



OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR

NOV 16 2015

Memorandum

To: Jon Jarvis
Director, National Park Service

From: Mary L. Kendall *Mary L. Kendall*
Deputy Inspector General

Subject: Management Advisory – Hiring of [REDACTED]
Action and Response Requested
Case No. OI-PI-14-0695-I

In September 2014, U.S. Department of the Interior (DOI) Secretary Sally Jewell received a letter of complaint and request for investigation from 13 former and current National Park Service (NPS) employees who had at various times worked in the Grand Canyon National Park's (GRCA) River District. The 13 complainants submitted declarations describing incidents of sexual harassment and hostile work environment that they experienced or witnessed over a period of approximately 15 years.

During our investigation, we learned that former NPS employee [REDACTED] resigned from GRCA in November 2006 after being disciplined for repeated acts of sexual harassment and misconduct during river trips. Despite this, NPS rehired him to work in its Submerged Resources Center, Santa Fe, NM, in 2007, and he worked there as an intermittent employee from December 2007 through January 2008. NPS also allowed him to return to GRCA as a volunteer in 2010, and he participated in one river trip.

A review of Federal Personnel Payroll System records confirmed that [REDACTED] worked for NPS in Santa Fe during pay periods 26 and 27, 2007, and pay periods 1 and 2, 2008. His gross pay was \$5,162.13.

[REDACTED] the [REDACTED] of the Submerged Resources Center, said that he met [REDACTED] through [REDACTED] a DOI employee assigned to the Solicitor's Office in Santa Fe. [REDACTED] said that he hired [REDACTED] to work for a short time in 2007 and 2008 as a scuba diver. He said that he knew [REDACTED] had worked for GRCA, but he did not contact [REDACTED] previous supervisor for a reference. [REDACTED] said that he had not known [REDACTED] had been disciplined for sexual harassment at GRCA. [REDACTED] who works in the DOI Solicitor's Office in San Francisco, CA, said that she met [REDACTED] on a GRCA river trip around 2005 and dated him for several years. She said that [REDACTED] told her he had been interviewed as part of a sexual harassment investigation, but she had not known that he was the subject of the investigation.

During the GRCA river trip that [REDACTED] volunteered on in 2010, GRCA employee [REDACTED] was the trip leader. According to former GRCA Supervisory Park Ranger [REDACTED] and former GRCA River Patrol [REDACTED] [REDACTED] were responsible for bringing [REDACTED] back to GRCA as a volunteer. [REDACTED] said that after he learned [REDACTED] had returned, he told [REDACTED] and [REDACTED] that he would no longer allow [REDACTED] to volunteer on river trips because of the previous sexual harassment complaints against him.

While rehiring or allowing [REDACTED] to volunteer in a park is not prohibited by policy or regulation, in this case NPS officials failed to perform their due diligence and unknowingly brought a previously disciplined former employee back into the NPS workforce. To prevent similar situations in the future, we recommend that NPS—

1. ensure reference checks are conducted on former Government employees before they are rehired;
2. increase management oversight over selecting former NPS employees as volunteers; and
3. prohibit former employees who have been disciplined for misconduct from returning as volunteers to the same environment in which they had been disciplined.

Please provide a written response and a completed Accountability Form (attached) within 90 days of receiving this management advisory indicating how you intend to implement our recommendations. We will periodically forward this information to Congress and DOI, and will also use it in our internal reviews.

You may mail your response to:

Office of Inspector General
U.S. Department of the Interior
381 Elden Street, Suite 3000
Herndon, VA 20170

If you prefer, you may email your response to doioigreferrals@doioig.gov. This email address can also be used to advise us that you have mailed your response to us or, if necessary, to request an extension to the due date. An extension request should include a brief status summary and an anticipated completion date.

If you have any questions or need further information, please contact [REDACTED], Assistant Special Agent in Charge, at [REDACTED].

Attachment

cc: Tommy Beaudreau, Chief of Staff, Department of the Interior