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### **2018-0013–INVI-P: Architect of the Capitol (AOC) Employee Responsibilities; Government Ethics; and Standards of Conduct: Substantiated**

The AOC, Office of Inspector General (OIG) initiated an investigation based on an AOC employee's (Subject 1) complaint to the AOC regarding concerns of an AOC manager (Subject 2) abusing their authority as a supervisor.

Subject 1 was previously the subject of a fraud investigation (I-2018-1) which substantiated that Subject 1 committed Federal Employment Compensation Act fraud when they fabricated an injury and made false statements while submitting a claim for compensation. Additionally, Subject 1 violated AOC policies when they were absent from work without supervisory approval and did not cooperate with the AOC OIG during the investigation.

Between March 1, 2018 and June 14, 2018 the AOC OIG made several attempts to contact Subject 1 using multiple email addresses, a personal telephone number, AOC cellular phone and an email provided to AOC, with no success.

Subject 1 contacted the OIG by email on June 14, 2018, inquiring about an AOC OIG investigation. The AOC OIG responded to all of Subject 1's inquiries from June 18, 2018 through July 3, 2018, as well as requesting Subject 1 to make themselves self-available to be interviewed. Subject 1 did not reply to these request or make an attempt to schedule an interview, instead avoiding the topic through a series of questions and requests for internal OIG documents and reports.

Subject 2 was fully cooperative and participated in a joint interview with representatives from the Human Capital Management Division (HCMD), AOC Worker's Compensation Section in which the AOC OIG obtained Subject 2's sworn testimony regarding Subject 1's allegations. Subject 1 never made themselves available to Subject 2 or HCMD with regard to their allegations, nor to the AOC OIG in accordance with AOC Order 40-1, Authority and Responsibilities of the Office OIG and Cooperation of AOC Employees and the Inspector General Act of 1978. By Subject 1's refusal to participate in the investigation, despite repeated requests for interviews, Subject 1 acted with willful disregard for the truth.

**Final Management Action:** The Standards of Conduct and Government Ethics allegations made against Subject 2 were not substantiated. Subject 1 was terminated from the AOC on April 14, 2018 in accordance with the Federal Employee Compensation Act (5 U.S.C. 8151) and violated the AOC Government Ethics policy for failing to maintain the utmost candor in filing a complaint against their supervisor and AOC Employee Responsibilities by failing to cooperate with an OIG investigation.