



# OFFICE OF INSPECTOR GENERAL

*2023-0001-INVI-P – Alleged Retaliation, Targeting and Policy Violations by an Architect of the Capitol (AOC) Supervisor*

**Suspected Violations of the AOC “Standards of Conduct,” “Probation Period” and “Workplace Violence Prevention” Policies. **Not Substantiated.****

The AOC Office of Inspector General (OIG) received an allegation that an AOC supervisor retaliated against a now former AOC employee, causing them to be terminated, without cause, near the end of their probationary period and in violation of the AOC Employee Guide they had been provided when hired. The former employee was notified of the decision to not extend their employment two weeks prior to the end of their probationary period and claimed they had been targeted and treated differently than other employees throughout their tenure, which worsened after they filed a formal complaint. Additionally, they claimed the supervisor had excluded them from daily schedules, assignments and training opportunities; and had received frequent write-ups, often presented well after the incidents. Ultimately, the former employee received an unsuccessful performance evaluation resulting in the recommendation to terminate their employment.

Documentary evidence obtained by the OIG did not reveal evidence in support of the allegation of retaliation. The evidence obtained reflected incident reports, supervisory notes, weekly second-line supervisor updates and multiple e-mail communications recorded well in advance of the complaint filed. In addition, the OIG obtained multiple written statements from coworkers that did not support the allegations. Documentation obtained also displayed communication between AOC management and the Employee and Labor Relations Branch throughout the former employee’s probationary period regarding how to best handle management’s concerns.

Testimonial evidence supported the documentary evidence and added that the former employee had multiple incidents involving senior employees within the first two weeks of their employment. The former employee had ongoing issues with workplace relationships, taking direction from senior employees, completing assignments in a timely manner and working in a team atmosphere.

A review of both AOC Policy and the Collective Bargaining Agreement (CBA) between the AOC and the American Federation of State, County and Municipal Employees, Local 626, August 2014, Article 12, confirmed that neither cite a specified number of days associated with the presentation of incident reports.

Records indicated the employee was given 15 calendar days’ notice their employment was not being renewed. The investigation did not identify sufficient evidence to substantiate charges against the supervisor and determined that the complainant was provided notification regarding their employment status in accordance with the CBA, Article 31.

**Final Management Action:** The case is closed.