



OFFICE OF INSPECTOR GENERAL

2022-0014-INVI-P – Architect of the Capitol (AOC) Employee Misused Their Position and Violated Both AOC and a Private Contractor’s Policies.

Suspected Violations of the AOC “Standards of Conduct” and “Government Ethics” policies. **Substantiated.**

On July 14, 2022, the AOC Office of Inspector General (OIG) received a referral from the Diversity, Inclusion and Dispute Resolution Office (DI/DR) alleging that an AOC employee assigned to the Capitol Power Plant (CPP) threatened CPP contract employees and others with violence over a parking spot. The AOC employee had been reported for blocking off an unassigned parking spot at the CPP for personal use and using the term “hanging” on several occasions towards individuals who parked in the unassigned parking space. According to the complainant, the AOC employee had also stated, “They were tired of walking on eggshells and that things were going to change,” in addition to stating they could use their position at the AOC to make life difficult for the contract employees should they continue to park in the parking spot.

The investigation revealed that in addition to blocking off an unassigned parking space, the AOC employee had also physically driven vehicles belonging to the contractor to relocate them from the preferred parking spot. The contractor’s vehicles are not part of the AOC Fleet and OIG coordination with the company’s management confirmed that vehicles in their fleet are to be driven only by their employees. It was also discovered that until recently, the AOC employee had utilized the CPP parking area as a personal parking space full time as they reside within walking distance of the CPP and did not have parking at their residence.

During an interview with the OIG, the AOC employee denied making any statement referencing “hanging,” advising agents they had done research prior to coming to the AOC and were familiar with several lawsuits surrounding the same topic. They claimed to occasionally block off spaces to ensure availability for other uses such as deliveries, but then later referenced a preference to keep their personal vehicle close by. The AOC employee openly made statements regarding their unhappiness with their lack of authority at the AOC, and that they had been brought to the CPP by the former Deputy Director, Mr. James O’Keefe, retired, GS-15, Utilities and Power Plant Operations, to straighten out the behavior and discipline problems at the AOC. The AOC employee described the current director as a “democratic leader” and stated, “I came to work for the retired ship captain not for the democratic politician.” They further stated we (the OIG) would probably be seeing them again as now they needed to “buckle down even harder.” In addition to the employee’s unprompted statements regarding AOC leadership, they also responded with the below statement when advised by the OIG that it was inappropriate for an AOC employee to drive a private contractor’s vehicle, “I’ll be honest with you...I find it weird, I find it queer...”

While the AOC employee denied making any threatening statements or using the words “hang or hanging,” “walking on eggshells,” or “making the contractor’s jobs very difficult” the OIG



Investigative Summary

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interviewed three separate witnesses (in addition to the complainant) who all stated the opposite, corroborating the complaint, and had witnessed or immediately been told following the incidents.

Final Management Action: The OIG substantiated that the AOC employee violated multiple AOC policies when they utilized AOC parking facilities as a permanent personal parking spot and drove vehicles belonging to a private contractor company. The OIG referred all instances of potential workplace violence and conflict back to the Human Capital Management Division for action they deem appropriate. On February 21, 2023, the AOC provided a Management Response advising that the employee received an official reprimand for the violations identified in the report. The case is closed.