

REPORT OF INVESTIGATION

SUBJECT [REDACTED]		CASE NUMBER 2019-009523	
OFFICE CONDUCTING INVESTIGATION Chicago Field Office		DOJ COMPONENT Federal Bureau of Prisons	
DISTRIBUTION		STATUS	
<input checked="" type="checkbox"/> Field Office	CFO	<input type="checkbox"/> OPEN	<input type="checkbox"/> OPEN PENDING PROSECUTION
<input checked="" type="checkbox"/> AIGINV		<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input checked="" type="checkbox"/> Component	BOP	PREVIOUS REPORT SUBMITTED:	
<input type="checkbox"/> USA		Date of Previous Report:	
<input type="checkbox"/> Other			

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 Prisons (BOP), Office of Internal Affairs, alleging that between [REDACTED] and [REDACTED] 2019, [REDACTED] harassed and threatened multiple female BOP employees during a joint training seminar for the [REDACTED].

The OIG investigation substantiated the allegations that [REDACTED] engaged in harassing conduct by making multiple unwelcome comments of a sexual or similar inappropriate nature to female employees, and by stating he had the ability to affect the female employees' BOP careers.

Four female witnesses told the OIG that over the course of several days, primarily after hours at their common hotel, [REDACTED] made various sexual and inappropriate comments to them. Specifically, [REDACTED] either propositioned them for sex or otherwise expressed unwelcome interest in having sex with one or more of them. As a result, the women felt uncomfortable around [REDACTED] and tried to avoid him or to use other people as a buffer between [REDACTED] and themselves. Despite these efforts, [REDACTED] repeatedly sought out and propositioned at least two of the four women. Further, two women told the OIG that at the end of the week, [REDACTED] became hostile towards them for not attending a private dinner [REDACTED] had arranged and told them that he could make or break their careers. A separate female witness told the OIG she had to physically intervene and obtain assistance from nearby men in the hotel lobby when an intoxicated [REDACTED] put his arms around the two women and refused to let go of them. [REDACTED] was purportedly attempting to apologize, and his actions appeared to cause panic in at least one of the women he had grabbed. Four male witnesses also told the OIG they witnessed unprofessional behavior by [REDACTED] such as making comments of a sexual nature or hugging the female employees in a manner not appropriate for the

DATE	August 3, 2020	SIGNATURE	[REDACTED]
PREPARED BY SPECIAL AGENT	[REDACTED]		Date: 2020.08.03 11:33:20 -05'00'
DATE	August 3, 2020	SIGNATURE	William J. Hannah
APPROVED BY SPECIAL AGENT IN CHARGE	William J. Hannah		Digitally signed by WILLIAM HANNAH Date: 2020.08.03 12:06:04 -05'00'

workplace. [REDACTED]

When contacted by the OIG for an interview, [REDACTED] stated that he [REDACTED] that he planned to retire and not return to work. While the OIG has the authority to compel testimony from current Department employees, the OIG does not have the authority to compel or subpoena testimony from former Department employees, including those who retire or resign during the course of an OIG investigation.

[REDACTED]

[REDACTED] retired from his position at the BOP effective [REDACTED]

The OIG has completed its investigation, and all criminal and administrative actions are complete. The OIG is providing this report to the BOP 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).

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 Prisons (BOP), Office of Internal Affairs, alleging that between [REDACTED] and [REDACTED] 2019, BOP [REDACTED] [REDACTED] harassed and threatened multiple female BOP employees during a joint training seminar for the [REDACTED]

Investigative Process

The OIG's investigative efforts consisted of the following:

Interviews of the following BOP personnel:

[REDACTED]

Interviews with the following personnel:

[REDACTED]

Review of the following:

- BOP memoranda submitted by the employees involved
- Verizon Wireless call detail for [REDACTED] assigned government cell phone
- [REDACTED]
- BOP Training Records relating to [REDACTED] and sexual harassment courses

Harassed and Threatened Multiple Female BOP Employees Attending Training

The information provided to the OIG alleged that between [REDACTED] and [REDACTED] 2019, in [REDACTED] [REDACTED] threatened or harassed several female BOP employees who were attending training, and also engaged in unprofessional conduct of a sexual nature. Several attendees of a seminar conducted by the [REDACTED] reported they had witnessed [REDACTED] repeatedly harassing and threatening multiple female BOP employees.

Pursuant to a memorandum issued to heads of Department Components, the Department of Justice has a zero tolerance policy with respect to harassment, including sexual harassment. [Deputy Attorney General Rod J. Rosenstein, Memorandum for Heads of Department Components, Sexual Harassment and Sexual Misconduct, April 30, 2018.]

The BOP Anti-Harassment Policy (Program Statement 3713.26) prohibits bullying or any unwelcome verbal, non-verbal, or physical conduct when such behavior either unreasonably interferes with an employee's work performance, and/or creates an intimidating, hostile, or offensive work environment.

Regulations promulgated under Title VII of the Civil Rights Act of 1964 state that unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature constitute sexual harassment when the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. [29 C.F.R. § 1604.11(a)]

The BOP Standards of Employee Conduct (Program Statement 3420.11) subsection c., Additional Conduct Issues, states in pertinent part the following:

- An employee may not use brutality, physical violence, or intimidation toward any person visiting a Bureau work site or toward fellow employees.

The OIG was unable to obtain any relevant video recordings regarding [REDACTED] actions. Neither the [REDACTED] the two hotels used by the BOP employees who attended the seminar, had records of reported harassment, altercations, physical incidents, or other similar guest complaints from the week of the seminar. [REDACTED] the site of the [REDACTED] 2019 karaoke event attended by [REDACTED] and other BOP employees, had already automatically purged recordings from that date by the time the OIG contacted the establishment. Further, [REDACTED] [REDACTED] told the OIG that none of their employees reported any significant incidents or events, such as harassment or physical altercations, in the week of [REDACTED] to [REDACTED] 2019.

Multiple BOP employees, both male and female, told the OIG that [REDACTED] acted professionally during the seminar and work hours, but [REDACTED] behavior after work hours was frequently unprofessional, to the extent that women either tried to avoid [REDACTED] or kept other people around as buffers. Several of the women involved told the OIG their initial interactions with [REDACTED] were not unsettling, but that they had become increasingly uncomfortable with [REDACTED] throughout the week as [REDACTED] actions continued, became more frequent, and were blatantly sexual or threatening. Most of these individuals wrote and submitted memoranda of their observations.

Harassing Behavior On [REDACTED] 2019

[REDACTED] a BOP employee present at the training with [REDACTED] told the OIG that on the evening of [REDACTED] 2019, she was with a large group at dinner. [REDACTED] said [REDACTED] told her that he was in

[REDACTED] of the [REDACTED] and upon learning [REDACTED] was also on the [REDACTED] mentioned he would later come knock on her door. [REDACTED] told [REDACTED] not to come to her room, but later that evening, [REDACTED] heard repeated knocking at her door. Due to the late hour, [REDACTED] did not answer. Shortly after, [REDACTED] room phone began to ring, and she did not answer. [REDACTED] believed it was [REDACTED] attempting to contact her, and her suspicion was confirmed the following morning when [REDACTED] told [REDACTED] he had been the one who had knocked and called. [REDACTED] another BOP employee at the training, told the OIG she had been on the phone with [REDACTED] when [REDACTED] knocked on [REDACTED] room door.

[REDACTED] another BOP employee at the training, told the OIG that she was introduced to [REDACTED] by [REDACTED] at a meet and greet [REDACTED] [REDACTED] said [REDACTED] told her that [REDACTED] worked in [REDACTED] [REDACTED] said her initial interactions with [REDACTED] while [REDACTED] was present, were basic and friendly. [REDACTED] said that [REDACTED] told her about himself, including that he was [REDACTED] and that he knew [REDACTED] [REDACTED] who also worked for the BOP [REDACTED] [REDACTED] said that [REDACTED] returned later when [REDACTED] was alone and that she believed [REDACTED] was flirting with her during this later interaction. [REDACTED] said that [REDACTED] frequently touched her on the arm and shoulder. [REDACTED] said that at the time of the incident, she had not been bothered by [REDACTED] flirting or physical contact. [REDACTED] said that [REDACTED] attempted to initiate a sexual encounter with her, called himself [REDACTED] asked if [REDACTED] wanted some of him, and stated while he had a large stomach, what was below was "a treat." [REDACTED] another BOP employee at the training, told the OIG she saw [REDACTED] place his hands on [REDACTED] in a manner that seemed to indicate they were very familiar with one another. However, [REDACTED] later learned from [REDACTED] that [REDACTED] did not know [REDACTED] and that [REDACTED] was only acquainted with [REDACTED]

[REDACTED] Harassing Behavior On [REDACTED] 2019

Two witnesses told the OIG they heard [REDACTED] make comments in the seminar on [REDACTED] 2019, that were not workplace appropriate. [REDACTED] at the training, told the OIG he heard [REDACTED] address the class and make a statement which came across as being critical of the grievance processes, to the effect that an employee might go out while on detail and have a good time, only to have someone file a complaint against him. [REDACTED] a BOP employee at the training, told the OIG he heard [REDACTED] make a comment that [REDACTED] understood to be of a sexual nature. [REDACTED] referred to the air conditioning in the seminar room and suggested that women in the front row might need to wear more layers of clothing. [REDACTED] at the training, told the OIG that during lunch on [REDACTED] 2019, [REDACTED] said to her that he was looking for pretty women to come work for him [REDACTED] and wanted to know if she was interested.

Three witnesses told the OIG they heard [REDACTED] make an inappropriate statement in a crowded elevator following the training on [REDACTED] 2019 which they described as sexual in nature. [REDACTED] told the OIG that [REDACTED] was facing [REDACTED] and said that if the elevator stopped, [REDACTED] would really show [REDACTED] something. [REDACTED] and [REDACTED] a BOP employee at the training, told the OIG that while they did not recall the exact wording of [REDACTED] statement in the elevator, it was something similar to [REDACTED] characterization and inappropriate for the workplace. [REDACTED] and [REDACTED] all reported that [REDACTED] made [REDACTED] so uncomfortable that [REDACTED] got off the elevator rather than stay there with [REDACTED]

[REDACTED] told the OIG that [REDACTED] stopped by her room after the training on [REDACTED] 2019, because [REDACTED] had said he would give [REDACTED] keys to his vehicle and information on area attractions. During the conversation, [REDACTED] made multiple statements that made [REDACTED] uncomfortable, and she interpreted these comments as attempts by [REDACTED] to engage [REDACTED] in sexual contact. [REDACTED]

[REDACTED] [REDACTED] said that [REDACTED] said he was a devoted family man while at [REDACTED]

home, but he did not behave that way while on the road. [REDACTED] stated that [REDACTED] asked if [REDACTED] was seeing anyone, offered her a massage, and asked how she would feel about having sex with him. [REDACTED] said she felt uncomfortable, declined the massage, and said she would not feel good about having sex with [REDACTED] and would not do so.

[REDACTED] told the OIG that following the training on [REDACTED], 2019, she had changed into a different outfit and went to the hotel lobby. While she was there, [REDACTED] brushed against [REDACTED] and made an unsolicited comment that [REDACTED] appeared "fucking sexy". [REDACTED] said she took [REDACTED] actions as sexually suggestive and said the exchange caught her off guard because she did not believe she had done anything to lead [REDACTED] in that direction.

Four BOP employees told the OIG about [REDACTED] actions at dinner on [REDACTED] 2019, at a nearby restaurant. [REDACTED], [REDACTED], [REDACTED] and [REDACTED] said [REDACTED] shared personal matters during the conversations at dinner, including that [REDACTED]. [REDACTED] also said he went out and enjoyed himself at training, and that he loved [REDACTED] women. The witnesses interpreted [REDACTED] comments to mean that he routinely picked up women for sex while on detail, and that his sexual interest was directed at them, [REDACTED].

[REDACTED] and [REDACTED] told the OIG that following the dinner on [REDACTED] 2019, they returned to the hotel lobby and were seated at a table with [REDACTED]. [REDACTED] joined them and later became upset with [REDACTED] for failing to get [REDACTED] a drink. [REDACTED] and [REDACTED] said that after [REDACTED] left the table, [REDACTED] boasted of sexual contacts with unspecified [REDACTED]. To them, it seemed [REDACTED] believed he could get any woman he wanted, and [REDACTED] made it clear to them he wanted either [REDACTED] or both. [REDACTED] added that as she and [REDACTED] returned to their respective rooms [REDACTED] that evening, [REDACTED] asked [REDACTED] if she was sure she did not want him to come to her room and promised he would make [REDACTED] "feel real good." [REDACTED] again declined [REDACTED] advances.

[REDACTED] *Threatening and Assaultive Behavior On [REDACTED] 2019*

[REDACTED] and [REDACTED] told the OIG that during the seminar on [REDACTED] 2019, [REDACTED] told them he wanted to take them to dinner that evening at a Mexican restaurant owned by an unnamed friend. [REDACTED] and [REDACTED] were not aware of [REDACTED] asking anyone else to attend and believed they would be the only other attendees. While they had no intention of actually going with [REDACTED] because of how uncomfortable he made them feel, [REDACTED] and [REDACTED] did not outright refuse because they did not want to offend [REDACTED] who by this time had made multiple references to [REDACTED]. [REDACTED] told them to meet at his van at 6 p.m. to depart. [REDACTED] and [REDACTED] told the OIG that they were sitting in the hotel lobby a few minutes after 6 p.m. when [REDACTED] approached them. [REDACTED] appeared to be intoxicated and angrily berated them for not being at the van. After [REDACTED] and [REDACTED] told [REDACTED] they intended to go eat with a different group, [REDACTED] responded with profanity, calling them "bitches," and stating that it was a "punk move" and "disrespectful" that they cancelled on him. [REDACTED] further referenced his status in the BOP as being a "decision maker" and having power to "make or break their careers."

[REDACTED] at the training, told the OIG that [REDACTED] had asked earlier if he wanted to come eat with an unspecified group that evening at a restaurant owned by [REDACTED] unnamed friend. When [REDACTED] reached the lobby, he observed [REDACTED] who appeared to be intoxicated, seated with [REDACTED] and [REDACTED]. [REDACTED] stated the dinner was cancelled because of [REDACTED] and [REDACTED]. [REDACTED] said that he had made arrangements at the restaurant, personally knew the people there, and that the restaurant had brought extra staff on for the dinner. [REDACTED] said he sought out [REDACTED] at the training, for assistance in calming [REDACTED] and getting him away from [REDACTED] and [REDACTED].

██████████ told the OIG that as he reached the lobby area, ██████████ approached and asked for assistance. ██████████ did not recall the exact words ██████████ used, but believed it was something to the effect that ██████████ was behaving inappropriately toward some women. ██████████ said he went to the table where ██████████ and ██████████ were seated and heard ██████████ tell ██████████ and ██████████ that their refusal to go to dinner with him was disrespectful. ██████████ said that ██████████ appeared intoxicated and that ██████████ said he had been drinking ██████████

██████████ told the OIG that he observed ██████████ and ██████████ seated at a table in the lobby area after work hours on ██████████ 2019. ██████████ appeared uncomfortable so ██████████ asked her to step over to another table and speak with him. ██████████ said that when ██████████ tried to leave, ██████████ placed his hands on ██████████ temporarily preventing her from walking away. Further, ██████████ also told the OIG that ██████████ later told him that ██████████ had been harassing ██████████ and making her uncomfortable all week.

Similarly, ██████████, a BOP employee at the training, told the OIG that after work on ██████████ 2019, he sat at a table with ██████████ and ██████████ in the lobby and heard ██████████ make repeated comments about ██████████ appearance and state that he only dated ██████████ women. ██████████ said he saw ██████████ grab ██████████ by the wrist when she stood, to prevent her from leaving. ██████████ said that when he and ██████████ later moved to another table, ██████████ told ██████████ that ██████████ had been making inappropriate comments to her throughout the week.

██████████, a BOP employee at the training, told the OIG he was seated across the lobby on ██████████ 2019, when he saw ██████████ approach ██████████ and put his hands on her shoulders while pulling her in close. ██████████ reacted by pulling away in a manner that showed her disapproval of ██████████ actions. ██████████ another BOP employee at the training, told the OIG he observed ██████████ in the hotel lobby make physical contact with two new female ██████████ staff in a manner ██████████ would not expect a senior BOP manager to use with individuals he had just recently met. Both ██████████ and ██████████ said that they drafted and submitted memoranda because the actions they witnessed from ██████████ had seemed inappropriate for a work environment.

██████████ told the OIG that as she walked through the hotel lobby on ██████████ 2019, ██████████ approached her and physically tried to make her drink ██████████ by grabbing her head. ██████████ said ██████████ asked her to his room that evening after the karaoke event, explaining that they would play cards. However, ██████████ interpreted the exchange as ██████████ making sexual advances because ██████████ confirmed it would be only ██████████ and ██████████ in the room and not a large group. ██████████ told the OIG that ██████████ progressively worsening behavior throughout the week caused her to reconsider her opinion of ██████████ and by this point ██████████ frequent touching and flirtation made ██████████ uncomfortable.

██████████ told the OIG she had been in the lobby on ██████████ 2019, when ██████████ who appeared to be intoxicated, introduced himself and made a statement to the effect that as long as she could get past his face and belly, everything below that was beautiful. When ██████████ left the table to get a drink refill, ██████████ followed her. ██████████ said that ██████████ asked if she was married, told her she was beautiful, said he wanted to get to know her, and asked if she got bored in her marriage. ██████████ understood ██████████ to be asking if she ever cheated on her husband, and she stated she did not. ██████████ said that ██████████ implied he had cheated on his wife, and told ██████████ that he liked her and liked ██████████ women. ██████████ said that ██████████ told her he was staying in ██████████, and asked ██████████ to come to his room that night after the karaoke event to spend time with him. ██████████ said that ██████████ further proceeded to tell her about ██████████ and that staying in hotel rooms on business trips bothered him and made him lonely. ██████████ said that she had previously seen ██████████ regularly direct his attentions towards the ██████████ women attending the seminar.

██████████ and ██████████ told the OIG that as soon as ██████████ arrived at the karaoke event, he immediately went over to ██████████ and continued to harass her throughout the evening. At several points, ██████████ pulled ██████████ onto the dance floor and danced with her in a close, sexually provocative manner. ██████████ said that ██████████ appeared visibly uncomfortable with ██████████ actions. ██████████ said that in addition to ██████████ ██████████ also physically coerced several other BOP employees to get out and dance. ██████████ told the OIG that ██████████ actions during the karaoke event were aggressive. ██████████ said that she had to physically resist repeated attempts from ██████████ for her to get up and dance. ██████████ said that at one point while in a line dance, ██████████ approached her and told her to grab his buttocks when he turned around. ██████████ said she refused to do so.

██████████ and ██████████ told the OIG that at several points in the evening, ██████████ used the karaoke microphone to direct profanity and vulgarities to those present in the bar in what they interpreted as an attempt to coerce others into singing, referring to them as punks, which is an insult in the BOP community, or "little dick mother fuckers." At the time, the bar was occupied by a large group of private citizens in addition to the BOP staff.

██████████ and ██████████ told the OIG that during the course of the evening, they regularly endeavored to have other people sit with them at their table in an effort to keep ██████████ away, but despite their efforts, ██████████ repeatedly came to their table. At one point, when ██████████ and ██████████ had been seated with two female nurses they had just met, ██████████ came to the table and made sexually explicit comments, such as asking if they liked long, hard, rough sex and saying that ██████████ had something hard for them. ██████████ confirmed witnessing various other people sitting with ██████████ and ██████████ but saw that ██████████ repeatedly returned to their table despite this. Similarly, ██████████ told the OIG he had tried to sit with ██████████ and continue their conversation from earlier in the lobby, but left when ██████████ sat at the table and directed his attentions at ██████████

██████████ told the OIG that at some point after ██████████ went out to dance with someone else, ██████████ and ██████████ were left alone at the table and ██████████ continued to repeat that it was "disrespectful" for ██████████ and ██████████ not to have gone to dinner with him, that they were "fucking bitches," and that ██████████ was a "decision maker." ██████████ said she initially attempted to ignore ██████████ but this angered him. ██████████ said that ██████████ struck the table to get her attention. ██████████ stated that ██████████ then said ██████████ and ██████████ had "fucked up", and that he was not a "punk." ██████████ was concerned ██████████ would use his connections and authority within the BOP to negatively affect her BOP career. ██████████ said she left the table and stayed close to other BOP employees. ██████████ told the OIG that he spoke to ██████████ at the bar, and ██████████ stated she felt disrespected, but did not elaborate. ██████████ at the training, told the OIG that she spoke to ██████████ at the bar, and ██████████ stated she felt uncomfortable, but did not elaborate further at the time.

██████████ told the OIG that near the end of the karaoke event, ██████████ again approached her. ██████████ said that ██████████ told her she had "fucked up", that ██████████ could have had other women, but he was choosing her, and that she was breaking his heart by refusing him. ██████████ told ██████████ that she would regret her actions because ██████████ could have helped with her career. ██████████ understood this to mean that ██████████ was going to take action to negatively affect her career as a result of her refusal to have sex with him. ██████████ said that this impression was bolstered when ██████████ brought ██████████ at the training, into the conversation, and ██████████ said that ██████████ had demonstrated an ability to get people promoted. ██████████ said that when ██████████ left to look for his missing cell phone, ██████████ asked ██████████ if she wanted him to leave her alone, and ██████████ responded that she did and that he seemed unable to understand the meaning of the word no. ██████████ said that ██████████ again said that ██████████ did not know him, did not know who he was, that he was not a punk, that she was making a mistake, and that she would regret it.

██████████ told the OIG she became concerned she was about to have a physical confrontation with ██████████. However, ██████████ and ██████████ interceded and convinced ██████████ to leave the bar and go

back to the hotel. [REDACTED] noted that [REDACTED] was repeating many of the same things from earlier in the lobby about arranging for the dinner at his friend's restaurant, that [REDACTED] and [REDACTED] were disrespectful for not attending, and that [REDACTED] was not a punk. While walking back to the hotel, [REDACTED] said she heard [REDACTED] refer to having planned a dinner at a friend's restaurant for [REDACTED] and [REDACTED] for which the friend had brought on extra staff. [REDACTED] said the women chose not to go, referred to them as "fucking bitches," and complained they had made him look bad. [REDACTED] did not recall [REDACTED] exact words, but described [REDACTED] as seeming fixated on [REDACTED] and causing [REDACTED] to believe there was more involved than just [REDACTED] turning [REDACTED] down for dinner. [REDACTED] heard [REDACTED] say that [REDACTED] and [REDACTED] did not know who [REDACTED] was, that he was an administrator and [REDACTED] and that [REDACTED] could squash their careers. [REDACTED] added that he did not mean to hurt anyone and told [REDACTED] she needed to fix things for him. [REDACTED] said that despite her attempts to convince [REDACTED] to let the matter go, sleep it off, and apologize in the morning when sober, [REDACTED] continued repeating several of his statements over and over.

[REDACTED] and [REDACTED] told the OIG that as they returned to the hotel, [REDACTED] and [REDACTED] approached them outside near the hotel door. [REDACTED] said [REDACTED] wanted to apologize. While [REDACTED] was speaking to [REDACTED] and [REDACTED] [REDACTED] approached [REDACTED] and [REDACTED] from behind, put his arms around them and pulled them in close. [REDACTED] stated he wanted to apologize, that he was going through some things regarding the [REDACTED] and again continued to repeat that it was disrespectful for them to cancel dinner plans. [REDACTED] and [REDACTED] all said that despite repeated attempts to have [REDACTED] let go of [REDACTED] and [REDACTED] he would not release his grip. [REDACTED] stated she recognized a look of panic on [REDACTED] face unlike anything [REDACTED] had seen from [REDACTED] before. [REDACTED] said she physically intervened, but could not separate [REDACTED] on her own. She then called for assistance from nearby male BOP employees, including [REDACTED] and [REDACTED] who pulled [REDACTED] off of [REDACTED] and [REDACTED] [REDACTED] said she escorted [REDACTED] and [REDACTED] inside and directed [REDACTED] nearby [REDACTED] staff in the lobby to act as a physical barrier between [REDACTED] and the women he had just assaulted.

[REDACTED] told the OIG that as the group reached the elevator, she heard some unknown person state that [REDACTED] had his shirt off and was attempting to fight someone. [REDACTED] and [REDACTED] then told [REDACTED] about [REDACTED] harassment of them all week. [REDACTED] expressed concern to [REDACTED] that [REDACTED] knew which room she was staying in and that he might try to break in. Both [REDACTED] and [REDACTED] said [REDACTED] spent the night in [REDACTED] room.

[REDACTED] told the OIG that after she got [REDACTED] and [REDACTED] settled and was returning to her own room, she looked down into the atrium lobby and saw [REDACTED] with his shirt off seated at a table with several other BOP employees. [REDACTED] and [REDACTED] told the OIG that after separating [REDACTED] from [REDACTED] and [REDACTED] they had attempted to direct [REDACTED] towards his room, but [REDACTED] had become agitated about being touched. [REDACTED] had removed his shirt and expressed concern over an unknown [REDACTED] employee, who then walked away. These actions likely contributed to the perception [REDACTED] was trying to fight someone. [REDACTED] and [REDACTED] denied that an actual physical fight had occurred. They instead convinced [REDACTED] to sit in the lobby and calm down. As they spoke in the lobby, [REDACTED] talked about [REDACTED] before he calmed down and went up to his room.

The Aftermath of [REDACTED] Behavior

[REDACTED] and [REDACTED] told the OIG they both were very upset by [REDACTED] grabbing them and refusing to let go, had difficulty sleeping, and did not want to attend the final [REDACTED] of the seminar for fear of encountering [REDACTED] [REDACTED] further said that she was afraid her BOP career was over. [REDACTED] also reported that in the early morning hours, she received a text message about the cancelled dinner from [REDACTED] on her personal phone, but [REDACTED] did not respond. Both [REDACTED] and [REDACTED] said they feared [REDACTED] would use his connections within the BOP to learn their home addresses, and both expressed concern [REDACTED] would come

after them.

[REDACTED] told the OIG that she had intended to report the incident from the previous evening to [REDACTED] on the morning of [REDACTED] 2019, but before she was able to do so, [REDACTED] approached her and told her again that he wanted to talk to [REDACTED] and [REDACTED] and that he wanted [REDACTED] to fix things.

[REDACTED] told the OIG that [REDACTED] approached her at breakfast on [REDACTED] 2019, and said that he had been drunk, acted inappropriately the night before, and was now going to retire. [REDACTED] said he was sorry if he had offended [REDACTED] and further said there were other unspecified women to whom he needed to apologize.

[REDACTED] told the OIG that [REDACTED] approached her on the morning of [REDACTED] 2019, and said he wanted to get in contact with [REDACTED] and [REDACTED] in order to apologize because he felt he had said some really horrible things to them the previous evening.

[REDACTED] at the training, told the OIG that around the start of the seminar on [REDACTED] 2019, [REDACTED] said that he had acted out of character the previous evening while interacting with two of [REDACTED] staff. [REDACTED] said that [REDACTED] further explained he had set up a dinner at a friend's restaurant, which apparently involved a private room and the friend bringing additional staff on to work the event, but then no one showed up. [REDACTED] said that he got drunk and told those who refused his dinner invitation what he thought. [REDACTED] said that [REDACTED] described his conversations with the two members of [REDACTED] staff as uncomplimentary. [REDACTED] did not name the members of [REDACTED] staff he was referring to, but said he wanted to apologize to them. [REDACTED] said that as [REDACTED] departed, [REDACTED] said he would take care of it and would follow up with [REDACTED] if the situation needed further attention.

[REDACTED] and [REDACTED] both told the OIG that [REDACTED] contacted [REDACTED] and explained that [REDACTED] and [REDACTED] had been in an altercation the prior evening, which [REDACTED] described as ugly. [REDACTED] recommended [REDACTED] check on [REDACTED] and [REDACTED] who were not present at the morning session. [REDACTED] contacted [REDACTED] and [REDACTED] and returned to the hotel to meet with them. [REDACTED] told the OIG that upon meeting with [REDACTED] and [REDACTED] both were very upset and they relayed their experiences with [REDACTED] throughout the week. [REDACTED] said that she notified her supervisor [REDACTED] and that [REDACTED] and [REDACTED], a BOP employee at the training, went to the hotel to meet with [REDACTED] and [REDACTED]. [REDACTED] said that ultimately she directed [REDACTED] and [REDACTED] to return to their duty stations and not go back to the training.

Many of the witnesses interviewed, including [REDACTED] and [REDACTED] noted that [REDACTED] and [REDACTED] were absent from the final day of the seminar. [REDACTED] told the OIG he was with one of [REDACTED] co-workers on the morning of [REDACTED] 2019, when [REDACTED] contacted the co-worker, advised him that she was not returning due to issues with [REDACTED] and asked the co-worker to bring her training certificate with him to their facility.

[REDACTED] and [REDACTED] told the OIG that [REDACTED] addressed the class regarding his actions the previous evening, stating he had drunk too much, was sorry if he offended anyone, and that he intended to retire. However, [REDACTED] and [REDACTED] said that following [REDACTED] initial statements, which appeared sincere, [REDACTED] then said something to the effect that anyone who was going to submit a memorandum or file a complaint on the matter should list some other person as the subject and not bother naming [REDACTED] because he would be gone before the issue resolved.

[REDACTED] told the OIG that after she returned to the seminar, [REDACTED] again approached her and said he wanted to contact [REDACTED] and [REDACTED] to apologize. [REDACTED] admitted he had said some terrible things to them

the night before and said [REDACTED] was affecting him. [REDACTED] said that [REDACTED] provided his telephone number and asked [REDACTED] to relay it to [REDACTED] and [REDACTED] but [REDACTED] said [REDACTED] and [REDACTED] were leaving and that it would not be a good idea for [REDACTED] to speak with them. Similarly, [REDACTED] told the OIG that [REDACTED] had spoken with her on [REDACTED] 2019, and said his behavior had been influenced by [REDACTED]. [REDACTED] asked to speak with [REDACTED] to apologize for his behavior. [REDACTED] said she told [REDACTED] that he needed to understand that [REDACTED] was frightened of [REDACTED] and [REDACTED] should not try to contact [REDACTED].

[REDACTED] told the OIG that during her return travel on [REDACTED] 2019, she encountered [REDACTED] in the airport. According to [REDACTED], [REDACTED] stated that earlier in the week, [REDACTED] had told other unspecified men in the [REDACTED] to stay away from [REDACTED] because [REDACTED] wanted her for himself. In his OIG interview, [REDACTED] acknowledged that he had encountered [REDACTED] in the airport and passed on [REDACTED] apology and intent to retire. However, [REDACTED] denied that [REDACTED] had directed others to stay away from [REDACTED] or that [REDACTED] had made such a statement to [REDACTED]. [REDACTED] also denied that [REDACTED] had told him to stay away from [REDACTED].

[REDACTED] told the OIG that on [REDACTED] 2019, he encountered [REDACTED] during travel delays while they were both trying to return to [REDACTED]. [REDACTED] said [REDACTED] had tried to discuss his behavior during the week and had attempted to show [REDACTED] a series of text messages on his phone, asking if the communications made it appear as though [REDACTED] was stalking people. [REDACTED] said that he directed [REDACTED] to speak to his supervisor and changed the subject.

[REDACTED] declined to submit to a voluntary interview with the OIG and stated that [REDACTED] and that he planned to retire and not return to work. While the OIG has the authority to compel testimony from current Department employees, the OIG does not have the authority to compel or subpoena testimony from former Department employees, including those who retire or resign during the course of an OIG investigation.

[REDACTED] retired from the BOP [REDACTED]

OIG's Conclusion

The OIG investigation concluded [REDACTED] harassed multiple female attendees at the training seminar by making repeated comments of a sexual nature and unwanted attempts at sexual contact. The OIG investigation also concluded [REDACTED] threatened several of these women by referring to his grade and position and stating that he had the ability to make or break their careers. [REDACTED] actions constituted sexual harassment under Title VII of the Civil Rights Act of 1964, and administrative misconduct in violation of DOJ's zero tolerance policy with respect to harassment, including sexual harassment (Deputy Attorney General Memorandum on Sexual Harassment and Sexual Misconduct, April 30, 2018), BOP's Anti-Harassment Policy (Program Statement 3713.26) and Standards of Employee Conduct (Program Statement 3420.11), subsection c. Additional Conduct Issues.