



# INVESTIGATIVE SUMMARY | DoD OIG 20190813-059706-CASE-01

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## Substantiated Findings of Misconduct by a Former DoD Senior Official for Sexually Harassing Subordinate Employees

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The Department of Defense Office of Inspector General (DoD OIG) initiated this investigation upon receipt of allegations that a DoD member of the Senior Executive Service (SES), since retired, assigned to an agency subordinate to the Under Secretary of Defense for Research and Engineering, sexually harassed subordinate agency employees.

The DoD OIG concluded that the SES violated DoD and agency Civilian Equal Employment Opportunity (EEO) anti-sexual harassment program zero tolerance policies when he, over a 7-year period, repeatedly sought out and made deliberate, unwelcomed physical contact with subordinate employees. He also made inappropriate comments about this unwanted physical contact to a subordinate employee. His unwanted physical contact and comments caused subordinate employees to avoid him in the workplace, to the extent possible. The SES's actions and comments created an intimidating, hostile, and offensive work environment for agency employees.

The SES retired before the DoD OIG investigation concluded.

The DoD OIG completed its investigation and provided the final report to the DoD agency head for appropriate action, and notified the Office of Personnel Management of the substantiated conclusion.



Unless otherwise noted, the DoD OIG applies the preponderance of the evidence standard in determining whether DoD personnel have committed misconduct.