



OFFICE OF INSPECTOR GENERAL

2022-0017-INVI-P – Architect of the Capitol (AOC) Alleged Family and Medical Leave Act (FMLA) Policy Violation and Forgery

Suspected Violation of the AOC “Family and Medical Leave Act” Policy. **Substantiated.**

Suspected Violations of the AOC “Government Ethics,” “Absence and Leave,” “Standards of Conduct,” Policies and D.C. Code § 22-3241, “Forgery.” **Not Substantiated.**

On August 1, 2022, the AOC Office of Inspector General (OIG) received a Hotline complaint that alleged Mr. Anthony Ward, (now retired) GS-13, Restaurants/Events Contract Coordinator, Client Services Division, Senate Office Buildings, provided fraudulent medical documentation to gain leave under the FMLA.

The investigation revealed that Ward had requested annual leave in May 2022, for a family vacation in July. Ward’s leave was approved as he had a sufficient leave balance as of May 16, 2022. However, in between submitting his leave request and the scheduled vacation, Ward exhausted most of his annual leave due to intermittent FMLA, which placed his leave balance in the negative.

On July 6, 2022, Ward’s supervisor reverted his annual leave request from approved to pending and notified him that he needed to request advanced leave or leave without pay (LWOP) to cover his family vacation. On July 14, 2022, Ward submitted a leave request for FMLA, containing a mix of Sick Leave, Annual Leave and LWOP for his vacation. The supervisor was out of the office on July 14-15, 2022, and could not review Ward’s leave request. Ward then went on his family vacation without management’s approval.

On July 28, 2022, Ward sent his supervisor an email with a Form 71 (Application for Leave or Approved Absence) for FMLA and LWOP, that indicated he needed to be out of the office for a serious health condition. Further, Ward submitted medical documentation from his physician in support of extending his approved FMLA for an additional three to five days to cover the earlier vacation. The supervisor listed Ward as absent without leave and suspected the medical document had been altered or forged due to varying fonts sizes and styles.

When interviewed, Ward denied submitting a fraudulent document to his supervisor to obtain FMLA leave. The OIG confirmed the authenticity of the medical documents with Ward’s medical provider.



Investigative Summary

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Final Management Action: The OIG substantiated a violation of AOC policy by Ward for failing to submit his request for FMLA before the leave was to begin or giving notice as soon as practicable. Additionally, Ward did not coordinate with the jurisdiction point of contact to submit FMLA requests or consult with his supervisor to determine whether the request for FMLA was approved or denied prior to utilizing FMLA for his vacation. On April 11, 2023, the AOC provided a Management Response advising that Ward retired from the AOC on January 31, 2023, prior to any administrative action being taken. The case is closed.