



# UNITED STATES CAPITOL POLICE OFFICE OF INSPECTOR GENERAL

## Assessment of United States Capitol Police Bias Prevention Practices

Investigative Number 2022-I-0010

September 2022

### ~~Report Restriction Language~~

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## OFFICE OF INSPECTOR GENERAL

### PREFACE

The Office of Inspector General (OIG) prepared this report pursuant to the Inspector General Act of 1978, as amended. It is one of a series of audits, reviews, and investigative and special reports OIG prepares periodically as part of its oversight responsibility with respect to the United States Capitol Police (USCP) to identify and prevent fraud, waste, abuse, and mismanagement.

This report is the result of an assessment of the strengths and weaknesses of the office or function under review. Our work was based on interviews with employees and officials of relevant agencies and institutions, direct observation, and a review of applicable documents.

We developed our recommendations based on the best knowledge available to OIG and discussed the draft findings with those responsible for implementation. It is my hope that the recommendations will result in more effective, efficient, and/or economical operations.

I express my appreciation to those contributing to the preparation of this report.

Ronald Gregory  
Acting Inspector General

## TABLE OF CONTENTS

	<u>Page</u>
Abbreviations and Acronyms	iii
Executive Summary	1
Background	2
Objective, Scope, and Methodology	2
Results	3
Appendices	10
Appendix A – List of Recommendations	11
Appendix B – Department Comments	12

## Abbreviations and Acronyms

Chief Administrative Officer	CAO
Chief Diversity Officer	CDO
[REDACTED]	
Diversity, Equity and Inclusion	DEI
Equal Employment Opportunity	EEO
[REDACTED]	
International Association for Chiefs of Police	IACP
Office of Inclusion, Diversity, Equity and Action	IDEA
Office of the Inspector General	OIG
Office of Professional Responsibility	OPR
Senior Executive Service	SES
Training Services Bureau	TSB
United States Capitol Police	USCP or Department



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## EXECUTIVE SUMMARY

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In accordance with House Report 117-80 related to the Legislative Branch Appropriations Act 2022, the United States Capitol Police (USCP or Department) Office of Inspector General (OIG) was directed to assess current practices to prevent bias within the USCP workforce that would cause harm to or distract from the USCP mission. In response, OIG conducted a review. OIG is encouraged to provide this report to the Committees no later than 180 days after the enactment of this act.

Our objective for this review was to assess and compare (1) practices to prevent bias within the USCP workforce that would cause harm to or distract from the USCP mission and (2) compare those practices to industry best practices. Our scope included operations, existing policies, and procedures related to the prevention of bias within the Department workforce that would cause harm to or distract from the USCP mission.

The USCP Office of Inclusion, Diversity, Equity and Action (IDEA) is an organizational unit reporting directly to the Chief of Police. According to the Department, IDEA is responsible for creating an equitable and inclusive environment in which the Department values the capabilities and talents of USCP's diverse workforce and employees are empowered to reach their full potential in an adaptive and continuous learning organization. IDEA provides the following services: diversity, equity, and inclusion educational programming; professional development; mentoring and coaching; bureau/office consultation; and policy reviews through an equity lens.

The Department has two bias-based training modules for recruits and one bias-based training module for new leaders. Additionally, the Department provides one annual online training module for all sworn personnel. After our initial draft, the Department provided updated data concerning their online bias-related training module. During 2019 to 2021, USCP's completion rate for their online bias-related training module consistently averaged 96 percent.

USCP's Chief Diversity Officer (CDO) stated concerns about an inability to view the Department's Equal Employment Opportunity (EEO) complaints creating difficulty developing a diversity and inclusion program when there is no visibility into current trends or issues. In addition, IDEA and the USCP Office of Professional Responsibility (OPR) do not share information due to concerns with their respective responsibilities. OIG concurs with the Department that EEO complaints are not within IDEA's purview to investigate or advise on such matters. However, access to relevant general statistical data regarding complaints of bias originating from external or internal sources would improve IDEA's ability to create Diversity, Equity and Inclusion (DEI) programs responsive to current trends and issues.



Our research into best practices revealed that a strong DEI program and a diverse workforce are integral to preventing bias. DEI programs focus on the importance of understanding and educating personnel about other backgrounds. Staffing an organization with personnel from diverse backgrounds creates an opportunity to expose other employees to a variety of cultures in a positive manner. We found that the Department's bias prevention practices included a commitment to these goals. See Appendix A for a complete list of recommendations.

On September 6, 2022, we provided a draft report to the Department for comment and attached the response in its entirety in Appendix B. In its response, the Department provided updated information which is incorporated into this report as necessary.

## **BACKGROUND**

The USCP Office of Inclusion, Diversity, Equity and Action (IDEA) is an organizational unit reporting directly to the Chief of Police. According to the Department, IDEA is responsible for creating an equitable and inclusive environment in which the Department value the capabilities and talents of USCP's diverse workforce and employees are empowered to reach their full potential in an adaptive and continuous learning organization. IDEA provides the following services: diversity, equity, and inclusion educational programming; professional development; mentoring and coaching; bureau/office consultation; and policy reviews through an equity lens. USCP's Training Services Bureau (TSB) is one of 11 organizational units reporting to the Chief Administrative Officer (CAO). TSB is responsible for preparing Department employees to act decisively and correctly in a broad spectrum of situations, for improving overall productivity and effectiveness, and for fostering cooperation and unity of purpose.

## **OBJECTIVE, SCOPE, AND METHODOLOGY**

In accordance with House Report 117-80 related to the Legislative Branch Appropriations Act 2022, USCP Office of Inspector General (OIG) was directed to assess current practices to prevent bias within the Capitol Police workforce that would cause harm to or distract from the USCP mission. In response, OIG conducted a review. OIG was encouraged to provide the report to the Committees no later than 180 days after the enactment of this act.

Our objective was to assess and compare (1) practices to prevent bias within the USCP workforce that would cause harm to or distract from the USCP mission and (2) compare those practices to industry best practices. Our scope included operations, existing policies, and procedures related to the prevention of bias within the USCP workforce that would cause harm to or distract from its mission.

To accomplish our objectives, we interviewed Department officials and partner agency representatives. For researching best practices, OIG conducted a site visit to the [REDACTED]

[REDACTED] We additionally interviewed personnel from the [REDACTED] concerning their best practices related to anti-bias training. We reviewed policies and procedures related to anti-bias training as well as reviewing International Association of Chiefs of Police (IACP) guidance and reports [REDACTED]

We conducted this assessment in Washington, D.C., from May 2022 through August 2022. We did not conduct an audit, the objective of which would be the expression of an opinion on Department programs. Accordingly, we did not express such an opinion. Had we performed additional procedures, other issues might have come to our attention that we would have reported. This report is intended solely for the information and use of the Department, the Capitol Police Board (Board), and the USCP Oversight Committees and should not be used by anyone other than the specified parties.

## RESULTS

USCP's practices to prevent bias within the Capitol Police workforce that would cause harm to or distract from the USCP mission and the resulting impact to the public was consistent with other Federal agencies and IACP best practices. The Department had strong leadership backing for its anti-bias policies.

### Training

According to *IACP Bias-Free Policing*, dated January 2021, "Modern training on this topic is geared toward implicit bias awareness is a key component of an agency's efforts to produce fair and bias-free policing." Diversity and Inclusion personnel [REDACTED] all agreed that training is paramount for bias prevention practices.

The Department's IDEA and TSB sections are responsible for conducting bias-based training for employees. As of early July 2022, the Department had two training modules for recruit level personnel totaling 5 hours. The training modules included: *Understanding Diversity, Inclusion, Equity and Unconscious Bias* (3 hours) and *Bias-Based Policing / Racial Profiling* (2 hours). The Department replaced the *Understanding Diversity, Inclusion, Equity, and Unconscious Bias* module with *Law Enforcement and Society: Lessons of the Holocaust* module. The *Law Enforcement and Society* module is presented in partnership with the Anti-Defamation League and the Holocaust Museum. Additionally, the Department's Chief Diversity Officer (CDO) leading IDEA stated that the Department provided its leaders at the Sergeant level and above with a 2-hour Diversity, Equity, and Inclusion (DEI) course during a 1-week leadership course TSB provides. CDO stated that no follow-up recurrent training or testing existed for the DEI course.



[REDACTED]

TSB requires that sworn employees complete one online bias-related training module annually. According to a TSB official, the online bias-related training is updated annually.

The Department was requested to provide the completion results for the online training course, a summary of the completion rate as compared to the number of sworn officers is displayed in Figure 1.

**Figure 1 - Completion Rate – Online Biased Profiling Training**

Year	Number of Completed	Number of Sworn Officers	Completion Rate
2019	1,796	1,901	94%
2020	1,832	1,854	99%
2021	1,727	1,823	95%

Source: USCP TSB.

Examining best practices from law enforcement partners, [REDACTED] its agency had a 90-minute, in-person *Implicit and Unconscious Bias Course* required for its senior leaders. The course does not target any particular group but highlights the fact that all employees have bias. In addition, [REDACTED] an 8-hour in-person, anti-bias training course launched between [REDACTED] curriculum also includes bias-related training such as the mandatory *No-Fear* training, which all employees must complete. [REDACTED]

A representative from [REDACTED] stated that every [REDACTED] employees receive 1.5 hours of live bias training, and supervisors are required to plan and attend 3 hours of diversity training for their employees every year. Additionally, [REDACTED] is developing recurrent bias-related training [REDACTED] employees would receive throughout their careers. The training is developed with input from academia.


## Conclusion

The Department has two bias-based training modules for recruits and one bias-based training module for new leaders. Additionally, the Department provides one annual online training module for all sworn personnel. After our initial draft, the Department provided updated data concerning their online bias-related training module. During 2019 to 2021, USCP's completion rate for their online bias-related training module is consistently averages 96 percent.



## Measurement and Assessment

*IACP Bias-Free Policing* states, "A data collection program can convey to the community a commitment to fair and bias-free policing, accountability, and transparency." OIG obtained data from the Department's Office of Professional Responsibility (OPR) regarding complaints from the public for discrimination or harassment by USCP officers. OPR reviews complaints from the public regarding discrimination or harassment regarding USCP officers. From January 2019 through May 2022, OPR investigated [REDACTED] complaints concerning USCP officers for discrimination or harassment. As shown in Figure 2, most of the complaints investigated by OPR were either not sustained or dismissed. There was only one case suspended due to the respondent (employee) retiring from the Department while the investigation was still ongoing.



## Conclusion

From January 2019 through May 2022, OPR reviewed [REDACTED] complaints over the span of approximately 3 and one-half years concerning discrimination or harassment originating from the public. The majority of the complaints were not sustained or dismissed and one was ongoing.

## Compliance / Supervision and Accountability

*IACP Bias-Free Policing* states, "Agencies must train, prepare, and support supervisors so they will ensure impartial and bias-free policing. Further, agencies should utilize existing accountability mechanisms, such as personnel evaluations, in-car or body-worn cameras, early intervention systems, and complaint review to promote fair and bias-free policing."

[REDACTED] stated [REDACTED] level employees and front-line leaders have diversity and inclusion as a rated performance skill on their annual Performance Plans. The official added that his office was working on implementing this Performance Plan objective for all of its [REDACTED] employees.



██████████ office receives requests for special training ██████████ related to disciplinary training. In this instance ██████████ stated an assessment is done by the EEO office and targeted training course developed to meet the needs of the employee—usually a 2.5-hour internal course is the result—unless an external consultant is needed. He added that new leaders receive 2 hours of in-person mandatory training provided by ██████████ about how to prevent bias and discrimination-related errors. Additionally, all ██████████ employees receive EEO, harassment, accommodations, and training in reporting requirements for complaints.

*IACP Bias-Free Policing* further states:

Agencies should utilize existing mechanisms for promoting personnel compliance with all applicable laws, policies, and procedures, including those relevant to promoting fair and bias-free policing. Because of the importance of fair and bias-free policing and because individuals may ignore or be unaware when they are impacted by their implicit biases, it is important that personnel be encouraged to intervene appropriately when they believe that biased policing is occurring. Clear violations, particularly deliberate ones, should be reported to a supervisor. Supervisors should be tasked with ensuring that the individuals in their command know and understand the contents of the agency's fair and bias-free policing policy. They must also be alert and respond to indications of biased policing and work to identify and intervene with individuals who are acting upon their biases.

An ██████████ stated the ██████████ staff routinely ██████████ rates the performance of ██████████. During those visits, the ██████████ staff questions ██████████ employee about diversity and inclusion. He stated this was an important practice because it “holds employees accountable” for diversity and inclusion.

In contrast to USCP, ██████████ have an EEO position working with the CDO to create DEI programs responsive to EEO claims arising from external or internal complaints. As of August 2022, the CDO for USCP did not have access to data about trends as compared to other law enforcement agencies that receive case specific information of violations and are able to tailor policy, procedures, and training to counter specific challenges or department shortcomings.

Unlike executive branch agencies, USCP does not have an EEO office. EEO-related complaints received by the Department are investigated by the Department's OPR or USCP OIG to determine whether a violation of the Department's policies has occurred. The Department's CDO stated their role is to create accountability and believes this was not currently in place. The CDO stated their office does not have the ability to view the Department's EEO complaints. Due to privacy and confidentiality concerns the CDO does not have the ability to view detailed complaints but the CDO would be able utilize generalized data from the complaints to enhance IDEA programs. Additionally, the CDO opined that because OPR and the DEI office do not currently share information, USCP does not have strong accountability in place.



## Conclusion

USCP's CDO stated concerns about an inability to view the Department's EEO complaints creating difficulty developing a diversity and inclusion program when there is no visibility into current trends or issues. In addition, the IDEA office and OPR do not share information due to concerns with their respective responsibilities. OIG concurs with the Department that EEO complaints are not within IDEA's purview to investigate or advise on such matters. However, access to relevant general statistical data regarding complaints of bias originating from external or internal sources would improve IDEA's ability to create DEI programs responsive to current trends and issues. Therefore, OIG makes the following recommendation.

**Recommendation 1:** We recommend that the United States Capitol Police Office of Professional Responsibility coordinate with the United States Capitol Police Chief Diversity Officer for access to relevant general statistical data regarding internal or external complaints of bias.

## Other Bias-Prevention Practices

The [REDACTED] collectively agreed a strong DEI program is the foundation of bias prevention. DEI initiatives from [REDACTED] include topics such as recruitment, commitment from leadership, and DEI education.

A [REDACTED] stated that [REDACTED] does not do "diversity hiring, we hire diverse candidates." Some practices [REDACTED] include expanding recruitment geographically. [REDACTED] suggested this practice would expand the pool of candidates from diverse backgrounds.

An [REDACTED] stated the mission of his office was to "strive to recruit more diversity" into [REDACTED]. He advised [REDACTED] overall was more diverse now than ever in its history. He stated [REDACTED] was currently comprised overall of [REDACTED]. He stated the professional support employees were [REDACTED].

The official also advised that while [REDACTED] the metrics on Diversity, the most important processes were the [REDACTED].

According to the United States Census Bureau, as of July 1, 2021, the United States racial make-up is estimated to be 13.6 percent African American, 75.8 percent White, 18.9 percent Hispanic/Latino, 1.3 percent Native American/Alaskan Native, 6.1 percent Asian, and 0.3 percent Native Hawaiian and Other Pacific Islander. According to the figures released by the USCP to the OIG shown in Figure 3, the 2022 percentage racial breakdown of the 1,830 sworn Departmental Officers who identify as one race is 29.3 percent African American, 56.9 percent White, 8.9 percent Hispanic/Latino, 0.3 percent Native American/Alaskan, 3.7 percent Asian,



and 0.2 percent Native American/Pacific Islander. The Department's racial makeup has been mostly consistent for the period 2019 through 2022. Non-sworn personnel demographics are shown in Figure 4.

**Figure 3 -USCP Officer Demographics**

Year	Total No. of Sworn Officers	African American	White	Hispanic/Latino	Native American, Alaskan Native	Asian	Native Hawaiian, Pacific Islander	Two Or More Races	Male	Female
2022	1,830	29.3%	56.9%	8.9%	0.3%	3.7%	0.2%	0.7%	82.2%	17.8%
2021	1,823	29.3%	57.5%	8.4%	0.3%	3.7%	0.1%	0.7%	82%	18%
2020	1,854	29.1%	59.1%	7.7%	0.3%	3.2%	0.1%	0.5%	82%	18%
2019	1,901	28.6%	59.7%	7.6%	0.3%	3.2%	0.2%	0.4%	82.2%	17.8%

Source: USCP Office of Human Resources.

**Figure 4 -USCP Non-sworn Personnel Demographics**

Year	Total No. of Non-Sworn Personnel	African American	White	Hispanic/Latino	Native American, Alaskan Native	Asian	Native Hawaiian, Pacific Islander	Two Or More Races	Male	Female
2022	391	43.7%	45.2%	4.9%	0.3%	5.4%	0%	0.5%	54.7%	45.3%
2021	388	43.6%	45.9%	4.6%	0.2%	5.2%	0%	0.5%	54.1%	45.9%
2020	376	45.2%	46.2%	2.7%	0.3%	5.3%	0%	0.3%	55.8%	44.2%
2019	376	43.8%	47.1%	2.7%	0.3%	5.3%	0.5%	0.3%	54.5%	45.5%

Source: USCP Office of Human Resources.

Additionally, data provided [REDACTED] revealed the gender demographics of [REDACTED]. The [REDACTED] From 2019 to 2022, USCP's gender demographics were approximately 18 percent female and 82 percent male.

[REDACTED] is very supportive of diversity and this is critical because "leadership is key." [REDACTED]

The USCP CDO stated the Chief of Police fully supports DEI programs, which was reinforced by the release of the *USCP 2022 Equity and Inclusion Statement*, dated July 26, 2022, outlining the Department's commitment to DEI. Some highlights from the Chief's statement includes the following diversity, equity, and inclusion efforts:

- Supporting the development and implementation of USCP multi-year *Diversity, Equity, and Inclusion Strategic Plan*
- Leading and managing inclusively
- Creating a work environment that fosters growth and advancement



- Engaging with our community and those we serve in a way that reflects and respects their unique perspectives and experiences
- Officially changing the name of the IDEA Office to the Office of Equity and Inclusion

The USCP CDO suggested the Department should consider additional training 1 to 2 years after an employee is on-boarded. Additionally, those employees could benefit from multi-cultural mentorship programs, which would expose them to mentors of other races that they may not normally seek out for professional development. Finally, the CDO stated they would like to develop this type of mentorship program for the USCP.

The CDO stated that the Department received an increase in budget and funding for two additional full-time employees (FTEs) who will focus on learning development programs or modules of training for the Department. The CDO added the additional full-time positions are being filled through vacancy announcements. The CDO further stated that “the tone by the USCP Chief that bias will not be tolerated is a good one” and “the Chief is right to be increasing resources to help the department combat bias.”

### **Conclusions**

Our research into best practices revealed that a strong DEI program and a diverse workforce are integral to preventing bias. DEI programs focus on the importance of understanding and educating personnel about other backgrounds. Staffing an organization with personnel from diverse backgrounds creates an opportunity to expose other employees to a variety of cultures in a positive manner. We found that the Department’s bias prevention practices included a commitment to these goals.

# APPENDICES



### ***Listing of Recommendations***

**Recommendation 1:** We recommend that the United States Capitol Police Office of Professional Responsibility coordinate with the United States Capitol Police Chief Diversity Officer for access to relevant general statistical data regarding internal or external complaints of bias.

## DEPARTMENT COMMENTS



## UNITED STATES CAPITOL POLICE

OFFICE OF THE CHIEF  
LEGISLATIVE, OF  
WASHINGTON, DC 20540-5000

September 15, 2022

COP 220843

MEMORANDUM

TO: Ronald Gregory  
Acting Inspector General

FROM: J. Thomas Munger *JTM*  
Chief of Police

SUBJECT: Response to Office of Inspector General (OIG) draft report *Assessment of United States Capitol Police Bias Prevention Practices* (Investigative No. 2022-I-0010)

Thank you for providing the Department with an opportunity to review the report listed above and provide comments before the report is made available to a wider audience. As your report indicates, as the Chief of Police, I fully acknowledge the importance of diversity, equity, and inclusion in creating a strong workforce able to effectively meet the Department's mission in a locality, region, and nation that is becoming more diverse and global. To effectively police and secure Congress in this ever-evolving environment, it is critical that we engage with our community and those we serve in a way that reflects and respects their unique perspectives and experiences, and fostering a diverse, equitable, and inclusive environment permits our Department to do successfully. I am proud of the Department's steps to ensure a diverse workforce that is respectful of all backgrounds and that fosters growth and advancement for all employees. I am also committed to continuing the Department's advancements in these areas, which is in part why the Department has prioritized the hiring of new leadership for its Office of Inclusion, Diversity, Equity and Action (IDEA), and has sought to staff that office to facilitate additional training and programming that will make the Department a leader in this area among law enforcement agencies.

After reviewing the report, however, the Department has some concerns, as it appears that some of the information contained within the report is misleading or inaccurate. Those issues are addressed more fully below.

First, as to the section of the report that evaluates the Department's provision and tracking of anti-bias training to its sworn employees, as we have already noted to your office, the data presented on page 10, Figure 1, is inaccurate based on how the Department maintains and reports its training data. According to Figure 1, the numbers purport to depict the number of sworn employees that completed the Department's online anti-bias training program by calendar year. The Department, however, conducts all of its training on a fiscal year cycle and the data provided to the OIG captured the completed training by fiscal years. Consequently, the data reported in Figure 1 inaccurately reflects that annual anti-bias training was completed by less than half of the sworn workforce during 2020 and 2021, when the Training Services Bureau



## DEPARTMENT COMMENTS

(TSB) data indicates that the vast majority of the sworn workforce completed such training. Specifically, TSB reported the following:

- FY19 – 1796 of 1901 (94%) sworn employees completed training
- FY20 – 1832 of 1854 (99%) sworn employees completed training
- FY21 – 1727 of 1823 (95%) sworn employees completed training

Additionally, the Department notes that sworn employees who did not complete the mandatory training were not available to do so because they were on an extended absence (for example on military leave) or left the Department before the conclusion of the fiscal year. The Department believes this information is critical in evaluating whether it is properly tracking and ensuring that on-line anti-bias training is being completed by its sworn personnel.

In a September 9, 2022 email to [REDACTED] the Department noted this discrepancy and provided a more detailed spreadsheet for its anti-bias online training. The Department respectfully requests that the OIG revise Figure 1 to reflect this information and revisit its Recommendation 1 given that the Department has procedures in place to properly track and ensure that its on-line anti-bias training is completed.

Second, the report purports to review “practices to prevent bias with the Capitol Police workforce that would cause harm to or distract from the USCP mission,” but a significant portion of the report opines on Equal Employment Opportunities (EEO) matters, which is distinct from “anti-bias” and “bias-based policing” policies, training, or practices. EEO matters concern unlawful personnel actions taken in violation of the Department’s Directive [REDACTED]

Accordingly, it is improper to generalize these matters as “internal or external complaints regarding bias” as they specifically concern allegations of unlawful personnel actions taken against USCP employees.

Such complaints are also subject to an entirely different statutory and regulatory structure than that which exists in the executive branch. The CAA, and not Title VII or other similar anti-discrimination statutes, governs in the legislative branch, which means that unlike many executive branch agencies, the USCP does not have an EEO office. Rather, any EEO-related complaints received by the Department are investigated by the Department’s Office of Professional Responsibility (OPR) or USCP OIG (if the complaint alleges wrongdoing by the equivalent of an Inspector-level employee or above) to determine whether a violation of the Department’s policies has occurred. These are not matters that would or should involve IDEA as it is not within their purview to investigate or advise on such matters. IDEA was established to facilitate equity and inclusion in all areas of the Department, but it is not the equivalent of the statutorily/regulatory created EEO offices in the executive branch, whose mission and authority include the ability to investigate, mediate, and litigate alleged EEO violations.

Moreover, the report wrongly states that EEO-related complaints from USCP employees are directed to the House of Representatives EEO office. As stated above, any EEO related complaints the Department receives are investigated by the Department’s OPR or USCP OIG. Such complaints are confidential. The Department does not refer such matters to the House of Representatives EEO office (indeed, there is no office with that name). To the extent such

## DEPARTMENT COMMENTS

matters are reviewed outside of the Department, the review is done by the agency responsible for investigating, mediating, and litigating alleged EEO violations in the legislative branch: the Office of Congressional Workplace Rights (OCWR). Complaints to the OCWR are also confidential under the CAA and cannot be shared with IDFA.

Accordingly, because the foundation of the OIG's Recommendation 2 is inaccurate, it leads to a recommendation that is unsupported, which is that the USCP should provide IDFA access to EEO complaints it receives as if it were an executive branch EEO office. The Department requests that the OIG revise this section of the report and revisit its recommendation given that the information presented is not accurate. Specifically, the Department does not believe that this report concerning the Department's anti-bias programs and training is the appropriate vehicle for discussing EEO-related complaints the Department receives for the reasons stated above. Moreover, for the reasons explained herein, the Department believes that it is not appropriate to compare IDFA to an executive branch EEO office, as the IDFA does not share the mission or authority of an EEO office. Accordingly, no basis exists to provide IDFA with information concerning the Department's confidential EEO-related complaints.

Third, the report's executive summary, paragraph 3, and background section contains inaccurate information about the responsibilities and services provided by IDFA. IDFA is responsible for creating an equitable and inclusive environment in which the Department values the capabilities and talents of USCP's diverse workforce and employees are empowered to reach their full potential in an adaptive and continuous learning organization. IDFA provides the following services: diversity, equity, and inclusion educational programming; professional development; mentoring and coaching; human/office consultation, and policy reviews through an equity lens. IDFA does not, for example, manage the Department's reasonable accommodation program as stated in the report.

Fourth, page 6 of the report indicates that as of August 2022, the Department had the following two training modules for recruit level personnel: *Understanding Diversity: Inclusion, Equity and Unconscious Bias* (3 hours) and *Bias-Based Policing/Racial Profiling* (2 hours). However, the Department's new Chief Diversity Officer replaced the *Understanding Diversity, Inclusion, Equity, and Unconscious Bias* module with the *Law Enforcement and Society: Lessons of the Holocaust* (LEAS) module on June 30, 2022. The LEAS is presented in partnership with the Anti-Defamation League and the Holocaust Museum. The LEAS "examines the role of police in Nazi Germany in order to better understand the relationship between law enforcement and the communities they serve today. It enables officers to gain a deeper understanding of what it means to belong to a value-driven calling, and of why serve and for whom."

Finally, the Department is concerned about the report's use of comparative statistics. On pages 10 and 11, the report looks at diversity and gender statistics for the USCP [REDACTED]

I am happy to discuss these matters with you further, or provide any additional information you may need to complete your report. Please do not hesitate to contact me if you have additional questions.

Very Respectfully,



J. Thomas Mangur  
Chief of Police

cc: Yogananda D. Pittman, Assistant Chief for Protective & Intelligence Operations  
Sean P. Gallagher, Acting Assistant Chief for Uniformed Operations  
Dominic A. Storrelli, Acting Chief Administrative Officer  
[REDACTED] Program Manager / Audit Liaison



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*Attn: Office of Inspector General, Investigations*  
*119 D Street, NE*  
*Washington, DC 20510*



Or visit us – we are located at:  
*499 South Capitol Street, SW, Suite 345*  
*Washington, DC 20003*



You can also contact us by email at: [OIG@USCP.GOV](mailto:OIG@USCP.GOV)

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