

Summary: Investigation of Alleged Retaliation in USBR

Report Date: November 01, 2017

The OIG investigated allegations that U.S. Bureau of Reclamation (USBR) managers removed a law enforcement supervisor as retaliation for claims of gender-based discrimination and hostile work environment.

We found that the supervisor made at least three complaints of gender discrimination and hostile work environment, and that the USBR managers involved in the removal knew of at least one of the complaints. In addition, one of the managers believed the supervisor had threatened to file an Equal Employment Opportunity complaint against him.

We determined that after the first complaint, the USBR managers took actions that had a significant impact on the supervisor's working conditions and after the third complaint, the USBR managers removed the supervisor from the law enforcement position. Both managers stated that the complaints had no bearing on their decision to remove the supervisor, and the action was based on performance issues. Finally, we reviewed the supervisor's last two performance ratings and did not identify any documented deficiencies.

This is a summary of an investigative report we issued to the Acting USBR Commissioner for any action deemed appropriate.

