



DEPARTMENT OF JUSTICE | OFFICE OF THE INSPECTOR GENERAL

INVESTIGATIVE SUMMARY | 24-066

Findings of Misconduct by a then Federal Bureau of Investigation Senior Official for Numerous Comments to a Subordinate in Violation of the Department's Zero Tolerance Policy on Harassment and FBI Policies

The Department of Justice (DOJ) Office of the Inspector General (OIG) initiated an investigation based on an allegation that a Federal Bureau of Investigation (FBI) senior official engaged in sexual harassment of one subordinate employee. During its investigation, DOJ OIG determined it should be recused from the matter and requested that another Office of Inspector General complete the investigation.

The independent investigation conducted by the other Office of Inspector General concluded that the senior official violated the Department's zero tolerance policy on harassment by making five inappropriate comments to the subordinate employee. None of the allegations involved unwelcome touching, and the independent investigation did not find that any of the substantiated conduct was sexual in nature. The independent investigation also concluded that the same comments made by the senior official did not adhere to FBI policy because they were unprofessional or constituted statements that did not recognize the subordinate employee's dignity in the workplace. Lastly, the independent investigation determined that nine statements by the senior official and the sending of some text messages from the senior official's personal phone to the subordinate employee's personal phone constituted unprofessional conduct on duty, in violation of FBI policy.

The senior official retired while the independent investigation was ongoing.

The Office of Inspector General that conducted the independent investigation has completed the investigation and provided its report to DOJ OIG, which in turn has provided the report to the FBI for appropriate action.



Following DOJ OIG's policy and practice, the independent investigators applied the preponderance of the evidence standard in determining whether any DOJ personnel committed misconduct.