



OFFICE OF INSPECTOR GENERAL

2021-0005-INVI-P – Supervisor used Information Technology (IT) Equipment to Harass Female Employees.

Supervisory Employee 1: Suspected Violations of the Architect of the Capitol (AOC) “Standards of Conduct” and “IT Resources and De Minimis Use” Policies and the “Information Technology Division Rules of Behavior” Policies: **Substantiated.**

Supervisory Employee 2: Suspected Violations of the AOC “Standards of Conduct” and “IT Resources and De Minimis Use” Policies: **Not Substantiated.**

On December 22, 2020, the AOC, Office of Inspector General (OIG) received information from the Office of Diversity, Inclusion and Dispute Resolution (DI/DR) that alleged Supervisory Employee 1 misused AOC IT resources and equipment to sexually harass an AOC employee. Additionally, the allegation stated Supervisory Employee 1 violated AOC policies by sharing sexually explicit photographs from their AOC issued iPhone. The allegation further stated that Supervisory Employee 2 violated AOC policies by notifying Supervisory Employee 1 of an upcoming confidential meeting between DI/DR and an AOC employee.

The OIG coordinated a digital forensic examination of Supervisory Employee 1’s AOC issued iPhone with a law enforcement partner and provided all evidence related to the sexual harassment allegation to DI/DR for follow up as deemed appropriate.

Additional evidence discovered by the digital forensic exam and interviews conducted by the OIG determined that Supervisory Employee 1 consistently referred to subordinates and supervisors (in person, using their personal mobile device and using their AOC issued iPhone) in a manner that was found to be offensive and unprofessional. Supervisory Employee 1 frequently used terms such as “mami,” “papa,” “baby” and “boo boo” even after being advised that it was inappropriate. The behavior represented conduct unbecoming of a Supervisor in a management position. Utilizing AOC owned IT equipment in this manner is a violation of both the AOC IT System Rules of Behavior and AOC Order 8-5, AOC IT Resources and De Minimis Use.

Interviews confirmed AOC management screen captured and saved the sexually explicit photos and messages from the employees Facebook Messenger App within the employee’s AOC owned iPhone to the phone’s photo application. This was done in an effort to preserve evidence. The OIG was unable to confirm the messages and photos, sent between consenting adults, actually took place from the AOC issued iPhone. Supervisory Employee 1 denied using the AOC issued iPhone to communicate via the social media platform. Supervisory Employee 1 claimed that anything sent from their personal computer while at home could have been viewed on an AOC owned iPhone due to AOC policy allowing personal social media accounts and personal Apple IDs to be linked to AOC owned mobile devices.



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Investigative Summary

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Additionally, the OIG found no evidence that Supervisory Employee 2 violated AOC policies when notifying Supervisory Employee 1 of their subordinates pending meeting with DI/DR. Supervisory Employee 1 is Supervisory Employee 2's direct supervisor and information was shared in an effort to keep management informed on the pending work status of a subordinate employee.

Final Management Action: Supervisory Employee 1 received a three workday suspension for their conduct. The investigation is closed.