



Inspector General

2025-0003-INVI-P — Inappropriate Relationship, Retaliation and Truthfulness

Supervisor: Suspected Violations of the Architect of the Capitol (AOC) “Standards of Conduct” and “Authority and Responsibilities of the OIG and Cooperation of AOC Employees” Policies; “Relationships Between Supervisors and Subordinates” Policy Memorandum. **Substantiated**

Employee: Suspected Violations of the AOC “Standards of Conduct” Policy, “Relationships Between Supervisors and Subordinates” Policy Memorandum. **Substantiated**

On December 5, 2024, the AOC OIG was notified of a complaint from an AOC employee who wished to remain confidential. The complainant alleged that although the OIG previously completed an investigation ([AOC OIG 2024-0007-INVI-P](#)), there was now additional evidence to support a previous not substantiated allegation of an inappropriate romantic relationship between an AOC Supervisor and a subordinate employee. Furthermore, the complainant alleged multiple instances of threatening, harassing and inappropriate behavior by the supervisor that were concurrently investigated by the Equal Employment Opportunity Division.

A subsequent review of previously obtained digital forensic evidence, new testimonial evidence and additional documentary evidence obtained by the OIG during this investigation provided sufficient evidence to substantiate, based on the preponderance of the evidence, an inappropriate relationship. Regarding the allegation of retaliation, the investigation determined that the supervisor had not only discussed the previous OIG investigation with AOC employees, but they also made threats and remarks to employees regarding their involvement in the previous OIG investigation. This behavior was egregious enough that the Capitol Building’s Senior Leadership had been notified as well as the United States Capitol Police.

The subordinate employee was provided with a second opportunity to speak with OIG investigators to clarify information they had provided during the previous investigation. They continued to deny having a relationship with their supervisor.

The supervisor retired from the AOC, effective January 25, 2025.

Final Management Action:

The substantiated administrative violations were submitted to the Architect for action deemed appropriate, if any. The AOC OIG referred both employees’ false statements under Title 18, United States Code §1001 to the United States Attorney’s Office (USAO) for prosecutorial consideration. USAO declined to open a criminal matter given their limited resources and other prosecutorial priorities. On August 6, 2025, the AOC advised the OIG that the supervisor retired from the AOC and that no disciplinary action was taken against the subordinate employee for the false statement made to federal agents. The case is closed.