

Investigative Summary: Findings of Misconduct by a U.S. Marshal for Creating a Hostile Work Environment and Failing to Report an Employee's Alleged Misconduct

The Department of Justice (DOJ) Office of the Inspector General (OIG) initiated an investigation of a current U.S. Marshal based on information from anonymous complainants alleging, among other things, that the Marshal created a hostile work environment by using profane, vulgar, and antagonistic language, and by conducting himself in an intimidating and demeaning manner.

Based on information provided by Deputy U.S. Marshals, supervisors, and administrative staff, the OIG concluded that the Marshal created a hostile work environment and that he conducted himself in an intimidating and demeaning manner toward subordinate employees. The OIG determined that the Marshal used both vulgar and antagonistic language in the workplace. Examples of the Marshal's offensive conduct are statements that were widely perceived as his challenging subordinates who disagreed with him to physical altercations; his comments of a sexual nature regarding a female employee of a local police department; and his references to his and others' genitals. The OIG concluded that the conduct and statements of the Marshal demonstrated poor judgment and created unnecessary stress for their employees, all of which contributed to the ineffective management of the district and low morale in the office.

The OIG additionally found that the Marshal failed to report to the U.S. Marshals Service (USMS) Office of Internal Affairs as required that the girlfriend of another USMS employee had filed a harassment complaint with the police against the employee.

The OIG did not substantiate certain other allegations made against the Marshal by the anonymous complainants.

The OIG has completed its investigation and provided a report to the USMS and the Office of the Deputy Attorney General on August 27, 2015 for review and appropriate action. The Department informed the OIG that the Marshal has advised the President and the USMS that he is retiring in September 2015.

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