

POST FOR OVERSIGHT.GOV

2019-0007-INVI-P – Inappropriate Relationship between a Supervisor (Employee 1) and Subordinates (Employees 2 & 3), Deliberate Concealment of Material Fact (Employees 1 & 2), Failing to Cooperate With an OIG Investigation (Employees 1 & 2), Harassment (Employee 3), & Abuse of Time and Attendance policy (Employee 4): Substantiated

The Architect of the Capitol's (AOC) Office of Inspector General (OIG) received a telephonic complaint that an AOC Supervisor (Employee 1), had a romantic relationship with and showed favoritism to a subordinate (Employee 2). The employees were interviewed by the OIG regarding the allegations and both denied having a romantic relationship; both, however, alleged harassment by Employee 2's estranged spouse, an AOC Assistant Supervisor (Employee 3). Photographic evidence contradicted initial statements by Employees 1 and 2 and they subsequently admitted to making false statements and concealing a romantic relationship in violation of policy.

Employee 3 was interviewed and admitted their marriage to Employee 2 in 2015, without informing AOC management. Employee 3 also admitted to harassment of Employee 1 while both were on-shift at the AOC by confronting the employee and recording conversations. Employee 3 alleged that Employees 1 and 2 violated AOC's time and attendance procedures. The OIG did not substantiate time and attendance (T&A) fraud by Employees 1 and 2; however, a Time and Leave Clerk (Employee 4) interviewed during the investigation admitted to violating AOC policy by providing protected T&A records to Employee 3.

Final Management Action: Employee 1 resigned in lieu of termination on October 28, 2019. Employee 2 resigned in lieu of termination on October 23, 2019. Employee 3 received a 12 day suspension, effective January 8, 2020. Employee 4 received a counseling memorandum on October 4, 2019. This investigation has been closed.