



FOR OFFICIAL USE ONLY

OFFICE OF INSPECTOR GENERAL

2022-0006-INVI-P — Architect of the Capitol (AOC) Employee Requests AOC Supervisors to Falsify Time and Attendance (T&A) Records While Submitting False Medical Records

Employee: Suspected Violations of AOC Standards of Conduct Policy, Time and Attendance Policy and Procedures, Standard Operating Procedures Time Clocks, Absence and Leave Policy, Authority and Responsibilities of the OIG and Cooperation of AOC Employees and Title 18 U.S.C. §1001 False Statements. **Substantiated.**

Supervisor 1: Suspected Violations of AOC Standards of Conduct Policy, Time and Attendance Policy and Procedures and Standard Operating Procedures Time Clocks. **Substantiated.**

Supervisor 2: Suspected Violations of AOC Standards of Conduct Policy, Time and Attendance Policy and Procedures and Standard Operating Procedures Time Clocks. **Substantiated.**

Supervisor 3: Suspected Violations of AOC Standards of Conduct Policy, Government Ethics Policy, Standard Operating Procedures Time Clocks Policy and Time and Attendance Policy and Procedures. **Not Substantiated.**

On March 22, 2022, the AOC Office of Inspector General (OIG) received a referral from the Diversity, Inclusion and Dispute Resolution Office alleging that, on multiple occasions, an employee requested their immediate supervisor (herein supervisor 1) clock them in and out of work without being physically present. The investigation also revealed allegations that an additional supervisor (herein supervisor 2) conducted several WebTA overrides for the employee without proper documentation and that a senior supervisor (herein supervisor 3) had shown favoritism toward the employee regarding attendance issues and knowingly approved leave requests based on false documentation. Further investigation revealed allegations that the employee provided supervisor 1 with false medical documentation pertaining to unscheduled annual and sick leave used between March 2, 2022, and March 10, 2022.

When interviewed by OIG investigators, supervisor 1 said they would not clock an employee in or out without physically seeing them but later admitted to clocking the employee out on at least one occasion without verifying their presence. Similarly, supervisor 2 denied adjusting the employee's WebTA time records or conducting overrides without proper documentation; however, when shown copies of the overrides by investigators, supervisor 2 stated that they did not physically see the employee on the days in question and that the employee may have left work early on those days. Supervisor 3 admitted to giving the employee the benefit of the doubt due to personal issues but said they had verified the employee's sick leave documentation in the past. Supervisor 3 may have unwittingly approved altered documents to support the employee's sick leave in March 2022. Based on available documentation and testimonial evidence, the OIG substantiated the allegations against supervisor 1 and supervisor 2 but did not substantiate any wrongdoing by supervisor 3.



Investigative Summary

2022-0006-INVI-P — Architect of the Capitol (AOC) Employee Requests AOC Supervisors to Falsify Time and Attendance (T&A) Records While Submitting False Medical Records

The interviews with all three AOC supervisors revealed that the employee had a well-documented attendance issue, including being absent without leave (AWOL) and being placed on leave restriction. The interviews also revealed that the employee provided documentation to support their absence in March 2022 that appeared to be altered. On March 4, 2022, the employee notified supervisor 1 via text message that their child had been admitted to Children’s National Hospital. Between March 4 and March 10, the employee continued to update supervisor 1 about the child’s condition and stated that the child remained in the hospital. The employee later submitted the medical provider’s “Medical Advice Slip” to reflect the days absent from employment; however, the dates on the slip appeared to have been altered. Based on the results of several Inspector General (IG) subpoenas, it was determined that two of the employee’s children had outpatient appointments with the medical provider on March 4, 2022. The subpoena productions showed no further appointments or visits documented in the provider’s system for March 2022 and showed that neither child had been admitted to the hospital.

When interviewed by OIG investigators, the employee denied ever being documented as AWOL and denied that supervisor 1 ever clocked them in or out. The employee confirmed using unscheduled leave from March 2 to March 9, 2022, saying that their child had been “rushed to the emergency room” of Children’s National Hospital on March 4, 2022, and was admitted to the hospital that day. During the interview, the employee stated that they would provide the OIG with documentation from their child’s hospital stay, but as of the date of the Report of Investigation, the employee had not produced any records.

Based on a preponderance of the evidence, it is apparent that the employee altered the dates on documents submitted to AOC to justify their leave. Therefore, in addition to the employee’s violations of the AOC Standards of Conduct, T&A Policy and Procedures, and Standard Operating Procedures Time Clocks, the employee violated AOC Order 630-1 Absence and Leave Policy by providing false medical documentation. Further, the OIG determined that the employee provided false statements to the OIG by adamantly denying that the medical documentation they provided to the AOC was fictitious and/or altered, among other false statements. In addition to the administrative violations, the employee may have violated United States Code (U.S.C.) Title 18 § 1001 by providing false documentation to the agency. OIG presented the case to the United States Attorney’s Office for the District of Columbia (USAO-DC) for potential criminal prosecution; however, USAO-DC declined to pursue the matter.

Final Management Action: The administrative violations were submitted to the jurisdiction for action deemed appropriate, if any. On July 28, 2023, the OIG was notified that effective June 30, 2023, the employee was terminated from the AOC. On October 12, 2023, the OIG was notified that supervisor 1 and supervisor 2 received counseling memorandums. The case is closed.