



OFFICE OF INSPECTOR GENERAL

2022-0003-INVI-P – Architect of the Capitol (AOC) Supervisor threatened a subordinate employee and misused AOC issued Information Technology Division (ITD) resources to portray nudity.

Suspected Violations of the AOC “Standards of Conduct,” “Violence in the Workplace,” “AOC Information Technology (IT) Resources and De Minimis Use,” “Government Ethics” and “Absence and Leave” Policies; and the “AOC IT System Rules of Behavior” **Substantiated.**

On January 21, 2022, the AOC Office of Inspector General (OIG) received a referral from the Office of Diversity, Inclusion and Dispute Resolution (DI/DR). The DI/DR reported that during the course of a bullying and sexual harassment investigation, it was alleged that Mr. John Quade, WS-11, Mason Supervisor, Masonry Branch, Senate Office Buildings, misused AOC-issued Information Technology Division (ITD) resources and equipment and made threats to his subordinate employees.

Interviews conducted by DI/DR alleged that Quade had created numerous digitally edited images by adding AOC employees’ pictures to images that ranged from inappropriate to sexually explicit. At least one employee stated that Quade kept pornographic/explicit photos and videos¹ on his AOC-issued iPhone and others believed that he created them using his AOC office desktop computer. The DI/DR provided the OIG with four specific images for reference; an image of a nude man superimposed with the face of an AOC employee sitting nude next to Senator Bernie Sanders, an image of the same AOC employee being driven over by a pick-up truck, and two images of former President Donald Trump. It was also reported that Quade frequently shouted at the employees, used profanity toward them and threatened them.

The OIG determined through documentary evidence that multiple inappropriate memes and images had been sent from Quade’s personal email address to his AOC email address. Documentary evidence also revealed that Quade had inappropriately utilized sick leave to take a family member to a legal appointment.

Digital forensic evidence obtained from the AOC desktop computer utilized by Quade revealed multiple images of females in lingerie, images of AOC employees, nude images of males and females and explicit digitally altered images within the specific AOC User Account. The original photograph of the AOC employee that had been altered and used to create the images provided by the DI/DR was also obtained from Quade’s User Account. An additional digital forensic examination of the AOC iPhone issued to the supervisor revealed images of AOC employees, a photo towards an unknown residence taken through an archery scope as well as photos of political figures, including a photo of Speaker of the House Nancy Pelosi exiting the Russell Senate Office Building.

The OIG confirmed through testimonial evidence that Quade used AOC owned ITD equipment to alter the images of AOC employees. Quade utilized his personal mobile phone to obtain images from the internet, emailed them to his AOC.gov email address, altered the images on an AOC desktop computer and then printed them using AOC printers. Quade admitted to creating the two previously noted images of his subordinate, one with the AOC employee sitting nude next to Senator Sanders and the second with the AOC employee driven over by the pick-up truck. Quade also printed and displayed an image disparaging a subordinate Hispanic

¹ None of the images obtained by the OIG contained individuals who appeared to be underage.



Investigative Summary

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employee because the supervisor thought it was humorous. Many of the images were then displayed in the office. Quade stated he was unaware that the images could be found offensive and created the images to bring humor to the office.

Quade denied ever utilizing AOC-owned equipment to search for sexually explicit images or to back up his personal mobile device; however, admitted to “possibly” charging their personal mobile device using the AOC desktop a few years ago. He could provide no explanation as to how the explicit photos could have transferred from his personal mobile phone to his AOC User Account.²

Quade denied frequently shouting at employees, using profanity toward them or threatening them. He later admitted to telling a subordinate employee, “I’m going to beat your ass” during a verbal disagreement that took place over the approval of overtime.

The DI/DR had an investigation into the alleged violations of the AOC Workplace Anti-Harassment Policy, which was adjudicated separately.

Final Management Action: The OIG substantiated that Quade violated multiple AOC policies when he altered and created images of AOC employees using AOC owned ITD equipment, displayed them in the office, transmitted inappropriate images from a personal account to his AOC email account, misused sick leave and threatened violence to a subordinate employee during a verbal disagreement. Quade resigned from the AOC on May 27, 2022, in lieu of termination. The case is closed.

² The supervisor’s personal phone is a Samsung, which can charge and transfer files via a USB cable connected to a computer.