationship. Before ██████████ promotion from ██████████, the presumption in “the field” was that ██████████ would be given the position. ██████████ heard others comment ██████████ and that ██████████ was ██████████ “golden girl.” During ██████████ tenure ██████████, ██████████ often tasked ██████████ with assignments directly rather than going through ██████████ her first line supervisor. ██████████ believed this was a source of frustration for ██████████. Considering the difference in paygrades between ██████████ and ██████████ ██████████ felt their relationship was more friendly than professional. For example, during TDY travel to ██████████ ██████████ witnessed ██████████ and ██████████ drinking out of the same glass. ██████████ believed he may have relayed this occurrence to ██████████.

██████████ observed several instances that he believed indicated an improper relationship existed. ██████████ and ██████████ frequently went out to lunch together; ██████████ assisted ██████████ with a “car swap” of government vehicles, which ██████████ viewed as unusual due to the distance between ██████████ and ██████████ residences; during ██████████ final year with the FBI, he was unnecessarily present whenever ██████████ participated in an on-site visit at a field office; and although ██████████ was not in a supervisory role, she was initially included in a supervisor conference that ██████████ attended.

During her OIG interview, ██████████ ██████████ ██████████. Although ██████████ was a Unit Chief ██████████, ██████████ was not directly in his chain of command.

While ██████████ was supervising ██████████, she was aware of the rumors of a romantic relationship between ██████████ and ██████████, but did not address the potential relationship with ██████████ because she did not see anything that “crossed the line.” However, ██████████ acknowledged “the perception was there.” ██████████ said that during her tenure as ██████████ supervisor she felt that she could not deny ██████████ travel because ██████████ would specifically request ██████████ presence.

██████████ stated that before ██████████ selection for ██████████ position, there were rumors that ██████████ would receive the promotion. Additionally, ██████████ informed other FBI employees that she was going to be selected for the promotion. In response, ██████████ reached out to ██████████, to inquire if ██████████ had already decided who would be selected. ██████████ denied the position was spoken for. After ██████████ was selected, ██████████ informed ██████████ that ██████████ had interviewed well.

During TDY travel, ██████████ noticed ██████████ and ██████████ typically flew together and they were often together at the TDY location. ██████████ recalled that someone had showed her a photograph of ██████████ and ██████████ eating together and drinking out of the same glass; however, ██████████ did not recall any specific details of the photograph.

During her OIG interview, ██████████ ██████████ ██████████ noted many employees, including employees assigned to field offices, questioned ██████████ and ██████████ relationship because they often went out for lunch together and ██████████ often visited ██████████ workspace, which was located in a different building. Additionally, ██████████ and ██████████ publicly

coordinated TDY travel arrangements and circumvented [REDACTED], [REDACTED] first line supervisor. [REDACTED] recalled that on one occasion [REDACTED] told her that [REDACTED] and [REDACTED] were involved in a “lovers’ quarrel” in a conference room [REDACTED]. [REDACTED] recalled that, on another occasion, although [REDACTED] was not yet in a supervisory role, she was initially included in a supervisor conference in [REDACTED], which [REDACTED] found to be inappropriate; [REDACTED] did not end up attending the supervisor conference.

[REDACTED] recalled that [REDACTED], who was an interview panel member for the SPS position [REDACTED] was selected for, confided in her that he felt another candidate was a more appropriate choice. [REDACTED] reviewed the documents related to [REDACTED] promotion to ensure the scores were added properly. She did not see anything inappropriate during her review.

During a TDY assignment [REDACTED] observed [REDACTED] and [REDACTED] acting very familiar with each other, drinking from the same glasses and touching each other. During a group dinner, which [REDACTED] mother attended, [REDACTED] observed [REDACTED] and [REDACTED] sitting unusually close to each other. [REDACTED] also overheard [REDACTED] and [REDACTED] mother discuss a pre-planned trip [REDACTED], but with other FBI personnel present, [REDACTED] seemed uncomfortable and declined to accompany them to the zoo.

[REDACTED] had a conversation with [REDACTED] who told her that he felt [REDACTED] unfairly received her promotion to [REDACTED] due to her relationship with [REDACTED]. Additionally, [REDACTED] told [REDACTED] that there was a photograph of [REDACTED] entering [REDACTED] hotel room. [REDACTED] encouraged both individuals to report their concerns.

During her OIG interview, [REDACTED] said that she was aware that there were rumors of an improper relationship between [REDACTED] and [REDACTED]. She stated that [REDACTED] was rumored to be “predatory” toward female personnel and they needed to “show [their] boobs or sleep with him” to progress in their careers. [REDACTED] was not aware of the photograph [REDACTED] referred to, but stated that [REDACTED] informed her that she possessed photographs of [REDACTED] and [REDACTED] sharing drinks and food from the same glasses and plates. [REDACTED] did not view the photographs that [REDACTED] allegedly possessed.

During his OIG interview, [REDACTED] told the OIG that after [REDACTED] promotion [REDACTED], and before her promotion to [REDACTED], she participated in an on-site review conducted by FBI [REDACTED]. Following this assignment, [REDACTED] sent an e-mail to several personnel stating that [REDACTED] was the best [REDACTED] in the field and that she should be included on as many on-site reviews as possible. [REDACTED] stated that he and some of his colleagues thought [REDACTED] e-mail was unusual and without foundation.

[REDACTED] was a member of the interview panel that promoted [REDACTED] to the [REDACTED] position [REDACTED] felt that [REDACTED], another applicant for [REDACTED] position, should have been selected instead of [REDACTED] scored [REDACTED] and [REDACTED] equally, but he preferred [REDACTED] expressed his preference to the other members of the panel, [REDACTED] and [REDACTED]. In response, [REDACTED] expressed his preference for [REDACTED]. Additionally, before [REDACTED] selection, [REDACTED] was aware that rumors were circulating [REDACTED] that she would be chosen for the position. However, in spite of his preference for [REDACTED] felt [REDACTED] was qualified for the position.

Over time, ██████ saw evidence of an improper relationship. When ██████ started working ██████, ██████ walked her around the office and introduced her to staff. ██████ did not typically do this for other employees. ██████ and ██████ frequently went to lunch together. ██████ often gave ██████ rides to work engagements which he did not do for other employees. In addition, during on-site visits ██████ spent time alone with ██████. While on TDY travel, ██████ observed that ██████ and ██████ ate and drank from the same plate and cup. At one point, ██████ asked ██████ to submit a cash award for ██████, which ██████ felt was deserved but also thought was an unusual request from a second line supervisor.

██████ noted many people questioned the nature of ██████ and ██████ relationship. During on-site reviews at field offices, field personnel asked ██████ about the rumored romantic relationship between ██████ and ██████ and, in response, ██████ encouraged them to report the suspected conduct. ██████ heard from ██████ that ██████ saw ██████ smack ██████ on the buttocks. ██████ also heard from ██████ that during a TDY ██████ often saw ██████ and ██████ together at a bar.

Based on his observations and rumors he heard, ██████ attempted to address the existence and appearance of an improper relationship between ██████ and ██████. ██████ spoke to ██████ about the improper relationship on two occasions, which ██████ denied both times. After ██████ second conversation with ██████ their relationship “tanked” and ██████ began micro-managing him. ██████ also believed ██████ and ██████ spoke to ██████ regarding his relationship with ██████.

██████ attempted to bring the allegations of the improper relationship to the attention of ██████. After a dinner during which ██████ and ██████ sat close together, ██████ noted to ██████ that ██████ tended to be flirtatious. And at one point, after ██████ sent an e-mail to ██████ directing him and ██████ to include ██████ in a conference, ██████ forwarded the e-mail to ██████ stating the following:

FYI - If people weren't convinced something was amiss before, this will put the nail in the coffin.

He's been trying to convince ██████ to go for a few weeks. She said no twice to plain old invitations. A couple of weeks ago, after we visited ██████ we were all at lunch (with her unexpectedly included), he made comments about not having a drinking buddy on the trip this time around. He said this since none of the ██████ would be there, ██████ was no longer a supervisor and would therefore not be there, and ██████ is no longer in the unit. Now there's a rouse afoot to cover her attendance that doesn't even pass the straight-face test.

No other non-supervisory operations ██████ have gone to the ██████ in their first year on the job. ██████ and never attended; ██████. ██████ has legitimate financial matters to discuss, so I understand her going. But here we have another classic example of what makes people stop and say, "where there's smoke..."

During his OIG interview, ██████ stated it was common belief that ██████ and ██████ were involved in a relationship. ██████ during a conference ██████ witnessed ██████ squeezing ██████ leg, above her knee, and touching her buttocks. ██████ responded by laughing, giggling and acting flirtatious. ██████ reported this to his direct supervisor, ██████, during a site visit ██████ observed ██████ and ██████ consuming food and drinks from each other's plates and cups. ██████ during a conference ██████ was informed by ██████ that ██████ had tearfully told her that ██████

[REDACTED] relayed this information to [REDACTED]

[REDACTED] noted that it was well known within [REDACTED] that [REDACTED] made selections for positions outside of the normal human resources methods. [REDACTED] was familiar with at least three occasions on which employees were advised not to apply for a position because [REDACTED] had already made a decision on a selection. In one instance, [REDACTED] was advised not to apply for a position [REDACTED], because another person was going to be selected by [REDACTED]. [REDACTED] complied and the individual he was advised about was, in fact, selected.

During his OIG interview, [REDACTED] participated in the hiring panel that ultimately selected [REDACTED]. [REDACTED] confirmed that [REDACTED] was the hiring official and [REDACTED] was the other panel participant. [REDACTED] recalled that even though [REDACTED] was the selecting official, he did not witness any impropriety related to [REDACTED] selection.

[REDACTED] stated that he had not seen anything inappropriate between [REDACTED] and [REDACTED], but he had heard many rumors. [REDACTED] stated he approached [REDACTED] regarding the appearance of an improper relationship between him and [REDACTED] however, [REDACTED] denied the relationship. [REDACTED] did not take further action, such as report his concerns to the FBI's Office of Professional Responsibility (OPR). At one point, [REDACTED] approached [REDACTED] and expressed concerns of a potential improper relationship between [REDACTED] and [REDACTED]. [REDACTED] recommended [REDACTED] contact OPR.

[REDACTED] heard that when on TDY status, [REDACTED] and [REDACTED] often ate and rode together; however [REDACTED] did not find it unusual that they would car pool or travel on the same flights as this was common practice when traveling as a unit. [REDACTED] felt that in general [REDACTED] was an appropriate selection for the TDY assignments in which she participated.

During his OIG interview, [REDACTED] was unfamiliar with specific rumors regarding a relationship between [REDACTED] and [REDACTED]. However, during a [REDACTED] he overheard comments from attendees regarding [REDACTED] and [REDACTED] arriving [REDACTED] together. [REDACTED] notified [REDACTED] of the comments and [REDACTED] recommended [REDACTED] relay the information to [REDACTED]. When [REDACTED] informed [REDACTED] [REDACTED] stated there were "a lot of rumors out there." [REDACTED] was uncertain if [REDACTED] was referring to specific or general rumors.

During his OIG interview, [REDACTED] stated when [REDACTED] was selected for [REDACTED] position, she was "head and tails above" the other candidates based on her experience and knowledge. [REDACTED] after learning about a potential relationship between [REDACTED] and [REDACTED], [REDACTED] called [REDACTED] and confronted him about the relationship and reinforced that a relationship with a subordinate was prohibited. [REDACTED] denied the relationship.

During a voluntary OIG interview under oath, [REDACTED] denied that she was or had been involved in an improper intimate relationship with [REDACTED]. [REDACTED] described her relationship with [REDACTED] as professional and platonic. [REDACTED] stated she discussed applying for [REDACTED] position with [REDACTED] who, along with [REDACTED] and [REDACTED], encouraged her to apply. [REDACTED] stated no one from [REDACTED] promotional interview panel, consisting of [REDACTED], discussed the results with her.

In response to allegations and observations made by colleagues in relation to TDY assignments, [REDACTED] denied

that [REDACTED] accompanied her and her mother to the zoo during a TDY assignment [REDACTED]. She also denied that [REDACTED] grabbed her leg or groped her buttocks during TDY travel [REDACTED], and further stated that [REDACTED] never touched her inappropriately. She acknowledged it was possible that she shared food and drinks with [REDACTED] during a TDY assignment [REDACTED], explaining she would do this with anyone. During a TDY assignment to [REDACTED] entered [REDACTED] hotel room to pick him up for a happy hour event because their rooms were on the same floor. At one point, [REDACTED] decided not to attend a supervisor conference [REDACTED], because she did not feel comfortable going due to the potential perception of favoritism.

During a voluntary OIG interview under oath, [REDACTED] admitted to the OIG that he was involved in an improper intimate relationship with [REDACTED]. According to [REDACTED], the relationship began after [REDACTED] began her tenure [REDACTED], and it continued for approximately two years. [REDACTED] told the OIG that although all the TDY assignments he performed with [REDACTED] were for legitimate purposes, they were also romantically engaged during some trips.

In response to the allegation that he had circumvented [REDACTED], [REDACTED] explained that he tasked [REDACTED] directly because [REDACTED] became disengaged [REDACTED]. In addition, [REDACTED] did not trust [REDACTED] judgment and decision making. [REDACTED]

[REDACTED] stated he and [REDACTED] were not in a sexual relationship before her interview for [REDACTED] position. As the selecting official, he determined [REDACTED] was the most qualified for [REDACTED] position only after her interview. [REDACTED] was certain there was a discussion between the panel members after [REDACTED] interview, similar to every other interview, but did not recall the specific content of the conversation. However, he recalled [REDACTED] stated he was surprised at how well [REDACTED] performed during the interview.

[REDACTED] acknowledged that he was aware his relationship with [REDACTED] was against FBI policy, and he never reported the relationship. He recalled that at different points in time, colleagues confronted him regarding his relationship with her. When [REDACTED] spoke to [REDACTED] regarding the rumors, [REDACTED] did not respond. [REDACTED] recalled [REDACTED] informed him that [REDACTED] was making statements about [REDACTED] and [REDACTED], but [REDACTED] himself did not confront [REDACTED]. And at one point, [REDACTED] counseled [REDACTED] about the perception that he was involved in an improper relationship with [REDACTED] but [REDACTED] denied the relationship.

After the OIG obtained [REDACTED] statement that her relationship with [REDACTED] began [REDACTED], which conflicted with [REDACTED] statement that the relationship began [REDACTED], the OIG called [REDACTED]. During the call, [REDACTED] stated it was likely the relationship began [REDACTED] and that he had misremembered the dates. [REDACTED] acknowledged that based on this timeline, he was in a relationship with [REDACTED] when she interviewed for [REDACTED] position, but stated their relationship had no impact on her selection.

[REDACTED]

[REDACTED]

[REDACTED] told the OIG that although [REDACTED] was her second line supervisor, he tasked her directly because [REDACTED] was periodically absent for professional or personal reasons. [REDACTED] attempted to notify [REDACTED] regarding the direct taskings from [REDACTED] but she was not always able to do so due to his absences. [REDACTED] stated [REDACTED] gossiped about his perception of a relationship between her and [REDACTED].

[REDACTED]

[REDACTED] speculated that rumors regarding her relationship with [REDACTED] abounded because they were too friendly with each other and they frequently went out to lunch together. However, she did not feel that they were inappropriately friendly. At one point [REDACTED] told [REDACTED] that [REDACTED] had counseled him about the appearance of an improper relationship. In response, they agreed to be more inclusive of unit members during lunch outings.

Shortly after [REDACTED] first OIG interview concluded and she had departed the OIG office, [REDACTED] called the OIG and stated she wished to amend her statement. Later that same day, [REDACTED] returned to the OIG office and was placed under oath again. [REDACTED] then admitted she had been in a relationship with [REDACTED] since [REDACTED], which was before her promotion [REDACTED]. She told the OIG the relationship between her and [REDACTED] continued to the present day. [REDACTED] said that despite their personal relationship, all of the work travel she had taken with [REDACTED] had legitimate FBI business purposes. [REDACTED] said that before she applied for [REDACTED] position, she did not discuss the selection process with [REDACTED]. [REDACTED] said that she was promoted based on merit and did not have an advantage because of her romantic relationship with [REDACTED].

[REDACTED]

OIG's Conclusion

The OIG investigation concluded that [REDACTED] engaged in an improper relationship with [REDACTED], a subordinate in his chain of command, in violation of the FBI's Personal Relationship Policy, Policy Directive 0802D, subsections 6.1.2.2 and 6.2.1.2., and that he failed to report their relationship. [REDACTED] also violated the FBI's Personal Relationship Policy, Policy Directive 0802D, subsection 6.2.1.2., by showing favoritism to a subordinate through work assignments, promotions, advancements, appraisals, training opportunities, or travel opportunities while in a romantic relationship with that subordinate.

Additionally, [REDACTED] participated in the hiring panel that promoted [REDACTED] in violation of the FBI's

