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OFFICE OF INSPECTOR GENERAL

2021-0002-INVI-P – Suspected Violations of the Architect of the Capitol (AOC) “Government Ethics” Policy: Substantiated; Violation of the AOC “Standards of Conduct” Policy: Not Substantiated

On November 6, 2020, the AOC Office of Inspector General (OIG), received information that an employee had outside employment while simultaneously receiving pay through the Workers’ Compensation program for a claim they submitted.

The investigation determined that due to an incident that occurred while at work, the employee was placed on Office of Workers’ Compensation Programs (OWCP) Injury Leave from October 9, 2020 to October 28, 2020, for an injury to their thumb.

The OIG determined through testimony and documentary evidence that the employee currently owns an online custom embroidering and screen printing company; however, the employee testified to not completing tasks requiring the use of their thumb as a result of the injury. The OIG does not have sufficient evidence to contradict the documentation, their testimony or to state the injury did not happen while on duty at the AOC. We found no evidence the employee committed a violation of law by owning an online embroidering and screen printing company while simultaneously on OWCP leave due to an injury to their thumb.

The investigation disclosed that the employee violated AOC Order 38-1 Government Ethics, November 1, 2018, Section I - Outside and Post-Government Employment, 39. Outside Employment: 39.3 by not obtaining advance permission from their Agency Designee in writing or by email using a “Notice of Outside Employment or Self-Employment Form”. The employee was forthcoming during an interview with the OIG and admitted to being previously notified of the policy, but having never followed up with their supervisor to submit the required documentation.

Final Management Action: The OIG substantiated that the AOC employee violated AOC policy when they failed to obtain advance permission for outside employment from their Agency Designee. The administrative violation was submitted to the jurisdiction for consideration. The case is closed and management action is pending.