

**Congress of the United States**  
**House of Representatives**

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM  
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January 22, 2018

The Honorable Rex W. Tillerson  
Secretary  
Department of State  
2201 C Street, NW  
Washington, DC 20520

Dear Mr. Secretary:

I am writing to request information about members of the Department of State's Senior Executive Service (SES) who have been the subjects of multiple complaints, including Equal Employment Opportunity (EEO) complaints, as well as the Department's policies governing how members of the SES are evaluated on their work ensuring equality of opportunity for all employees.

Several career employees at the State Department, including one of my constituents, have written to me raising serious allegations that the Department has repeatedly failed to eliminate the hostile work environment created by a member of the SES, [REDACTED]. The employees allege that he "has a long history of brutalizing female and minority staff" and "creates a climate of fear." The employees complain of "daily humiliation and denigration," "unwarranted accusations of poor performance," and "denied resources to perform our jobs" that have led to "immeasurable losses" by the employees.

These employees indicate that numerous complaints have been filed against this individual that resulted in settlements, but the Department has taken little action to hold this executive accountable or protect employees from abusive management practices.

The number of employees who have raised allegations about this individual is striking, and the severity of the emotional distress and career harms they report is profoundly troubling. In order to investigate these allegations, I request that the Department produce:

1. an itemized list, with personally identifiable information removed, enumerating each informal and formal complaint filed against [REDACTED] at any time during his career, including but not limited to EEO complaints, citing:
  - (a) the date on which each complaint was filed;
  - (b) the base(s) of the complaint;

- (c) the dates on which the complaint advanced through the informal and formal complaint steps;
  - (d) whether there was any finding arising from the complaint that discriminatory or retaliatory action had occurred;
  - (e) whether the complaint resulted in a settlement; and
  - (f) the terms of any settlement (including any monetary amounts included in the settlement); and
2. the number of Senior Executives against whom more than one informal or formal complaint has been filed with the Department of State at any time during the past five years.

In addition, Management Directive 715 (MD-715), which was issued by the Equal Employment Opportunity Commission to set forth the standards of a model EEO program for federal agencies, states that a model program “will hold managers, supervisors, EEO officials and personnel officers accountable for the effective implementation and management of the agency’s program.” MD-715 also states: “In ensuring such accountability, the agency must ... Evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees.”<sup>1</sup>

In addition to the information requested above, I request that the Department produce copies of all Department policies governing how evaluations of Senior Executives’ performance account for their work creating equality of opportunity for all employees.

Please produce the requested information by February 1, 2018. Thank you for your consideration of this request.

Sincerely,



Elijah E. Cummings  
Ranking Member

cc: The Honorable Trey Gowdy, Chairman,  
Committee on Oversight and Government Reform

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<sup>1</sup> Equal Employment Opportunity Commission, Management Directive 715 (Oct. 1, 2003) (online at [www.eeoc.gov/federal/directives/md715.cfm](http://www.eeoc.gov/federal/directives/md715.cfm)).