



U.S. Department of Justice

Federal Bureau of Investigation
Washington, D.C. 20535

October 19, 2021

MR. JOHN GREENEWALD JR.
SUITE 1203
27305 WEST LIVE OAK ROAD
CASTAIC, CA 91384

FOIPA Request No.: 1496762-001
Subject: OPR Quarterly All Employee
E-mails/Newsletters
(On or After January 1, 2017)

Dear Mr. Greenewald:

The enclosed documents were reviewed under the Freedom of Information/Privacy Acts (FOIPA), Title 5, United States Code, Section 552/552a. Below you will find check boxes under the appropriate statute headings which indicate the types of exemptions asserted to protect information which is exempt from disclosure. The appropriate exemptions are noted on the enclosed pages next to redacted information. In addition, a deleted page information sheet was inserted to indicate where pages were withheld entirely and identify which exemptions were applied. The checked exemption boxes used to withhold information are further explained in the enclosed Explanation of Exemptions.

Section 552

☐ (b)(1)

☒ (b)(2)

☐ (b)(3)

☐ (b)(4)

☐ (b)(5)

☒ (b)(6)

☐ (b)(7)(A)

☐ (b)(7)(B)

☒ (b)(7)(C)

☐ (b)(7)(D)

☒ (b)(7)(E)

☐ (b)(7)(F)

☐ (b)(8)

☐ (b)(9)

Section 552a

☐ (d)(5)

☐ (j)(2)

☐ (k)(1)

☐ (k)(2)

☐ (k)(3)

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☐ (k)(6)

☐ (k)(7)

34 pages were reviewed and 34 pages are being released.

Please see the paragraphs below for relevant information specific to your request as well as the enclosed FBI FOIPA Addendum for standard responses applicable to all requests.

- ☐ Document(s) were located which originated with, or contained information concerning, other Government Agency (ies) [OGA].
- ☐ This information has been referred to the OGA(s) for review and direct response to you.
- ☐ We are consulting with another agency. The FBI will correspond with you regarding this information when the consultation is completed.

Please refer to the enclosed FBI FOIPA Addendum for additional standard responses applicable to your request. **"Part 1"** of the Addendum includes standard responses that apply to all requests. **"Part 2"** includes additional standard responses that apply to all requests for records about yourself or any third party individuals. **"Part 3"** includes general information about FBI records that you may find useful. Also enclosed is our Explanation of Exemptions.

For questions regarding our determinations, visit the www.fbi.gov/foia website under "Contact Us." The FOIPA Request Number listed above has been assigned to your request. Please use this number in all correspondence concerning your request.

If you are not satisfied with the Federal Bureau of Investigation's determination in response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, 441 G Street, NW, 6th Floor, Washington, D.C. 20530, or you may submit an appeal through OIP's FOIA STAR portal by creating an account following the instructions on OIP's website: <https://www.justice.gov/oip/submit-and-track-request-or-appeal>. Your appeal must be postmarked or electronically transmitted within ninety (90) days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal." Please cite the FOIPA Request Number assigned to your request so it may be easily identified.

You may seek dispute resolution services by contacting the Office of Government Information Services (OGIS). The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769. Alternatively, you may contact the FBI's FOIA Public Liaison by emailing foipaquestions@fbi.gov. If you submit your dispute resolution correspondence by email, the subject heading should clearly state "Dispute Resolution Services." Please also cite the FOIPA Request Number assigned to your request so it may be easily identified.



See additional information which follows.

Sincerely,



Michael G. Seidel
Section Chief
Record/Information
Dissemination Section
Information Management Division

Enclosure(s)

This is the final release of information responsive to your FOIPA request. This material is being provided to you at no charge.

FBI FOIPA Addendum

As referenced in our letter responding to your Freedom of Information/Privacy Acts (FOIPA) request, the FBI FOIPA Addendum provides information applicable to your request. Part 1 of the Addendum includes standard responses that apply to all requests. Part 2 includes standard responses that apply to requests for records about individuals to the extent your request seeks the listed information. Part 3 includes general information about FBI records, searches, and programs.

Part 1: The standard responses below apply to all requests:

- (i) **5 U.S.C. § 552(c).** Congress excluded three categories of law enforcement and national security records from the requirements of the FOIPA [5 U.S.C. § 552(c)]. FBI responses are limited to those records subject to the requirements of the FOIPA. Additional information about the FBI and the FOIPA can be found on the www.fbi.gov/foia website.
- (ii) **Intelligence Records.** To the extent your request seeks records of intelligence sources, methods, or activities, the FBI can neither confirm nor deny the existence of records pursuant to FOIA exemptions (b)(1), (b)(3), and as applicable to requests for records about individuals, PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(1), (b)(3), and (j)(2)]. The mere acknowledgment of the existence or nonexistence of such records is itself a classified fact protected by FOIA exemption (b)(1) and/or would reveal intelligence sources, methods, or activities protected by exemption (b)(3) [50 USC § 3024(i)(1)]. This is a standard response and should not be read to indicate that any such records do or do not exist.

Part 2: The standard responses below apply to all requests for records on individuals:

- (i) **Requests for Records about any Individual—Watch Lists.** The FBI can neither confirm nor deny the existence of any individual's name on a watch list pursuant to FOIA exemption (b)(7)(E) and PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(7)(E), (j)(2)]. This is a standard response and should not be read to indicate that watch list records do or do not exist.
- (ii) **Requests for Records about any Individual—Witness Security Program Records.** The FBI can neither confirm nor deny the existence of records which could identify any participant in the Witness Security Program pursuant to FOIA exemption (b)(3) and PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(3), 18 U.S.C. 3521, and (j)(2)]. This is a standard response and should not be read to indicate that such records do or do not exist.
- (iii) **Requests for Records for Incarcerated Individuals.** The FBI can neither confirm nor deny the existence of records which could reasonably be expected to endanger the life or physical safety of any incarcerated individual pursuant to FOIA exemptions (b)(7)(E), (b)(7)(F), and PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(7)(E), (b)(7)(F), and (j)(2)]. This is a standard response and should not be read to indicate that such records do or do not exist.

Part 3: General Information:

- (i) **Record Searches.** The Record/Information Dissemination Section (RIDS) searches for reasonably described records by searching systems or locations where responsive records would reasonably be found. A standard search normally consists of a search for main files in the Central Records System (CRS), an extensive system of records consisting of applicant, investigative, intelligence, personnel, administrative, and general files compiled by the FBI per its law enforcement, intelligence, and administrative functions. The CRS spans the entire FBI organization, comprising records of FBI Headquarters, FBI Field Offices, and FBI Legal Attaché Offices (Legats) worldwide; Electronic Surveillance (ELSUR) records are included in the CRS. Unless specifically requested, a standard search does not include references, administrative records of previous FOIPA requests, or civil litigation files. For additional information about our record searches, visit www.fbi.gov/services/information-management/foipa/requesting-fbi-records.
- (ii) **FBI Records.** Founded in 1908, the FBI carries out a dual law enforcement and national security mission. As part of this dual mission, the FBI creates and maintains records on various subjects; however, the FBI does not maintain records on every person, subject, or entity.
- (iii) **Requests for Criminal History Records or Rap Sheets.** The Criminal Justice Information Services (CJIS) Division provides Identity History Summary Checks – often referred to as a criminal history record or rap sheet. These criminal history records are not the same as material in an investigative “FBI file.” An Identity History Summary Check is a listing of information taken from fingerprint cards and documents submitted to the FBI in connection with arrests, federal employment, naturalization, or military service. For a fee, individuals can request a copy of their Identity History Summary Check. Forms and directions can be accessed at www.fbi.gov/about-us/cjis/identity-history-summary-checks. Additionally, requests can be submitted electronically at www.edo.cjis.gov. For additional information, please contact CJIS directly at (304) 625-5590.
- (iv) **National Name Check Program (NNCP).** The mission of NNCP is to analyze and report information in response to name check requests received from federal agencies, for the purpose of protecting the United States from foreign and domestic threats to national security. Please be advised that this is a service provided to other federal agencies. Private Citizens cannot request a name check.

EXPLANATION OF EXEMPTIONS

SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552


- (b)(1) (A) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and (B) are in fact properly classified to such Executive order;
- (b)(2) related solely to the internal personnel rules and practices of an agency;
- (b)(3) specifically exempted from disclosure by statute (other than section 552b of this title), provided that such statute (A) requires that the matters be withheld from the public in such a manner as to leave no discretion on issue, or (B) establishes particular criteria for withholding or refers to particular types of matters to be withheld;
- (b)(4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;
- (b)(5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;
- (b)(6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;
- (b)(7) records or information compiled for law enforcement purposes, but only to the extent that the production of such law enforcement records or information (A) could reasonably be expected to interfere with enforcement proceedings, (B) would deprive a person of a right to a fair trial or an impartial adjudication, (C) could reasonably be expected to constitute an unwarranted invasion of personal privacy, (D) could reasonably be expected to disclose the identity of confidential source, including a State, local, or foreign agency or authority or any private institution which furnished information on a confidential basis, and, in the case of record or information compiled by a criminal law enforcement authority in the course of a criminal investigation, or by an agency conducting a lawful national security intelligence investigation, information furnished by a confidential source, (E) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law, or (F) could reasonably be expected to endanger the life or physical safety of any individual;
- (b)(8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or supervision of financial institutions; or
- (b)(9) geological and geophysical information and data, including maps, concerning wells.

SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552a

- (d)(5) information compiled in reasonable anticipation of a civil action proceeding;
- (j)(2) material reporting investigative efforts pertaining to the enforcement of criminal law including efforts to prevent, control, or reduce crime or apprehend criminals;
- (k)(1) information which is currently and properly classified pursuant to an Executive order in the interest of the national defense or foreign policy, for example, information involving intelligence sources or methods;
- (k)(2) investigatory material compiled for law enforcement purposes, other than criminal, which did not result in loss of a right, benefit or privilege under Federal programs, or which would identify a source who furnished information pursuant to a promise that his/her identity would be held in confidence;
- (k)(3) material maintained in connection with providing protective services to the President of the United States or any other individual pursuant to the authority of Title 18, United States Code, Section 3056;
- (k)(4) required by statute to be maintained and used solely as statistical records;
- (k)(5) investigatory material compiled solely for the purpose of determining suitability, eligibility, or qualifications for Federal civilian employment or for access to classified information, the disclosure of which would reveal the identity of the person who furnished information pursuant to a promise that his/her identity would be held in confidence;
- (k)(6) testing or examination material used to determine individual qualifications for appointment or promotion in Federal Government service the release of which would compromise the testing or examination process;
- (k)(7) material used to determine potential for promotion in the armed services, the disclosure of which would reveal the identity of the person who furnished the material pursuant to a promise that his/her identity would be held in confidence.

This document is made available through the declassification efforts
and research of John Greenewald, Jr., creator of:

The Black Vault



The Black Vault is the largest online Freedom of Information Act (FOIA)
document clearinghouse in the world. The research efforts here are
responsible for the declassification of hundreds of thousands of pages
released by the U.S. Government & Military.

Discover the Truth at: **<http://www.theblackvault.com>**

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OPR Quarterly Email October 2018, Volume 51

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NOT FOR PUBLIC DISSEMINATION

~~(U//FOUO)~~ OPR's Quarterly All Employee E-Mail - October 2018 Edition

~~(U//FOUO)~~ Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid in steering clear of ethical pitfalls and other violations. We do not include cases in which OPR found that the employee nothing wrong (typically, more than one-third of the cases we adjudicate). Employees are reminded that they must follow law and FBI policies when posted overseas.

To contact OPR, feel free to email us at: [REDACTED] or go to our [website](#). Thank you.

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Candice M. Will

Assistant Director

Office of Professional Responsibility

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~~(U//FOUO)~~ Examples of Recent Adjudications:

1. ~~(U//FOUO)~~ DUI: [REDACTED]



PENALTY: Dismissal

OFFENSE: DUI - Privately Owned Vehicle, [Offense Code A.4](#)

2. ~~(U//FOUO)~~ DUI; Misuse of Gov Vehicle; Weapon Safety Violation: [REDACTED]

b2
b6
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PENALTY: 60-day suspension

OFFENSE: DUI - Government Vehicle, [Offense Code A.2](#)

Misuse of Government Vehicle, Offense Code 3.2Weapon Safety Violation, Offense Code 5.133. (U//~~FOUO~~) DUI; Weapon Safety Violation; Misuse of Position; [REDACTED]b2
b6
b7CPENALTY: 42-day suspensionOFFENSE: DUI - Privately Owned Vehicle, Offense Code 4.4Weapon Safety Violation, Offense Code 5.13Misuse of Position, Offense Code 2.84. (U//~~FOUO~~) Fraud; Failure to Report; Improper Relationship w/ Criminal Element; [REDACTED]b2
b6
b7CPENALTY: DismissalOFFENSE: Fraud/Theft, Offense Code 4.5Failure to Report, Offense Code 5.8Improper Relationship w/ Criminal Element, Offense Code 5.95. (U//~~FOUO~~) Improper Relationship w/ Subordinate; [REDACTED]b2
b6
b7CPENALTY: 14-day suspensionOFFENSE: Improper Relationship w/ Subordinate, Offense Code 5.106. (U//~~FOUO~~) Improper Relationship w/ Criminal Element; Failure to Report; [REDACTED]b2
b6
b7CPENALTY: Dismissal

OFFENSE: Improper Relationship w/ Criminal Element, Offense Code 5.2

Failure to Report, Offense Code 5.7

Lack of Candor Not Under Oath, Offense Code 2.5

Insubordination, Offense Code 5.11

7. (U//~~FOUO~~) Indecent Acts; Misuse of Govt Computer; Misuse of Govt Vehicle:

b2
b6
b7C

PENALTY: Summary Dismissal

OFFENSE: Indecent/Lascivious Act, Offense Code 4.6

Misuse of Government Computer, Offense Code 3.6

Misuse of Government Vehicle, Offense Code 3.10

8. (U//~~FOUO~~) Misuse of FBI Databases:

b2
b6
b7C

PENALTY: Oral Reprimand

OFFENSE: Misuse of FBI Databases, Offense Code 3.5

9. (U//~~FOUO~~) Unprofessional Conduct:

b2
b6
b7C

PENALTY: 10-day suspension

OFFENSE: Unprofessional Conduct - On Duty, Offense Code 5.22

10. (U//~~FOUO~~) Weapon Safety Violation:

b2
b6
b7C

PENALTY: 10-day suspension

OFFENSE: Weapon Safety Violation, Offense Code 5.13

11. (U//~~FOUO~~) WebTA Fraud:

b2
b6
b7C

PENALTY: Resigned after being proposed for dismissal

OFFENSE: False Information - Fiscal Matters, Offense Code 2.2

For further information, please refer to the complete *Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process*. Also, all FBI policies are available to employees at the Internal Policy Office's *Policy Portal*.

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OPR Quarterly Email January 2019, Volume 52

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(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail - January 2019 Edition

(U//~~FOUO~~) Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid in steering clear of ethical pitfalls and other violations. We do not include cases in which OPR found that the employee nothing wrong (typically, more than one-third of the cases we adjudicate). Employees are reminded that they must follow law and FBI policies when posted overseas. To contact OPR, please email us at [REDACTED] or go to [www.fbi.gov](#). Thank you.

Candice M. Will
Assistant Director
Office of Professional Responsibility

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(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Felony: [REDACTED]

b2
b6
b7C

PENALTY: Dismissal

OFFENSE: False Information - Official Matters, Offense Code 2.4

2. (U//~~FOUO~~) Unprofessional Conduct: Lack of Candor Not Under Oath: [REDACTED]

b2
b6
b7C

PENALTY: 60-day suspension

OFFENSE: Lack of Candor - No Oath, Offense Code 2.5

Unprofessional Conduct - On Duty, Offense Code 5.22

3. (U//~~FOUO~~) DUI; Misuse of Position: [REDACTED]

b2
b6
b7C

PENALTY: 60-day suspension

OFFENSE: Misuse of Position, Offense Code 2.8

DUI – Privately Owned Vehicle, Offense Code 3.4

4. (U//~~FOUO~~) Unauthorized Outside Employment:

b2
b6
b7C

PENALTY: Letter of Censure

OFFENSE: Violation of Ethical Guidelines, Offense Code 2.12

5. (U//~~FOUO~~) Failure to Safeguard Weapon:

b2
b6
b7C

PENALTY: 3-day suspension

OFFENSE: Loss of Weapon, Offense Code 3.4

6. (U//~~FOUO~~) Fraud/Theft:

b2
b6
b7C

PENALTY: Employee resigned after being proposed for dismissal

OFFENSE: Fraud/Theft, Offense Code 4.5

7. (U//~~FOUO~~) Indecent Acts:

b2
b6
b7C

PENALTY: Dismissal

OFFENSE: Indecent/Lascivious Acts, Offense Code 4.6

8. (U//~~FOUO~~) Misdemeanor:

b2
b6
b7C

PENALTY: Letter of Censure

OFFENSE: Misdemeanor, Offense Code 4.8

9. (U//~~FOUO~~) Unprofessional Conduct:

b2
b6
b7C

PENALTY: 14-day suspension

OFFENSE: Unprofessional Conduct – Off Duty, Offense Code 5.21

10. (U//~~FOUO~~) Unprofessional Conduct:

b2
b6
b7C

PENALTY: Dismissal

OFFENSE: Unprofessional Conduct – Off Duty, *Offense Code 5.21*

11. UW/FOPD Unprofessional Conduct: [REDACTED]

PENALTY: Letter of Censure

b2

OFFENSE: Unprofessional Conduct – On Duty, *Offense Code 5.22*

b6

b7C

For further information, please refer to the complete *Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process*. Also, all FBI policies are available to employees at the Internal Policy Office's *Policy Portal*.

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OPR Quarterly Email April 2019, Volume 53

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~~(U//FOUO)~~ OPR's Quarterly All Employee E-Mail - April 2019 Edition

~~(U//FOUO)~~ Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid in steering clear of ethical pitfalls and other violations. We do not include cases in which OPR found that the employee nothing wrong. Employees are reminded that they must follow U.S. law and FBI policies when posted overseas. To co please email us at [REDACTED] or go to our website. Thank you.

b7E

Nancy McNamara

ADIC, WFO

~~(U//FOUO)~~ Examples of Recent Adjudications:

1. ~~(U//FOUO)~~ DUI: [REDACTED]

b2
b6
b7C

PENALTY: Resigned after being proposed for dismissal

OFFENSE: DUI - Privately Owned Vehicle, Offense Code 4.4

2. ~~(U//FOUO)~~ Bucar Misuse: [REDACTED]

b2
b6
b7C

PENALTY: 35-day suspension

OFFENSE: Misuse of Government Vehicle, Non-Title 31, Offense Code 3.9

Misuse of Government Vehicle, Title 31, Offense Code 3.10

3. ~~(U//FOUO)~~ DUI; Lack of Candor; Bucar Misuse; Misuse of Position: [REDACTED]

b2
b6
b7C

PENALTY: Retired after being proposed for dismissal

OFFENSE: Lack of Candor - No Oath, Offense Code 2.5

Lack of Candor – Under Oath, Offense Code 2.6

Misuse of Position, Offense Code 2.8

Misuse of Government Vehicle, Title 31, Offense Code 3.10

DUI – Government Vehicle, Offense Code 4.3

Misuse of Weapon/Safety Violation, Offense Code 5.13

4. (U//~~FOUO~~) Database Misuse: [REDACTED]

b2

b6

b7C

PENALTY: 1-day suspension

OFFENSE: Misuse of FBI Database, Offense Code 3.5

5. (U//~~FOUO~~) Loss of Badge: Employee [REDACTED]

b2

b6

b7C

PENALTY: Letter of Censure

OFFENSE: Loss of Badge, Offense Code 3.2

6. (U//~~FOUO~~) Voucher Fraud; Obstruction; Unprofessional Conduct: [REDACTED]

b2

b6

b7C

PENALTY: Summary Dismissal

OFFENSE: False/Misleading Information – Fiscal Matter(s), Offense Code 2.2

Obstruction – Offense Code 2.11

Unprofessional Conduct – On Duty, Offense Code 5.22

7. (U//~~FOUO~~) GCC Misuse: [REDACTED]

b2

b6

b7C

PENALTY: 1-day suspension

OFFENSE: Misuse of GCC, Offense Code 3.8

8. (U//~~FOUO~~) Sugar DUI, Weapons Safety: [REDACTED]

b2

b6

b7C

PENALTY: 60-day suspension

OFFENSE: DUI/DWI – Government Vehicle, Offense Code 4.3

Misuse of Weapon/Safety Violation, Offense Code 5.13

9. (U//~~FOUO~~) Sexual Harassment: [REDACTED]

b2

b6

b7C

b7E

[Redacted]

b2
b6
b7C

PENALTY: 14-day suspension

OFFENSE: Unwanted Sexual Conduct, Offense Code 5.20

10. (U//FOUO) Lost Weapon:

[Redacted]

b2
b6
b7C

[Redacted]

PENALTY: 3-day suspension

OFFENSE: Loss of Weapon, Offense Code 3.4

For further information, please refer to the complete *Offense Codes and Penalty Guidelines Governing* 's *Disciplinary Process*. Also, all FBI policies are available to employees at the Internal Policy Office's Policy Portal.

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OPR Quarterly Email July 2019, Volume 54

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NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail - July 2019 Edition

(U//~~FOUO~~) Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid in steering clear of ethical pitfalls and other violations. We do not include cases in which OPR found that the employee nothing wrong. Employees are reminded that they must follow U.S. law and FBI policies when posted overseas. To please email us at [REDACTED] or go to our website. Thank you.

b7E

Scott B. Cheney

A/AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Marijuana; False Information on Security Form: [REDACTED]

b2
b6
b7C

PENALTY: Dismissal

OFFENSE: False Information - Security Documents, Offense Code 2.1

Drugs - Use or Possession, Offense Code 4.2

2. (U//~~FOUO~~) DUI: [REDACTED]

b2
b6
b7C

PENALTY: 55-day suspension

OFFENSE: DUI - Government Vehicle, Offense Code 4.3

3. (U//~~FOUO~~) Misuse of Position: [REDACTED]

b2
b6
b7C

b2
b6
b7C

PENALTY: 35-day suspension

OFFENSE: Lack of Candor – No Oath, Offense Code 2.5

Misuse of Position, Offense Code 2.8

Unprofessional Conduct – On Duty, Offense Code 5.22

4. (U//~~FOUO~~) Unprofessional Conduct; Misuse of Position:

b2
b6
b7C

PENALTY: 6-day suspension

OFFENSE: Misuse of Position, Offense Code 2.8

Unprofessional Conduct – Off Duty, Offense Code 5.21

5. (U//~~FOUO~~) Failure to Report:

b2
b6
b7C

PENALTY: 3-day suspension

OFFENSE: Failure to Report – Administrative, Offense Code 5.7

6. (U//~~FOUO~~) Loss of Badge:

b2
b6
b7C

PENALTY: 3-day suspension

OFFENSE: Loss of Badge, Offense Code 3.2

7. (U//~~FOUO~~) WebTA Fraud:

b2
b6
b7C

PENALTY: Proposed for Dismissal / Resigned Under Inquiry

OFFENSE: False/Misleading Information – Fiscal Matter(s), Offense Code 2.2

Lack of Candor – Under Oath, Offense Code 2.6

Misuse of Government Vehicle, Title 31, Offense Code 3.10

Unprofessional Conduct – Off Duty, Offense Code 5.21

Unprofessional Conduct – On Duty, Offense Code 5.22

8. (U//~~FOUO~~) Lost Laptop:

b2
b6
b7C

PENALTY: Letter of Censure

OFFENSE: Loss of Government Property, Offense Code 3.3

b2
b6
b7C

9. ~~(U//FOUO)~~ Failure to Pay Debts; False Information in Security Documents; and Lack of Candor:

b2
b6
b7C

PENALTY: Proposed for Dismissal / Resigned Under Inquiry

OFFENSE: False Information – Security Documents, Offense Code 2.1

False Information – Other Official Matter(s), Offense Code 2.4

Lack of Candor – No Oath, Offense Code 2.5

Failure to Honor Just Debts/Regulatory Obligations, Offense Code 5.5

10. ~~(U//FOUO)~~ Source Handling Issues; Lack of Candor; Sexting; Bucar Misuse; Unauthorized Disclosure; Failure to Report:

b2
b6
b7C

PENALTY: Proposed for Dismissal / Resigned Under Inquiry

OFFENSE: Asset/CW/Informant/CHS (Source) – Improper Personal Relationship, Offense Code 1.4

Asset/CW/Informant/CHS (Source) – Violation of Operational Guidelines and Policies, Other, Offense Code 1.5

False Information – Security Documents, Offense Code 2.1

Lack of Candor – Under Oath, Offense Code 2.6

Misuse of Government Vehicle, Title 31, Offense Code 3.10

Misuse of Government Computer(s), Offense Code 3.6

Unauthorized Disclosure – Sensitive Information, Offense Code 4.10

Failure to Report – Administrative, Offense Code 5.7

Sexual Conduct – Consensual, Offense Code 5.19

11. ~~(U//FOUO)~~ Sexual Harassment:

b2
b6
b7C

PENALTY: Proposed for Dismissal / Resigned Under Inquiry

OFFENSE: Unwanted Sexual Conduct, Offense Code 5.20

12. ~~(U//FOUO)~~ Lost Bucar:

b2
b6
b7C

PENALTY: Letter of Censure

OFFENSE: Loss of Government Property, Offense Code 3.3

For further information, please refer to the complete *Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process*. Also, all FBI policies are available to employees at the Internal Policy Office's Policy Portal.

UNCLASSIFIED//~~FOUO~~

b6
b7C
b7E

OPR Quarterly Email October 2019, Volume 55

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail -- October 2019 Edition

(U//~~FOUO~~) "Whoever wishes to foresee the future must consult the past; for human events ever resemble those of previous times." Niccolò Machiavelli (1469-1527)

(U//~~FOUO~~) The All-Employee Quarterly E-Mail from the Office of Professional Responsibility (OPR) is designed to encourage personnel to employ Machiavelli's proposition that future misconduct may be avoided by awareness of past offenses. I encourage you to consider the information as a method of inoculating yourself through lessons learned. Review the Bu standards of conduct and consider this E-Mail as an aid for steering clear of ethical pitfalls and other violations.

(U//~~FOUO~~) Set forth below are some examples of cases from a larger number of matters adjudicated by OPR during the quarter. We do not include cases in which OPR found that the employee did nothing wrong. Employees are reminded that they must follow U.S. law and FBI policies when posted overseas. To contact OPR, please email us at [REDACTED] go to our [website](#).

b7E

Sincerely,

L. Stuart Platt

AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Bucar Misuse: [REDACTED]

b2
b6
b7C

PENALTY: 30-day suspension and oral reprimand

OFFENSE: Misuse of Government Vehicle, Non-Title 31, Offense Code 3.9

Misuse of Government Vehicle, Title 31, Offense Code 3.10

2. (U//~~FOUO~~) Failure to Report Foreign Travel: [REDACTED]

b2
b6
b7C

PENALTY: 1-day suspension

OFFENSE: Failure to Report - Administrative, Offense Code 5.7

3. (U//~~FOUO~~) Failure to Safeguard Weapon: [REDACTED]

b2

b6

b7C

PENALTY: 3-day suspension

OFFENSE: Loss of Weapon, *Offense Code 3.4*

4. (U//~~FOUO~~) Improper Relationship with Subordinate: [REDACTED]

b2

b6

b7C

PENALTY: 20-day suspension and demotion

OFFENSE: Improper Relationship -- Superior/Subordinate, *Offense Code 5.10*

5. (U//~~FOUO~~) Database Misuse, Other Felonies: [REDACTED]

b2

b6

b7C

PENALTY: Dismissal

OFFENSE: Misuse of FBI Database(s), *Offense Code 3.5*

Other Felonies, *Offense Code 4.2*

6. (U//~~FOUO~~) DUI; Weapons Safety: [REDACTED]

b2

b6

b7C

PENALTY: 37-day suspension

OFFENSE: DUI -- Privately Owned Vehicle, *Offense Code 4.4*

Misuse of Weapon -- Safety Violation, *Offense Code 5.13*

7. (U//~~FOUO~~) Unwelcome Sexual Conduct; Unprofessional Conduct; Sexting; Inappropriate Relationship with Subordinate; and Lack of Candor: [REDACTED]

b2

b6

b7C

[REDACTED]		b2 b6 b7C
<u>PENALTY:</u>	Proposed for Dismissal / Resigned Under Inquiry	
<u>OFFENSE:</u>	Lack of Candor – Under Oath, <u>Offense Code 2.6</u>	
	Misuse of Government Computer(s), <u>Offense Code 3.6</u>	
	Improper Relationship – Superior/Subordinate, <u>Offense Code 5.10</u>	
	Unwanted Sexual Conduct, <u>Offense Code 5.20</u>	
	Unprofessional Conduct – Off Duty, <u>Offense Code 5.21</u>	

8. (U// FOUO) WebTA Fraud; Lack of Candor: [REDACTED]		b2 b6 b7C
[REDACTED]		
<u>PENALTY:</u>	60-day suspension and Last Chance Agreement	
<u>OFFENSE:</u>	False/Misleading Information – Fiscal Matter(s), <u>Offense Code 2.2</u>	
	Lack of Candor – Not Under Oath, <u>Offense Code 2.5</u>	

9. (U// FOUO) Unprofessional Conduct: [REDACTED]		b2 b6 b7C
[REDACTED]		
<u>PENALTY:</u>	60-day suspension and Last Chance Agreement	
<u>OFFENSE:</u>	Unprofessional Conduct – Off Duty, <u>Offense Code 5.21</u>	

10. (U// FOUO) Unprofessional Conduct; Other Misdemeanors: [REDACTED]		b2 b6 b7C
[REDACTED]		
<u>PENALTY:</u>	Dismissal	
<u>OFFENSE:</u>	Other Misdemeanors, <u>Offense Code 4.8</u>	
	Unprofessional Conduct – Off Duty, <u>Offense Code 5.21</u>	

For further information, please refer to the complete Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process. Also, all FBI policies are available to employees at the Internal Policy Office's Policy Portal.

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b6
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b7E

OPR Quarterly Email January 2020, Volume 56

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail - January 2020 Edition

(U//~~FOUO~~) There are times when you read the OPR All-Employee Quarterly E-Mail and think you are reading the same from last quarter or a quarterly E-Mail two years ago. In the words of New York Yankee great Lawrence Peter "Yogi" Berra, "It's like déjà vu all over again."

(U//~~FOUO~~) The All-Employee Quarterly E-Mail from the Office of Professional Responsibility (OPR) is designed to encourage personnel to employ apply the truth of another statement credited to Yogi. "You can observe a lot by just watching." In your "watching" and learning, OPR provides you hyperlinks to offense codes and policies to facilitate your ability to learn thereby avoid similar problematic behavior. Review the Bureau's standards of conduct and consider this E-Mail as an aid in steering clear of ethical pitfalls and other violations.

(U//~~FOUO~~) Set forth below are some examples of cases from a larger number of matters adjudicated by OPR during the quarter. We do not include cases in which OPR found that the employee did nothing wrong. Employees are reminded to must follow U.S. law and FBI policies when posted overseas. To contact OPR, please email us at [REDACTED] b7E go to our website.

Sincerely,

L. Stuart Platt

AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) CBD OII: [REDACTED]

b2
b6
b7C

PENALTY: 60-day suspension and Last Chance Agreement

OFFENSE: Drugs - Use or Possession, Offense Code 4.2

2. (U//~~FOUO~~) Failure to Report Foreign Travel: [REDACTED]

b2
b6
b7C

PENALTY: 10-day suspension

OFFENSE: Failure to Report - Administrative, Offense Code 5.7

3. (U//~~FOUO~~) DUI:

b2
b6
b7C

PENALTY: 50-day suspension

OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4

4. (U//~~FOUO~~) Other Misdemeanors; Failure to Report:

b2
b6
b7C

PENALTY: 14-day suspension

OFFENSE: Other Misdemeanors, Offense Code 4.3

Failure to Report - Administrative, Offense Code 5.2

5. (U//~~FOUO~~) DUI; Misuse of Position, Weapons Safety Violation:

b2
b6
b7C

PENALTY: 42-day suspension

OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4

Misuse of Position, Offense Code 2.8

Misuse of Weapon - Safety Violation, Offense Code 5.12

6. (U//~~FOUO~~) DUI:

b2
b6
b7C

PENALTY: 35-day suspension

OFFENSE: DUI - Privately Owned Vehicle, Offense Code 4.4

7. (U//~~FOUO~~) Unwelcome Sexual Conduct; Unprofessional Conduct:

b2
b6
b7C

PENALTY: 60-day suspension and demotion

OFFENSE: Unwanted Sexual Conduct, Offense Code 5.20

Unprofessional Conduct - On Duty, Offense Code 5.22

8. (U//~~FOUO~~) Weapons Safety Violation; Unprofessional Conduct:

b2
b6
b7C

b2
b6
b7C

PENALTY: 30-day suspension

OFFENSE: Misuse of Weapon – Safety Violation, Offense Code 5.13

Unprofessional Conduct – Off Duty, Offense Code 5.21

9. (U//~~FOUO~~) Consensual Sexual Conduct; Misuse of Database; False Statements During Security Examination

b2
b6
b7C

PENALTY: 44-day suspension

OFFENSE: Sexual Conduct - Consensual, Offense Code 5.18

Misuse of FBI Database(s)/Unauthorized Access, Offense Code 3.5

False/Misleading Information – Employment/Security Document(s), Offense Code 2.1

10. (U//~~FOUO~~) Failure to Report Consensual Romantic Relationship:

b2
b6
b7C

PENALTY: One-day suspension

OFFENSE: Violation of Miscellaneous Rules/Regulations, Offense Code 5.23

11. (U//~~FOUO~~) Impermissible Carrying of Firearm While On-Duty:

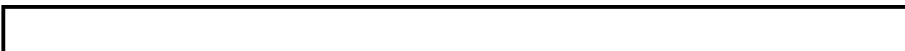
b2
b6
b7C

PENALTY: 10-day suspension

OFFENSE: Violation of Miscellaneous Rules/Regulations, Offense Code 5.23

For further information, please refer to the complete Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process. Also, all FBI policies are available to employees at the Internal Policy Office's Policy Portal.

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b6
b7C
b7E

OPR Quarterly Email July 2020, Volume 58

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail - July 2020 Edition

(U//~~FOUO~~) Set forth below are some examples of cases from a larger number of matters adjudicated by OPR during the months. OPR did not deliver a "COVID Edition" April 1, 2020. We do not include cases in which OPR found that the employee did nothing wrong. Employees are reminded that they must follow U.S. law and FBI policies when posted overseas. To contact please email us at [REDACTED] or go to our website.

b7E

Sincerely,
L. Stuart Platt
AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Lack of Candor: [REDACTED]

b2

b6

b7C

PENALTY: Proposed dismissal / Resigned under inquiry

OFFENSE: Lack of Candor, Not Under Oath, Offense Code 2.5
Lack of Candor, Under Oath, Offense Code 2.6
Failure to Report - Administrative, Offense Code 5.7

2. (U//~~FOUO~~) Consensual Sexual Conduct; Unprofessional Conduct: [REDACTED]

b2

b6

b7C

PENALTY: 14-day suspension

OFFENSE: Sexual Conduct - Consensual, Offense Code 5.19
Unprofessional Conduct - On Duty, Offense Code 5.22

3. (U//~~FOUO~~) Assault: [REDACTED]

b2

b6

b7C

PENALTY: 5-day suspension

OFFENSE: Assault/Battery, Offense Code 4.1

4. (U//~~FOUO~~) Consensual Sexual Conduct; Unprofessional Conduct; Unauthorized Outside Employment [REDACTED]

b2

b6

b7C

PENALTY: 30-day suspension

OFFENSE: Sexual Conduct - Consensual, Offense Code 5.19
Unprofessional Conduct - On Duty, Offense Code 5.22
Unauthorized Outside Employment, Offense Code 2.12

5. (U//~~FOUO~~) Misuse of Weapon - Safety Violation: [REDACTED]

b2

b6

b7C

PENALTY: 5-day suspension

OFFENSE: Misuse of Weapon - Safety Violation, Offense Code 5.13

6. (U//~~FOUO~~) DUI; Misuse of Position: [REDACTED]

b2

b6

b7C

PENALTY: 50-day suspension

OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4
Misuse of Position, Offense Code 2.8

7. (U//~~FOUO~~) Unwelcome Sexual Conduct: [REDACTED]

b2

b6

b7C

PENALTY: 20-day suspension

OFFENSE: Unwelcome Sexual Conduct, Offense Code 5.20

8. (U//~~FOUO~~) DUI: [REDACTED]

b2

b6

b7C

PENALTY: 35-day suspension

OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4

9. (U//~~FOUO~~) Unauthorized Disclosure; Failure to Report: [REDACTED]

b2

b6

b7C

PENALTY: 30-day suspension

OFFENSE: Unauthorized Disclosure - Sensitive Information, Offense Code 4.10
Failure to Report - Administrative, Offense Code 5.7

10. (U//~~FOUO~~) Unwelcome Sexual Conduct: [REDACTED]

b2

b6

b7C

[REDACTED] b2
[REDACTED] b6
[REDACTED] b7C

PENALTY: 14-day suspension

OFFENSE: Unwelcome Sexual Conduct, Offense Code 5.20

11. (U//~~FOUO~~) WebTA: [REDACTED]

[REDACTED] b2
[REDACTED] b6
[REDACTED] b7C

PENALTY: 10-day suspension

OFFENSE: False/Misleading Information - Fiscal Matter(s), Offense Code 2.2

12. (U//~~FOUO~~) Sleeping on Duty [REDACTED]

[REDACTED] b2
[REDACTED] b6
[REDACTED] b7C

PENALTY: 10-day suspension

OFFENSE: Failure to Perform Prescribed Duties, Offense Code 5.6

13. (U//~~FOUO~~) Lost Laptop: [REDACTED]

[REDACTED] b2
[REDACTED] b6
[REDACTED] b7C

PENALTY: Letter of censure

OFFENSE: Loss of Government Property, Offense Code 3.3

For further information, please refer to the complete Offense Codes and Penalty Guidelines Governing the FBI's In Disciplinary Process. Also, all FBI policies are available to employees at the Internal Policy Office's Policy Portal

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b6
b7C
b7E

OPR Quarterly Email October 2020, Volume 59

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail – October 2020 Edition

(U//~~FOUO~~) Set forth below are some examples of cases from a larger number of matters adjudicated by OPR during the quarter. We do not include cases in which OPR found that the employee did nothing wrong. Employees are reminded that they must follow U.S. law and FBI policies when posted overseas. To contact OPR, please email us at [REDACTED] or go to our website.

b7E

Be Safe,

L. Stuart Platt
AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Marijuana: [REDACTED]

b2
b6
b7C

PENALTY: Retired Under Inquiry
OFFENSE: Drugs – Use or Possession, Offense Code A.2

2. (U//~~FOUO~~) DUI: Under the Influence on Duty: [REDACTED]

b2
b6
b7C

PENALTY: 60-day suspension
OFFENSE: DUI/DWI – Privately Owned Vehicle, Offense Code 4.4
Alcohol/Substance Abuse – Under the Influence on Duty, Offense Code 5.1

3. (U//~~FOUO~~) Lack of Candor; Failure to Report; Improper Relationship with Subordinate; Sexual Harassment: [REDACTED]

b2
b6
b7C

PENALTY: Proposed for Dismissal / Retired Under Inquiry
OFFENSE: Lack of Candor - Under Oath, Offense Code 2.6
Failure to Report - Administrative, Offense Code 5.7
Improper Relationship with a Subordinate, Offense Code 5.10
Unwelcome Sexual Conduct, Offense Code 5.20

4. (U//FOUO) DUI:

b2
b6
b7C

PENALTY: 30-day suspension
OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4

5. (U//FOUO) Stolen Weapon:

b2
b6
b7C

PENALTY: 14-day suspension
OFFENSE: Loss of Weapon, Offense Code 3.4

6. (U//FOUO) Misuse of Position:

b2
b6
b7C

PENALTY: 7-day suspension
OFFENSE: Misuse of Position, Offense Code 2.8

7. (U//FOUO) GCC Misuse:

b2
b6
b7C

PENALTY: 5-day suspension
OFFENSE: Misuse of GCC - Personal Use, Offense Code 3.8

8. (U//FOUO) Lost Weapon:

b2
b6
b7C

PENALTY: 7-day suspension
OFFENSE: Loss of Weapon, Offense Code 3.4

9. (U//FOUO) Stolen Government Property:

b2
b6
b7C

PENALTY: 10-day suspension
OFFENSE: Loss of Government Property or Document(s) of a Sensitive/Valuable Nature, Offense Code 3.3

10. (U//FOUO) Public Intoxication:

b2
b6
b7C
b7E

b2
b6
b7C

PENALTY: 35-day suspension
OFFENSE: Other Misdemeanors, [Offense Code 4.8](#)

11. (U//FOUO) Investigative Deficiencies; Lack of Candor; Security Violations:b2
b6
b7C

PENALTY: Proposed dismissal / Resigned Under Inquiry
OFFENSE: Investigative Deficiency - Improper Handling of Document(s) or Property in the Care, Custody, or Control of the Government, [Offense Code 1.6](#)
Investigative Deficiency - Misconduct Related to Judicial Proceedings, [Offense Code 1.7](#)
Lack of Candor - No Oath, [Offense Code 2.5](#)
Security Violation - Failure to Secure Space, Sensitive Equipment/Materials, [Offense Code 5.17](#)

12. (U//FOUO) DUI; Misuse of Position:b2
b6
b7C

PENALTY: 40-day suspension
OFFENSE: DUI/DWI - Privately Owned Vehicle, [Offense Code 4.4](#)
Misuse of Position, [Offense Code 2.8](#)

13. (U//FOUO) Lost Weapon:b2
b6
b7C

PENALTY: 5-day suspension
OFFENSE: Loss of Weapon, [Offense Code 3.4](#)

14. (U//FOUO) WebTA Fraud:b2
b6
b7C

PENALTY: Proposed Dismissal / Resigned Under Inquiry
OFFENSE: False/Misleading Information - Fiscal Matter(s), [Offense Code 2.2](#)

For further information, please refer to the complete [Offense Codes and Penalty Guidelines Governing the FBI's Internal Disciplinary Process](#). Also, all FBI policies are available to employees at the Internal Policy Office's [Policy Portal](#).

b6
b7C
b7E

OPR Quarterly Email January 2021, Volume 60

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

~~(U//FOUO)~~ OPR's Quarterly All Employee E-Mail – January 2021 Edition

~~(U//FOUO)~~ Set forth below are some examples of cases from a larger number of matters adjudicated by OPR during the quarter. We do not include cases in which OPR found that the Employee did nothing wrong. These cases represent final by OPR in which misconduct was substantiated, however, some matters are appealed by subjects through an appellate and may be modified in the ultimate result. Additionally, the SecD reviews OPR findings and evaluates conduct through lens and may revoke an Employee's security clearance, no matter what finding OPR or an appellate entity may conclude thereafter, resulting in termination of the employee.

The OPR objective for the Quarterly All Employee E-Mail is to create an awareness of misconduct which creates a heightened knowledge of and confidence in the enforcement of the high standards of conduct expected from FBI employees and communicates the potential impact Employees face from misconduct. Employees are reminded that they must follow U and FBI policies when posted overseas. To contact OPR, please email us at [REDACTED] or go to our website.

b7E

Sincerely,

L. Stuart Platt

AD, OPR

~~(U//FOUO)~~ Examples of Recent Adjudications:

1. ~~(U//FOUO)~~ Under the Influence on Duty: [REDACTED]

b2
b6
b7C

PENALTY: Proposed Dismissal / Resigned Under Inquiry

OFFENSE: Alcohol/Substance Abuse – Under the Influence on Duty, Offense Code S.3

2. ~~(U//FOUO)~~ Lack of Candor; Other Misdemeanors: [REDACTED]

b2
b6
b7C
1/b7E

PENALTY: 60-day suspension

OFFENSE: Lack of Candor - Not Under Oath, Offense Code 2.5

Other Misdemeanors, Offense Code 4.8

b2
b6
b7C

3. (U//~~FOUO~~) DUI:

PENALTY: 30-day suspension

OFFENSE: DUI/DWI - Privately Owned Vehicle, Offense Code 4.4

b2
b6
b7C

4. (U//~~FOUO~~) Stolen Weapon:

PENALTY: 7-day suspension

OFFENSE: Loss of Weapon, Offense Code 3.4

b2
b6
b7C

5. (U//~~FOUO~~) Unauthorized Disclosure:

PENALTY: 60-day suspension and Last Chance Agreement

OFFENSE: Unauthorized Disclosure - Sensitive Information, Offense Code 4.10

b2
b6
b7C

6. (U//~~FOUO~~) Database Misuse; Lack of Candor:

PENALTY: 40-day suspension

OFFENSE: Misuse of FBI Database(s)/Unauthorized Access, Offense Code 3.5

b2
b6
b7C

Lack of Candor – Not Under Oath, Offense Code 2.5

7. (U//FOUO) Sexual Misconduct – Consensual:

b2

b6

b7C

PENALTY: 12-day suspensionOFFENSE: Sexual Misconduct – Consensual, Offense Code 5.19**8. (U//FOUO) Unprofessional Conduct:**

b2

b6

b7C

PENALTY: 10-day suspensionOFFENSE: Unprofessional Conduct – On Duty, Offense Code 5.22**9. (U//FOUO) Misuse of Position:**

b2

b6

b7C

PENALTY: 14-day suspensionOFFENSE: Misuse of Position, Offense Code 2.8**10. (U//FOUO) Insubordination:**

b2

b6

b7C

PENALTY: 7-day suspensionOFFENSE: Insubordination, Offense Code 5.11**11. (U//FOUO) DUI; Weapon Safety:**

b2

b6

b7C

PENALTY: 60-day suspension and Last Chance AgreementOFFENSE: DUI/DWI – Government Vehicle, Offense Code 4.3

Misuse of Weapon – Safety Violation, Offense Code 5.13

12. (U//FOUO) Stolen Weapon:

b2

b6

b7C

b2
b6
b7C

PENALTY: 3-day suspension

OFFENSE: Loss of Weapon, Offense Code 3.4

13. (U//~~FOUO~~) Improper Relationship with a Subordinate:

b2
b6
b7C

PENALTY: 15-day suspension

OFFENSE: Improper Relationship with a Subordinate, Offense Code 5.10

14. (U//~~FOUO~~) Lack of Candor; Assault; Failure to Report:

b2
b6
b7C

PENALTY: Proposed Dismissal / Resigned Under Inquiry

OFFENSE: Lack of Candor – Under Oath, Offense Code 2.6

Assault/Battery, Offense Code 4.1

Failure to Report – Criminal/Serious, Offense Code 5.8

For further information, please refer to the complete *Offense Codes and Penalty Guidelines Governing the FBI's Disciplinary Process*. Also, all FBI policies are available to employees at the Internal Policy Office's *Policy Repository*.



OPR Quarterly Email June 2021, Volume 61

UNCLASSIFIED//~~FOUO~~

NOT FOR PUBLIC DISSEMINATION

(U//~~FOUO~~) OPR's Quarterly All Employee E-Mail – Spring 2021 Edition

(U//~~FOUO~~) Set forth below are some examples of cases from a much larger number of matters adjudicated by OPR during the quarter. We do not include cases in which OPR found the employee did nothing wrong. The included cases represent final decisions by OPR in which misconduct was substantiated; some findings, however, are appealed and may be modified in the ultimate result. In addition, the Security Division often reviews OPR adjudications as part of an independent investigation criteria relevant to the security clearance process. The result may be revocation of an employee's security clearance, in the findings made by OPR or an appellate entity.

(U//~~FOUO~~) OPR follows an adjudication process that is consistent with federal employment law and includes a detailed fact analysis. The summaries in the Quarterly E-mail do not describe every fact considered as part of the full deliberative process. The snippets that are intended to provide readers with some context for the adjudicative findings and penalty determination are featured cases.

(U//~~FOUO~~) In every case for which OPR assesses a penalty, OPR considers mitigating and aggravating factors. Mitigating factors weigh in favor of a lesser penalty while aggravating factors weigh toward a higher penalty. For example, mitigating factors include a strong performance history or a history free of prior misconduct by the employee who is the subject of the adjudication. The egregiousness of the misconduct, impact on a victim, threat to the safety of others, and supervisory or high-grade status of the subject employee are just a few of the aggravating factors that may be applicable in a given case. The Quarterly E-mail includes some of the factors OPR considered both "in mitigation" and "in aggravation" for highlighted cases; these factors may be included differently and inclusion in the summaries is not a reflection of the weight attributed to them in the adjudicative process. Important to note, consideration of mitigating factors does not mean that an employee's penalty is reduced or that the employee will receive a penalty in the mitigated range of the FBI's Penalty Guidelines; mitigating factors are considered even when the ultimate determination of the appropriate penalty is dismissal. OPR weighs the full range of mitigating and aggravating factors in each case to ensure fairness and consistency.

(U//~~FOUO~~) The objectives for the OPR Quarterly All Employee E-Mail are to create awareness regarding forms of misconduct, increase knowledge of and confidence in the enforcement of the high standards of conduct expected from FBI employees, and communicate the penalties employees face for misconduct. Employees are reminded that they must follow U.S. law and policies when assigned overseas.

(U//~~FOUO~~) To contact OPR, please email us at [REDACTED] or visit our [website](#).

b7E

Sincerely,

L. Stuart Platt
AD, OPR

(U//~~FOUO~~) Examples of Recent Adjudications:

1. (U//~~FOUO~~) Voucher Fraud, Lack of Candor: [REDACTED]

b2
b6
b7C

PENALTY: Proposed Dismissal / Retired Under Inquiry
OFFENSE: False/Misleading Information – Fiscal Matter(s), Offense Code 2.2
Lack of Candor – Under Oath, Offense Code 2.6

2. (U//~~FOUO~~) DUI: [REDACTED]

b2

b6

b7C

PENALTY: 50-day suspension
OFFENSE: DUI/DWI -- Government Vehicle, Offense Code 4.3

3. (U//~~FOUO~~) Misuse of Databases, Unauthorized Disclosure: [REDACTED]

b2

b6

b7C

PENALTY: 24-day suspension
OFFENSE: Misuse of FBI Database/Unauthorized Access, Offense Code 3.5
Unauthorized Disclosure -- Sensitive Information, Offense Code 4.10

4. (U//~~FOUO~~) Unauthorized Media Contact: [REDACTED]

b2

b6

b7C

PENALTY: 3-day suspension
OFFENSE: Violation of Miscellaneous Rules/Regulations, Offense Code 5.23

5. (U//~~FOUO~~) Indecent/Lascivious Acts, Lack of Candor: [REDACTED]

b2

b6

b7C

PENALTY: Proposed dismissal / Resigned Under Inquiry
OFFENSE: Indecent/Lascivious Acts, Offense Code 4.6
Lack of Candor -- No Oath, Offense Code 2.5

6. (U//~~FOUO~~) Unprofessional Conduct: [REDACTED]

b2

b6

b7C

PENALTY: 30-day suspension
OFFENSE: Unprofessional Conduct -- On Duty, Offense Code 5.22

b2
b6
b7C

For further information, please refer to the complete Offense Codes and Penalty Guidelines Governing the FBI's Internal Disciplinary Process. Also, all FBI policies are available to employees at the Internal Policy Office's Internal Policy Office's

UNCLASSIFIED//~~FOUO~~