

# **Summary: Investigation of Reprisal at the BIA Southern Plains Region**

**Report Date: April 18, 2016**

OIG investigated allegations that a Bureau of Indian Affairs (BIA) regional director retaliated against a BIA supervisor. The supervisor reported being relieved of supervisory duties after the regional director suspected that the supervisor complained to OIG about the regional director. We found no evidence of retaliation or reprisal by the regional director.

We found no evidence that the regional director retaliated against the supervisor because of suspected communications between the supervisor and OIG. Our investigation revealed that the regional director recalled that someone from OIG contacted him to report allegations against the supervisor; however, he could not remember the name of the OIG employee. We also found no evidence that the supervisor contacted OIG to complain about the regional director.

We determined that the regional director temporarily relieved the supervisor of supervisory duties after receiving multiple Equal Employment Opportunity and hostile work environment complaints against the supervisor by BIA employees. The regional director then permanently relieved the supervisor of supervisory duties after an administrative investigation conducted by BIA identified supervisory misconduct.

We also found that the regional director consulted with BIA human resources representatives before each administrative action, and that human resources recommended these actions.

This is a summary of an investigative report that was issued to BIA for information only and did not require a response.

