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Description of document: Federal Bureau of Investigation (FBI) Office of

Professional Responsibility (OPR) Quarterly E-Mails (examples of cases adjudicated by the OPR), 2006-2011

Released date: 13-April-2012

Posted date: 11-June-2012

Titles of documents: Quarterly E-Mails: #1, April 2006 - #20, January 2011

Source of document: Federal Bureau of Investigation

Attn: FOI/PA Request

Record/Information Dissemination Section

170 Marcel Drive

Winchester, VA 22602-4843 Fax: (540) 868-4391/4997 Email: foiparequest@ic.fbi.gov

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Federal Bureau of Investigation

Washington, D.C. 20535

April 13, 2012

Subject: OPR QUARTERLY E-MAILS (2005-PRESENT)

FOIPA No. 1162983- 001 APPEAL No: AP-2011-02319

The enclosed documents were reviewed under the Freedom of Information/Privacy Acts (FOIPA), Title 5, United States Code, Section 552/552a. Deletions have been made to protect information which is exempt from disclosure, with the appropriate exemptions noted on the page next to the excision. In addition, a deleted page information sheet was inserted in the file to indicate where pages were withheld entirely. The exemptions used to withhold information are marked below and explained on the enclosed Form OPCA-16a:

Section 552		Section 552a
□(b)(1)	□(b)(7)(A)	□(d)(5)
□(b)(2)	□(b)(7)(B)	□(j)(2)
□(b)(3)	⊠ (b)(7)(C)	□(k)(1)
	□(b)(7)(D)	□(k)(2)
	□(b)(7)(E)	□(k)(3)
4	□(b)(7)(F)	□(k)(4)
□(b)(4)	□(b)(8)	□(k)(5)
□(b)(5)	□(b)(9)	□(k)(6)
⊠(b)(6)		□(k)(7)

59 page(s) were reviewed and 59 page(s) are being released.

- Document(s) were located which originated with, or contained information concerning other Government agency(ies) [OGA]. This information has been:
 - referred to the OGA for review and direct response to you.
 - referred to the OGA for consultation. The FBI will correspond with you regarding this information when the consultation is finished.
- □ In accordance with standard FBI practice, this response neither confirms nor denies the existence of your subject's name on any watch lists.
- № You have the right to appeal any denials in this release. Appeals should be directed in writing to the Director, Office of Information Policy, U.S. Department of Justice,1425 New York Ave., NW, Suite 11050, Washington, D.C. 20530-0001. Your appeal must be received by OIP within sixty (60) days from the date of this letter in order to be considered timely. The envelope and the letter should be clearly marked "Freedom of Information Appeal." Please cite the FOIPA Number assigned to your request so that it may be easily identified.

□ The enclosed material is from the main investigative file(s) in which the subject(s) of your request was the focus of the investigation. Our search located additional references, in files relating to other individuals, or matters, which may or may not be about your subject(s). Our experience has shown, when ident, references usually contain information similar to the information processed in the main file(s). Because of our significant backlog, we have given priority to processing only the main investigative file(s). If you want the references, you must submit a separate request for them in writing, and they will be reviewed at a later date, as time and resources permit.

☑ See additional information which follows.

Sincerely yours,

David M. Hardy Section Chief Record/Information Dissemination Section Records Management Division

Enclosure(s)

This is in response to your administrative appeal to the U.S. Department of Justice, Office of Information Policy, concerning your Freedom of Information Act (FOIA) request. Enclosed is a processed copy of documents responsive to your request.

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #1 - April 2006
Assault/Battery: Unprofessional Conduct: Driving Under Influence:
PENALTY: 37-day suspension. (Offense Codes/Penalty Guidelines 4.1, 5.21, 4.4)
Damage, Destruction, or Improper Disposal of Government Property:
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.1)
Lack of Candor - Under Oath:
PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.6)
Loss of Government Property or Documents of a Sensitive/Valuable Nature
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.3)
Misuse of Government Credit Card - Personal Use:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.8)
Misuse of Government Credit Card - Personal Use:
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8)
Misuse of Government Vehicle:
PENALTY: 50-day suspension. (Offense Codes/Penalty Guidelines 3.9 and 3.10)
Misuse of Position - Abuse of Authority:
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.7)
Misuse of Position - Exploiting FBI Employment:

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PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.8)	
Other Felonies:	
PENALTY: Summary dismissal. (Offense Code/Penalty Guideline 4.7)	
Sexual Misconduct - Nonconsensual:	
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.20)	
Time and Attendance Fraud:]
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2)	
Time and Attendance Fraud:	
PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 2.2)	
Unprofessional Conduct - Off Duty:	1
PENALTY: Oral reprimand. (Offense Code/Penalty Guideline 5.21)	b6 b70
For questions or comments, contact (DO)(FSI) Last modified on 9 19/2899 3:18:14	
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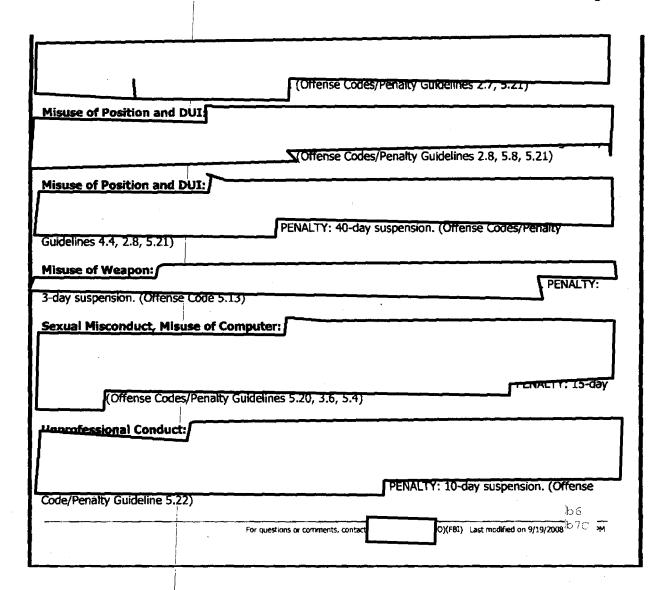
FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #2 - July 2006
DUI - Government Vehicle:
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.3)
DUI - Privately Owned Vehicle:
PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 4.4)
False Information on Security Documents and Failure to Report Marriage:
PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.1, 5.7)
Ealse or Misleading Information on Employment Documents:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.1)
Improper Personal Relationship with an Asset:
Improper resonal relations.
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 1.4)
Investigative Deficiency:
PENALTY: 45-day suspension. (Offense Codes/Penalty Guidelines 1.8, 2.3)
Lack of <u>Candor: Tax Violations: Failure to Report Police Contact; Unauthorized Computer</u>
Access:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 3.5, 5.5, 5.7, 5.8)
Misuse of Government Property:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.11)
Misuse of Government Property:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 3.6)

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #3 - October 2006
Assault/Battery:
PENALTY: 5-day suspension. (Offense
Code/Penalty Guideline 4.1)
False or Misleading Information:
PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 2.1, 2.8)
False or Misleading Information:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 3.7, 3.10, 3.9)
False or Misleading Information and Lack of Candor Not Under Oath:
·
PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 2.2, 2.5)
Fraud/Theft:
PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.5)
Investigative Deficiency:
AIVESTUGITYE DETICIONAL TO THE PROPERTY OF THE
PENALTY: 5-day suspension. (Offense
Code/Penalty Guideline 1.8)
Investigative Deficiency:
PENALTY: Letter of censure. (Offense Code/Penalty Guideline 1.8)
Lack of Candor Under Oath:
PENALTY: Proposed for dismissal. Employee resigned under inquiry. (Offense Codes/Penalty
Guidelines 2.6, 3.6, 5.17)
Misuse of Position:

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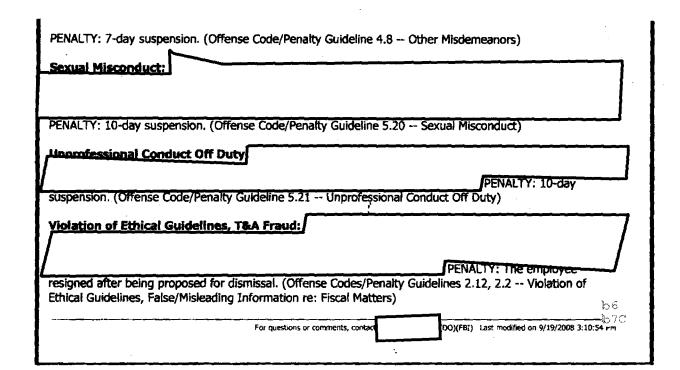
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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #4 - January 2007
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Assault/Battery:
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PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery)
Drug Use:
Drug ose:
PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline
4.2 Use/Possession of Drugs)
False Information:
PENALTY: 45-day
Suspension. (Offense Code/Penalty Guideline 2.1 False/Misleading Information in Employment/Security
Documents)
Faise Information:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 3.6, 4.5 False/Misleading Information re:
Fiscal Matters, Lack of Candor Under Oath, Misuse of Gvt Computers, Fraud/Theft)
False Information:
PENALTY: The employee resigned under inquiry. (Offense
Codes/Penalty Guidelines 2.2, 2.6 False/Misleading Information re: Fiscal Matters, Lack of Candor Under
Oath)
Investigative Deficiency and Insubordination
suspension. (Offense Codes/Penalty Guidelines 1.6, 1.7, 5.11 — Investigative Deliciency re: Handling of
Documents, Investigative Deficiency Related to Judicial Proceedings, Insubordination)
Lack of Candor, AWOL, Bad Debts:
PENALTY: Dismissal. (Offense Codes/Penalty
Guidelines 2.5, 2.6, 5.23 Lack of Candor Not Under Oath, Lack of Candor Under Oath, Violation of
Miscellaneous Rules/Regs)
Lack of Candor Not Under Oath, Unprofessional Conduct, Misuse of Position, Failure to Report:
PENALTY: 50-day suspension. (Offense Codes 2.5, 5.21, 5.23 Lack of Candor Not Under Oath,

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Unpr	ofessional Conduct Off Duty, Violation of Miscellaneous Rules/Regs)
Lack	of Candor Not Under Oath, Security Violation:
	·
Not U	PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.17 Lack or Candor Inder Oath, Security Violation)
	of Candor Not Under Oath, Misuse of FBI Databases, Unauthorized Disclosures:
	or candor not office outly Product of the Databases, office of Databases,
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Oath.	PENALTY: Dismissal. (Offense Codes 2.5, 3.5, 4.10 Lack of Candor Not Under Misuse of FBI Databases, Unauthorized Disclosures)
	Gooder Under Oath:
	PENALTY: The employee retired after being used for dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.22, 5.23 Lack of Candor Under Oath,
Unpro	ofessional Conduct On Duty, Violation of Miscellaneous Rules/Regs)
Lack	of Candor Under Oath, Disruptive Behavior:
/	
Codes	PENALTY: Dismissal. (Offense (Penalty Guidelines 2.6, 5.4 Lack of Candor Under Oath, Disruptive Behavior)
Micro	se of Position:
/	
2.7	Misuse of Posicion) PENALTY: 14-day suspension (Offense Code/Penalty Guideline
Misu:	se of Government Computers
	PENALTY: 14-day suspension: (one-se
Code/	Penalty Guideline 3.6 Misuse of Government Computer)
Obst	ruction of Administrative Inquiry:
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Codes	PENALTY: Dismissal. (Offense Penalty Guidelines 2.6, 2.11, 5.2 Lack of Candor Under Oath, Obstruction of OPR Matter, Dereliction
	pervisory Responsibility)
Othe	r Misdemeanors:



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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #5 - April 2007
Quarterly E Halls: #5 - April 2007
Assault / Battery:
7-day suspension. (Offense Code/Penalty Guideline 4.1 Assault and Battery)
Association with Criminal Element:
PENALTY: Dismissal. (Offense Codes/Penalty
Guidelines 2.5, 2.6, 4.9, 5.9 Lack of Candor Not Under Oath and Under Oath: Unauthorized
Discussive of Law-Enforcement Sensitive Information; Improper Relationship with Criminal
Element)
Consumption of Alcohol:
PENALTY: 7- uay suspension. (Oriense Codes/Penalty Guidelines 5.1, 5.2 Under the Influence While on
Duty; Dereliction of Supervisory Responsibility)
False Information:
PENALTY: The employee resigned after being proposed for dismissal. (Offense
Code/Penalty Guideline 2.2 False/Misleading Information in Fiscal Matters)
,
False Information
(Offense Codes/Penalty Guidelines 3.3.3.5 F. F. 1.1. F. 1.7. False (Mr. 1.2.1.5)
(Offense Codes/Penalty Guidelines 2.2, 2.5, 5.11, 5.17 False/Misleading Information in Fiscal Matters; Lack of Candor Not Under Oath; Insubordination; Security Violation for Failing to
Secure Sensitive Materials)
Lost Badge:
PENALTY: 3-day
suspension. (Offense Codes/Penalty Guidelines 3.2, 5.7 Loss of Badge; Failure to Report)
Misdemeanor
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.8 -
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.8 - Other Misdemeanors)
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.8 - Other Misdemeanors)
PENALTY: 10-day suspension, (Offense Code/Penalty Guideline 4.8 - Other Misdemeanors) Misuse of Government Computer:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.8 - Other Misdemeanors) Misuse of Government Computer:
PENALTY: 10-day suspension, (Offense Code/Penalty Guideline 4.8 - Other Misdemeanors) Misuse of Government Computer:

Misuse of Position:	1	
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PENALTY: 5-day suspension. (Oriense Code/Penalty Guideline 2.8 Misuse of Position by Exploiting FBI	ı	
Employment)	ı	
Ilnauthorized Diselegues	1	
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Disclosure of Law-Enforcement Sensitive Information)	·	
biscissive of Law-Emortement Sensitive Information)	1	
Unprofessional Conduct; Lack of Candor:	_	b6 b70
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PENALTY: Dismissal (Offense	4	
Duty)		•
Unprofessional Conduct; Sexual Misconduct:	7 /	
Providence Conduct, Sexual Misconduct.		
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PENALTY: 36-day suspension. (Offense	ł	
Dereliction of Supervisory Responsibility; Improper Relationship w/ Subordinate;		
Unprofessional Conduct On and Off Duty)		
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For questions or comments, contact DO)(FBI) Last modified on 9/19/2008 3:11:57 PM	þ.	
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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #6 - July 2007
Association with Criminal Element; Misuse of FBI Databases:
PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 3.5, 5.9 Misuse of FBI Databases; Improper Relationship with Criminal
Element)
Damage to Government Property; Commission of Security Violations:
PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.1,
5.17 — Damage of Government Property; Security Violation)
Failure to Cooperate; Disruptive Behavior; Insubordination; AWOL:
PENALTY: The employee reured after being proposed for
dismissal. (Offense Codes/Penalty Guidelines 2.10, 5.4, 5.11, 5.23 — Failure to Cooperate in OPR Matter; Disruptive Behavior; Insubordination; Violation of Miscellaneous Rules and Regulations)
Failure to Pay Taxes; Lack of Candor Under Oath:
PENALTY: The employee retired after being proposed for dismissal.
(Offense Codes/Penalty Guidelines 2.6, 5.5 Lack of Candor Under Oath; Failure to Honor Just Debts)
Failure to Report Spouse's Arrest; Misuse of Government Credit Card; Failure to Properly
Destroy Evidence:
PENALTY: 3-day suspension. (Offense Codes/Penalty Guidelines 1.6, 3.8, 5.7 -
Improper Handling of Documents; Misuse of Government Credit Card; Failure to Report)
Falsification of Official Documents: PENALTY: Dismissal. (Offense
Code/Penalty Guideline 2.4 False Information in Official Documents)
Falsification of Official Documents; Lack of Candor:
PENALTY: The employee retired after being proposed for
dismissal. (Offense Codes/Penalty Guidelines 2.3, 2.5 False Information in Investigative Documents, Lack
of Candor Not Under Oath)
Improper Personal Relationship with Source; Unauthorized Disclosure of Law Enforcement Sensitive Information:

PENALTY: 19-day suspension, (Offense
Codes/Penalty Guidelines 1.4, 4.9 Improper Personal Relationship with Source; Unauthorized Disclosure of
Law Enforcement Sensitive Information)
Indecent Acts: Misuse of Government Computer:
PENALTY: 22-day suspension. (Offense Codes/Penalty Guidelines 3.6, 4.6 Misuse of Government
Computer; Indecent Acts)
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Misdemeanor; Misuse of Government Vehicle:
PENALTY: 60-
day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.8 Misuse of Government Venicle; Other
Misdemeanors)
Misuse of Government Credit Card; Falsification of Travel Vouchers
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines
2.2, 3.7, 3.8 False Information on Fiscai-Related Documents; Misuse of Government Credit Card to
Purchase Gasoline; Misuse of Government Credit Card for Other Personal Purchases)
Misuse of Government Databases:
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PARTIE VI TANDE STREET OF THE PROPERTY OF THE
PENALTY: 7-day suspension. (Orrense Code/Penalty Guideline
PENALTY: 7-day suspension. (Orrense Code/Penaity Guideline 3.5 Misuse of Database)
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3.5 Misuse of Database) Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety
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Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5,
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5,
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Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5,
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination)
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines Z.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft;
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination)
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination)
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination)
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor:
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor:
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Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor:
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21 Lack of Candor Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct)
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines Z.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21 Lack of Candor Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct) Unprofessional Off-Duty Conduct; Misuse of Position:
Misuse of Weapon Safety Violation: ENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety Violation) Theft: Misuse of Position: Insubordination: Lack of Candor PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination) Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21 Lack of Candor Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct)

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Conduct)		
PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 5.22 Unprofessional On-Duty Conduct)	•	56 57C
For questions or comments, contact (DO)(FBI) Last modified on 9/19/2008 3:13:07 PM	b6 b7C	

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #7 - October 2007
Qualitarity E-Mails: #7 - October 2007
1) Disruptive Behavior:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.4
Disruptive Behavior)
2) Domestic Abuse: PENALTY: 45-
day suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery)
3) Drug Use
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, 4.2 False Information on Security Document; Drugs Use)
4) DUI
PENALTY: The employee retired after being proposed for a 60-day suspension. (Offense Code/Penalty Guideline 4.4 DUI in Privately Owned Vehicle)
5) Failure to Report; Engaging in Misdemeanor:
PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.8 Other Misdemeanors; Failure to Report)
6) Improper Relationship w/ Source; Violation of Operational Guidelines:
PENALTY: 21-day suspension. (Offense
Codes/Penalty Guidelines 1.2, 1.4, 1.5 Improper Financial Relationship w/ Source; Improper Personal Relationship w/ Source; Violation of Operational Guidelines)
7) Improper Relationship w/ Subordinate
/ Illibrobel Relationship w/ Suborbinate
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.10 Improper Relationship w/ Subordinate)
8) Investigative Deficiency:
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 1.6 Investigative Deficiency)
9) Investigative Deficiency; Unprofessional Conduct
PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 1.8, 5.6, 5.22
Investigative Dericiency; Failure to Perform Prescribed Duties; Unprofessional Conduct)
10) Lack of Candor:

PENALTY: Dismissal. (Oriense Codes/Penalty Guidelines 2.6, 5.23 Lack of Candor Under Oath; Violation of Miscellaneous Rules)
11) Lack of Candor: T&A Fraud-
PENALTY: The employee resigned after being proposed for dismissal.
(Offense Codes/Penalty Guidelines 2.2, 2.5: False Information re Fiscal Matters; Lack of Candor)
12) Misuse of FBI Databases:
12) Priorde di FBI Dalabases;
PENALTY: 10-day
suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases)
13) Misuse of Government Computer:
ENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 3.6, 5.18 Misuse of Government Computer; Security Violation)
- Computer, Security Violation
14) Misuse of Government Credit Card
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline
3.8 Misuse of Government Credit Card)
15) Misuse of Government Property:
25) Misuse of Government Proberty:
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.11
Misuse of Government Property)
16) Misuse of Government Vehicle: T&A Fraud:
PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.2, 3.10 False Information re Fiscal Matters; Misuse of Government Vehicle)
risadi Fiducis, Filipuse of Government Vehicle)
17) T&A Fraud:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2
False Information re Fiscal Matters)
18) Theft:
PENALTY: Dismissal. (Offense codes/Penalty Guidelines 2.5, 4.5 Lack or Candor Not Under Oath; Theft)
Codes/? Charty Guidelines 2:5, 4:5 Lack of Candol Not Order Cath, Therty
19) Theft: PENALTY: Dismissal.
(Offense Code/Penalty Guideline 4.5 Theft)
20) Unauthorized Disclosure:
DENALTY 2 describes (Office of the Control
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 4.9 Unaumorized Disclosure of Law-Enforcement Sensitive Information)
, and the second
21) Unprofessional Behavior:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.22 Unprofessional
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Voucher Fraud:	
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines	s 2.2 False Information re Fiscal
For questions or comments, contact	DO)(FBI) Last modified on 9/19/2008 3:14 57C

FBI > Directors Office > Office of Professional Responsibility	
Quarterly E-Mails: #8 - January 2008	
1) Abuse of Position; Lack of Candor Under Oath:	
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ENALTY: Employee resigned	ed
arter being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 2.8, 3.9, 4.9, 5.17, 5.21 False Information re Fiscal Matters; Lack of Candor Under Oath; Misuse of Position; Misuse of Government	
Vehicle; Unauthorized Disclosure of Classified Information; Security Violation; Unprofessional Conduct)	t
2) Disruptive Behavior; Insubordination:	ユ
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 5.11, 5	ب
False Information re Fiscal Matters; Insubordination; Disruptive Behavior)). 4
3) Disruptive Behavior; Insubordination	_
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Disruptive Behavior; Insubordination)	
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4) DUI:	Щ
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PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 4.1, 4.4 Assault/Battery; DUI	(in
Privately Owned Vehicle)	
5) DUI; Misuse of Position:	i
9,500,500,500	1
	1
DENALTY: 50-day suspension	1
PENALTY: 50-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 Misuse of Position; DUI In Privately Owned Vehicle)	
6) Failure to Cooperate; Unauthorized Disclosure:	~
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PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1	.0,
3.5, 4.9 Failure to Cooperate in OPR Investigation; Misuse of FBI Databases; Unauthorized Disclosure of	•
Classified Information)	
7) Felonious Behavior:	7

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PENALTY: 3-day suspensions. (Offense Code/Penalty Guideline 4.7 Other Felonies) PENALTY: Employee retired Demy proposed for dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 Other Felonies; Failure to Holiust Debts) 10) Improper Personal Relationship with Source: Misuse of Government Vehicle PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government (Penalty: Dismissal.) PENALTY: Dismissal. Offense Codes/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceedings Deficial Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 False Information on Official Documents: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 False Information on Official Matters; Other Misdemeanors)	Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other Felonies)	PENALTY:
PENALTY: Employee retired proposed for dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 Other Felonies; Failure to Houst Debts) (D) Improper Personal Relationship with Source; Misuse of Government Vehicle ENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 Improper Personal elationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government ehicle) 1) Insubordination: PENALTY: Dismissal. PENALTY: Dismissal. PENALTY: 10-day suspension. The set of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) Misleading Information in Official Documents; Lack of Candor Under Oath) Misleading Information in Official Documents; Lack of Candor Under Oath) PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 False Information or Official Matters; Other Misdemeanors)		
PENALTY: Employee retired ust Debts) 10) Improper Personal Relationship with Source: Misuse of Government Vehicle ENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 — Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government vehicle) 11) Insubordination: PENALTY: Dismissal. Dirense Lode/Penalty Guideline 5.11 — Insubordination) 21) Investigative Deficiency — Misconduct Related to Judicial Proceedings PENALTY: 10-day suspension. PENALTY: 10-day suspension. PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 14) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense codes/Penalty Guidelines 2.4, 4.8 — False Information re Other Official Matters; Other Misdemeanors)	PENALTIES: 3-day suspension Guideline 4.7 Other Felonies)	ns. (Offense Code/Penalty
Description of dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 — Other Felonies; Failure to Holiust Debts) 10) Improper Personal Relationship with Source: Misuse of Government Vehicle PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 — Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Vehicle) 11) Insubordination: PENALTY: Dismissal. Orfense Code/Penalty Guideline 5.11 — Insubordination) 12) Investigative Deficiency — Misconduct Related to Judicial Proceedings PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 — Investigative Deficiency/Misconduct Related to Judicial Proceedings PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 — False Information re Other Official Matters; Other Misdemeanors)	9) Felonious Behavior:	
Description of dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 — Other Felonies; Failure to Holiust Debts) 10) Improper Personal Relationship with Source: Misuse of Government Vehicle PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 — Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Vehicle) 11) Insubordination: PENALTY: Dismissal. Orfense Code/Penalty Guideline 5.11 — Insubordination) 12) Investigative Deficiency — Misconduct Related to Judicial Proceedings PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 — Investigative Deficiency/Misconduct Related to Judicial Proceedings PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 — False Information re Other Official Matters; Other Misdemeanors)		
PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government //ehicle) 11) Insubordination: PENALTY: Dismissal. Offense Code/Penalty Guideline 5.11 Insubordination) PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceedings Dismissal. PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceedings PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	peing proposed for dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 Clust Debts)	ENALTY: Employee retired a other Felonies; Failure to Hor
Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government //ehicle) 11) Insubordination: PENALTY: Dismissal. Oriense Code/Penalty Guideline 5.11 Insubordination) 12) Investigative Deficiency Misconduct Related to Judicial Proceedings PENALTY: 10-day suspension. Oriense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceeding 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	10) Improper Personal Relationship with Source: Misuse of Government	nent Vehicle
Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government //ehicle) 11) Insubordination: PENALTY: Dismissal. Oriense Code/Penalty Guideline 5.11 Insubordination) 12) Investigative Deficiency Misconduct Related to Judicial Proceedings PENALTY: 10-day suspension. Oriense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceeding 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
PENALTY: Dismissal. Oriense Code/Penalty Guideline 5.11 Insubordination) PENALTY: 10-day suspension. Oriense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceedings 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 Relationship with Source; Violation of Operational Guidelines Governing Source Vehicle)	9 Improper Personal ces; Misuse of Government
PENALTY: 10-day suspension. 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.1, PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.1, Alignment Behavior; False Information on Official Documents:	11) Insubordination:	
PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceeding 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents; PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	(MICHAEL MACHENATIV CHIRCHINA E 11 (propher line)	PENALTY: Dismissal.
PENALTY: 10-day suspension. Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceeding 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	12) 211/05/1920/06 Deficiency - Misconduct Related to Judicial Prices	edinosi
3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Re	IALTY: 10-day suspension. Plated to Judicial Proceedings
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	L3) Lack of Candor: False Information in Official Document:	
Misleading Information in Official Documents; Lack of Candor Under Oath) 4) Misdemeanant Behavior; False Information on Official Documents: PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	PENALTY: Dismissal. (Offense Co	des/Penalty Guidelines 2.1, 2
PENALTY: 40-day suspension. (Offense odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)	(4) Misdemeanant Behavior; False Information on Official Document	'S:
odes/Penalty Guidelines 2.4, 4.8 False Information re Other Official Matters; Other Misdemeanors)		
	PENALTY: 40-day	suspension. (Offense
5) Misuse of FBI Databases:		s; Other Misdemeanors)
	5) Misuse of FBI Databases:	

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PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI
Databases)
16) Misuse of Government Computer: PENALTY: 5-day suspension: (Onlense Code/Penalty Guideline 3.6 Misuse of
Government Computer)
17) Misuse of Government Credit card: Lack of Conden Under Conden
NAME NO. Francisco de Companyo
PENALTY: Employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 3.7, 2.5, 2.6 Misuse of Government Credit Card re Gas Purchases; Lack of Candor Not Under Oath; Lack of Candor Under Oath)
18) Misuse of Government Vehicle; Unprofessional Conduct; Unauthorized Disclosure:
[
PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.8, 4.9, 5.21 Misuse of Government Vehicle; Misdemeanor; Unauthorized Disclosure of Law Enforcement Sensitive Information; Unprofessional Conduct)
19) Misuse of Position; Unauthorized Disclosure:
PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.9 Misuse of Position; Unauthorized Disclosure of Law Enforcement Sensitive Information)
20) Misuse of Weapon:
PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 5.13: Misuse of Weapon/Safety
Violation)
21) Obstruction of OPR Process; Sexual Misconduct; Lack of Candor
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines: 2.6, 2.11, 5.20 Lack of Candor Under
Oath; Obstruction of OPR Process; Sexual Misconduct of Non-Consensual Nature)
22) T&A Fraud
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 2.2 — False/Misleading Information re Fiscal Matters)

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PENALTY: 10-day suspension. (Offense
Code/Penalty Guideline 2.2 False/Misleading Information re Fiscal Matters)
24) Transit Subsidies:
PENALTY: 13-day suspension. (Offense Codes/Penalty Guidelines: 2.2, 3.11 False/Misleading Information re Fiscal Matters; Misuse of Government Property)
25\ Unprofessional Conducts
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PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.21 Unprofessional Conduct)
26) Violetian of Missellaneous Bules/Desulations
26) Violation of Miscellaneous Rules/Regulations:
26) Violation of Miscellaneous Rules/Regulations:
PENALTY: 7-day suspension. (Offense
PENALTY: 7-day suspension. (Offense
PENALTY: 7-day suspension. (Oriense Code/Penalty Guideline 5.23 Violation of Miscellaneous Rules/Regulations)

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #9 - April 2008
1) Domestic Violence:
PENALTY: 45-day
suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery)
2) DUI; Misuse of Position: PENALTY: 35-day suspension: Conclude
Codes/Penalty Guidelines 4.4, 2.8 DUI in Privately-Owned Vehicle; Misuse of Position)
3) Engaging in Conduct that Constitutes Felony:
PENALTY: Summary Dismissal. (Oriense Code/Penalty Guideline 4.7 Other
reionies)
4) Engaging in Conduct that Constitutes Felony:
}
PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other
Felonies)
5) Failure to Perform Prescribed Duties:
PENALTY:
14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties)
6) Illegal Drug Use:
Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use)
7) Improper Personal Relationship with Source: Misuse of Bureau Vehicle: Lack of Candor:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10
Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 31)
8) Investigative Deficiency - Improper Handling of Gvt Property:
PENALTY: /-day suspension. (Offense Code/Penalty Guideline 1.6
Investigative Deficiency/Improper Handling of Property in the Control of the Government)
9) Investigative Deficiency - Improper Handling of Gvt Property:
PENALTY: Letter of Censure. (Offense
Code/Penalty Guideline 1.6 Investigative Deficiency/Improper Handling of Property under the Control of the Government)

10) Investigative Deficiency - Improper Handling of Gvt Property/
PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 1.6, 5.6 Investigative Deficiency/Improper Handling of Property under the Control of the Government; Misuse of
Government Computer)
11) Investigative Deficiency - Misconduct Related to Judicial Proceedings:
100 100 100 100 100 100 100 100 100 100
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial Proceedings)
12) Lack of Candor
<i>l</i>
PENALTY: Dismissal. (Offense
Code/Penalty Guideline 2.6 Lack of Candor Under Oath)
13) Misuse of Bureau Vehicle: PENALTY: 30-day suspension. (Offense Code/Penalty Guideline)
3.10 Misuse of Government Vehicle/Title 31)
14) Misuse of FBI Databases: Unauthorized Disclosure:
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PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.5, 4.9 -
- Misuse of FBI Databases; Unauthorized Disclosure)
15) Misuse of Gvt Credit Card
. PENALTY: 5-day suspension. (Untense
Code/Penalty Guideline 3.8 Misuse of Government Credit Card)
16) Misuse of Gvt Credit Card:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline
I DENALTY: I II. dov. euchoncian. II IPTORCO CORP/Venairy Gurbeline
3.8 Misuse of Government Credit Card)
3.8 Misuse of Government Credit Card)
3.8 Misuse of Government Credit Card) 17) Misuse of Gvt Property; Indecent Acts
3.8 Misuse of Government Credit Card)

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40\ Misuss of Positions	· · · · · · · · · · · · · · · · · · ·
18\ Misuse of Positions	
	PENALTY: 7-day suspension. (Offense Code/Penalty
Guideline 2.8 — Misuse of Position)	
19) Misuse of Position; Engaging in	Conduct that Constitutes Misdemeanor:
Codes/Penanty Guidelines 2.8, 4.8 Misu	PENALTY: 20-day suspension. (Offense use of Position; Other Misdemeanors)
20) Misuse of Weapon/Safety Violat	•
PENALTY: 7	7-day suspension. (Offense Code/Penaity Guideline 5.13: Misuse of
Weapon/Safety Violation)	·
21) Theft: Guideline 4.5 Theft)	PENALTY: Dismissal. (Offense Code/Penalty
•	
22) Thert; Lack of Candor Not Univer	r Oath: Failure to Cooperate in OPR Proceeding:
	PENALTY: Employee
resigned after being proposed for dismiss	sal. (Offense Codes/Penalty Guidelines 2.5, 4.5, 2.10 Lack of
Candor Not Under Oath; Theft; Failure to	· · · · · · · · · · · · · · · · · · ·
23) Unprofessional Conduct: Misuse	of Position: Lack of Candor:
	PENALTY:
Dismissal. (Offense Codes/Penalty Guidelin Position; Unprofessional Conduct)	lines 2.6, 2.8, 5.21 Lack of Candor Under Oath; Misuse of
24) Voucher Fraud:	
(4) Youcher Frauu	1
PENALTY: Dismissal.	(Offense Code/Penalty Guideline 2.2 False Information relating to
Fiscal Matters)	(Official Goog) Grand, Gallery, and an analysis of the control of
25) Voucher Fraud	
PENALTY: Dismis relating to Fiscal Matters)	issal. (Offense Code/Penalty Guideline 2.2 False Information
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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #10 - July 2008
(
1) DUI:
PENALTY:
35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 Misuse of Position; DUI in Privately Owned
Vehicle)
2) DUI:
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline
4.4 DUI in Privately Owned Vehicle)
3) DUI; Insurance Fraud:
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PENALTY:
Dismissal. (Offense Codes/Penalty Guidelines 4.4, 4.5 DUI in Privately Owned Vehicle; Fraud)
4) DUI; Misuse of Government Vehicle:
y soly i notice of developments
PENALTY: 60-day suspension. (Offense
Codes/Penalty Guidelines 3.10, 4.3 Misuse of Government Vehicle; DUI in Government Vehicle)
Codes/reliably duidelines 5.10, 4.5 Misuse of Government Vehicle)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct:
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct:
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALIT: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct:
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALIT: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Onense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct) 6) Ethics Violations:
PENALIT: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct) 6) Ethics Violations: ENALTY: Letter of Censure. (Offense Code/Penalty Guideline 2.12 Violation of Ethical
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct: PENALTY: 17-day suspension. (Onense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct) 6) Ethics Violations:
PENALIT: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 Other Misdemeanors; Unprofessional Conduct) 6) Ethics Violations: ENALTY: Letter of Censure. (Offense Code/Penalty Guideline 2.12 Violation of Ethical

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PENALTY: 7-day suspension. (Oriense Code/Penalty Soldenine 5.6 Prisase of Sovernment 5.6.)
14) Misuse of Government Credit Card
PENALTY: 3-day suspension. (Orrense Code/Penalty Guideline 3.8 Misuse of Government Credit Card)
15) Misuse of Position: Misuse of Government Vehicle
PENALTY: 35-day suspension. (Onense Codes) renaity Guidelines 2.8, 3.9, 3.10 Misuse of Position; Misuse of Government Vehicle)
16) Sexual Misconduct:
PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.19 Lack of Candor Not Under Oath; Consensual Sexual Misconduct)
2.5, 5.19 Lack or Candor Not Under Oath; Consensual Sexual Misconduct)
17) Sexual Misconduct
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PENALTY: ZI-day
suspension. (Offense Codes/Penalty Guidelines 2.5, 5.10 Lack of Candor Not Under Oath; Improper Relationship with Subordinate)
18) T&A Fraud:
FORMATIVE CO. HAT AN ADDRESS OF THE PARTY OF
PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 2.2 — False Information Relating to Fiscal Matters)
19) T&A Fraud
PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 False Information Relating to Fiscal Matters)
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20) T&A Fraud:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5 False Information Relating to
Fiscal Matters; Lack of Candor Not Under Oath)
21) Unprofessional Conduct:

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PENALTY: 10-day suspension.	(Offense Codes/Penalty Guidelines 5.13, 5.21
**Eapons Sarety Violation; Unprofessional Conduct)	3.21
22) Unaminational Conduct	
22) Unprofessional Conduct	
RENALTY -	
Guideline 5.22 — Unprofessional Conduct)	day suspension. (Offense Code/Penalty
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23) Unprofessional Conduct:	
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PENALTY: 7-day suspension. (Offense C	ode/Penalty Guideline 5.22 Unprofessional
Conducty	onprocessional
24) Hamadaalaa 16, 1, 1	
24) Unprofessional Conduct:	
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ovapension. (Onense Code/Pendity Guideline 5 / / Hinnmyses	PENALTY: 5-day
_	Ional Conduct)
_	Ional Conduct)
	ional Conduct)
PENALTY: Dismissal 11 S Attorney's Office do	ional Conduct)
PENALTY: Dismissal 11 S Attorney's Office do	ional Conduct)
PENALTY: Dismissal 11 S Attorney's Office do	ional Conduct)
25) Voucher Fraud	clined prosecution. (Offense Code/Penalty
PENALTY: Dismissal. U.S. Attorney's Office de Guideline 2.2 False Information Relating to Fiscal Matters)	clined prosecution. (Offense Code/Penalty

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #11 ~ October 2008
1. Assault and Battery: Public Intoxication
PENALTY: 30-day suspension.
(Offense Codes/Penalty Guidelines 4.1, 4.8 Assault & Battery; Other Misdemeanors)
2. Dereliction of Supervisory Responsibilities: Falsification of T&A Records:
PENALTY: 29-day suspension. (Offense Codes/Penalty Guidelines 2.2, 5.2 False Information Related to
Fiscal Matters; Dereliction of Supervisory Responsibility)
3. DUI: Misuse of Position
35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 Misuse of Position; DUI)
4. Falsification of Invoices; Insubordination:
PENALTY: 60-day suspension and demotion from supervisory position. (Offense Codes/Penalty Guidelines
4.7, 5.11 Felonious Conduct; Insubordination)
5. Investigative Deficiency:
<u> </u>
PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 1.7 Investigative Deficiency Related to Judicial
Proceedings)
6. Loss of Gvt Property
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.3 Loss of Government Property)
7- Misses of Got Credit Card

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PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 5.7, 3.8 Misuse or Government Creat.	L
Card for Gasoline; Misuse of Government Credit Card for Other Personal Uses)	
8. Misuse of Gvt Credit Card:	_
o, misuse of over create card.	1
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8 Misuse	لہ
of Government Credit Card for Personal Use)	
O Misses of Cod Validate	
9. Misuse of Gvt Vehicle	
PENALTY: 14-day suspension. (Offense Code/Penalty Guideline 3.9 Misuse	
of Government Vehicle, Non-Title 31)	
10. Misuse of Gvt Vehicle; Lack of Candor Not Under Oath	1
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PENALTY: 60-day suspension. The employee resigned after being proposed for suspension. (Orrense	
Codes/Penalty Guidelines 2.5, 3.10 Lack of Candor Not Under Oath; Misuse of Government Vehicle)	
11. Misuse of Gvt Vehicle; Loss of Weapon	-
PENALTY: 35- day suspension. (Offense Codes/Penalty Guidelines 3.4, 3.10 Loss of Weapon; Misuse of Government.	•
Vehicle)	
12. Misuse of Gut Vehicle: Sexual Misconduct	
PENALTY: 30-day suspension.	
(Offense Codes/Penalty Guidelines 3.10, 5.19 Misuse of Government Vehicle; Sexual Misconduct)	
13. Misuse of Position:	1
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PENALTY: Letter of Censure. (Offense	
Code/Penalty Guideline 2.7 Misuse of Position)	
14. Misuse of Position:	1
14. Misuse of Position,	1
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PENALTY: 5-day suspension. (Offense Code/Pena	Ity Guideline 2.8 Misuse of Position)
15. Misuse of Position: Misuse of Cut Proper	·
<u>, </u>	PENALTY: Dismissal.
Contense Codes/Penalty Guidelines 2.6, 2.8, 3.11	PENALTY: Dismissal. Lack of Candor Under Oath; Misuse of Position; Misuse of
Government Property)	
16. Misuse of Position; Unprofessional Cond	uct:
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P. Guidelines 2.8, 5.21 Misuse of Position; Unprofe	ENALTY: 15-day suspension. (Offense Codes/Penalty ssional Conduct)
17. Security Violation:	
27. waterief	•
	PENALTY: 7-day
suspension. (Offense Code/Penalty Guideline 5.18	Security Violation)
18. Security Violation; Falsified Document:	
PENALTY: 10-day suspension. (Offense	e Codes/Penalty Guidelines 2.1, 5.18 False Information
in Security Document; Security Violation)	
19. T&A Fraud:	
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renault, business	Take Cade (Joneth, Cuideline 3.3) Esize
Information Relating to Fiscal Matters)	sion. (Oriense Code/Penalty Guideline 2.2 False
20. Violation of Ethical Guidelines:	
	<u>-</u>
suspension. (Orrense Code/Penalty Guideline 2.12 -	PENALTY: 15-day
	Violation of Ethical Guidelines;
21. Violation of Miscellaneous Pules	1
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	f: 5-day suspension and reimbursemen ty Guideline 5.23 Violation of Miscell	t of the funds the Bureau was unable to aneous Rules)
22, Violation of Miscellan	POUS Rules: Misuse of Database: La	ock of Candon Not Hadan Cath.
or dismissal, (Offense Codes		employee resigned after being proposed ck of Candor Not Under Oath; Misuse of
FBI Database; Violation of M	scellaneous Rules)	b6
	For questions or comments, contact	DO)(FBI) Last modified on 10/1/200\(\infty 7C\) 14 M

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #12 - January 2009
1. DUI:
DENALTY: 45
uay suspension. (Offense Code/Penalty Guideline 4.4 DUI/POV)
2. Failure to Perform Duties:
and the control of th
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines: 5.6,
5.23 Failure to Perform Prescribed Duties; Violation of Miscellaneous Rules)
3. Improper Relationship with Source:
5. Improper Relationship with Source:
PENALTY: 40-day suspension.
(Offense Codes/Penalty Guidelines 1.4, 3.10, 5.19 Improper Personal Polationship/
Source; Misuse of Government Vehicle; Sexual Misconduct)
4. Insubordination:
·
PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 1.4,
5.11 Improper Personal Relationship w/ Source; Insubordination)
5. Insubordination
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.11 - Insubordination)
This desired the second
i. Investigative Dereliction

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PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 1.6, 1.8 -- Investigative Deficiency/Improper Handling of Property; Investigative Deficiency/Violation of Operational Guidelines) 7. Misuse of Government Vehicle: PENALTY: 55-day suspension. (Offense Codes/Penalty Guidelines 3.9, 3.10 -- Misuse of Government Vehicle/Unauthorized Passenger; Misuse of Government Vehicle/Unofficial Use) 8. Misuse of Position: PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position) 9. Misuse of Position PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position) 10. Misuse of Position; DUI; Unprofessional Conduct: PENALTY: 55-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4, 5.21 -- Misuse of Position; DUI/POV; Unprofessional Conduct) 11. Misuse of Position; Unprofessional Conducts PENALTY: 27-day suspension. (Offense Codes/Penalty Guidelines 2.8, 5.21 -- Misuse of Position; **Unprofessional Conduct)**

12. Mortgage Fraud:
(Offense Code/Penalty Guideline 4.5 Fraud)
13. T&A Fraud:
resigned prior to receiving final letter. (Offense Code/Penalty Guideline 2.2 False or Misleading Information re Fiscal Matters)
14. Unprofessional Conduct:
PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 5.22 Unprofessional Conduct)
15. Unprofessional Conduct: Security Violation.
PENALTY: 3-day suspension. (Onense Codes/Penalty Guidelines 5.18, 5.22 Security Violation; Unprofessional 66 b7C
For questions or comments, contact DO)(FBI) Last modified on 6/29/2009 6:35:46 AM

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails-13
1. Dereliction of Supervisory Duty: PENALTY: 14-day
suspension. Offense Code 5.2 (Dereliction of Supervisory Responsibility).
2. Dereliction of Supervisory Duty
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. PENALTY: 7-day suspension. Offense Code 5.2
(Dereliction of Supervisory Responsibility).
3. DUI; Weapons Safety Violation; Lack of Candor Not Under Oath; Misuse of Position:
PENALTY: 60-day suspension.
Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.8 (Misuse of Position), 4.4 (DUI re Privately Owned Vehicle), 5.8 (Failure to Report) and 5.13 (Weapon Safety Violation).
4. Investigative Deficiency:
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PENALTY: 14-day suspension. Offense Code 1.6 (Investigative Deficiency re
Improper Handling of Property in the Custody of the Government).
5. Lack of Candor Not Under Oath:
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PENALTY: 20-day
suspension. Offense Codes 2.1 (False/Misleading Information re Employment Documents) and 2.5 (Lack of Candor Not Under Oath).
6. Lack of Candor Not Under Oath; Misuse of Gvt Vehicle; Time & Attendance
PENALTY: 60-day suspension and demotion to G\$-13. Offense Codes 2.2 (False/Misleading Information re Fiscal Matters), 2.5 (Lack of Candor Not Under Oath), and 3.10 (Misuse of Government Vehicle - Title 31).
7. Lack of Candor Under Oath; Falsification of Documents:
PENALTY: Dismissal. Offense Codes 2.2 (False/Misleading Information re Fiscal Documents), 2.5 (Lack of Candor Not Under Oath), and 2.6 (Lack of Candor Under Oath).
8. Misdemeanor:
PENALTY: 3-day suspension. Offense Code 4.8 (Misderneanor).
9. Misuse of Government Credit Card
3./ (Misuse of Government Credit Card re Gasoline Expenses) and 3.8 (Misuse of Government Credit for Personal Use).
10. Misuse of Government Credit Card:
PENALTY: 3-day suspension. Offense Code 3.8 (Misuse of Government Credit Card for Personal Use).
11. Misuse of Position:
PENALTY: 3-day suspension. Offense Code 2.8
(Misuse of Position).

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12. Misuse of Position; Lack of Candor Not Under Oath:	
PENALTY: 30-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and	4 2 8
(Misuse of Position).	u 2.0
13. Theft:	$\overline{}$
	\dashv
PENALTY: Dismissal. Employee resigned under inquiry.	
Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.10 (Failure to Cooperate in OP	R
Matter), and 4.5 (Theft).	
14. Time & Attendance Fraud:	
PENALTY: Dismi	iccal
Offense Codes 2.2 (False/Misleading Information re Fiscal Matters) and 2.3	33ai.
False/Misleading Information re Investigative Activity).	
L5. Unprofessional Conduct; Failure to Report:	
INFINALTY LANGUE (MESSO Codes C. / Feiling to Codes C.	
PENALTY: 15-day suspension. Offense Codes 5.7 (Failure to Report) .22 (Unprofessional Conduct).	and
6 Vouchar Fraud.	
6. Voucher Fraud:	
ENALTY: DISMISSAI. Offense Code 2.2 (False/Misleading Information re Fiscal Matters)	
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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #14 - July 2009
Quarterly L-Mails. #14 - July 2009
Assault; Failure to Report; Unprofessional Conduct; Lack of Candor Under Oath:
PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath), 4.1 (Assault/Battery), 5.8 (Failure to Report) and 5.21 (Unprofessional Conduct).
2. DUI, Insubordination, Failure to Report, Misuse of Position.
PROPOSED PENALTY: Dismissal. Employee retired under inquiry. Offense Codes 2.8 (Misuse of Position), 4.4
(DUI - Privately Owned Vehicle), 5.8 (Failure to Report) and 5.11 (Insubordination).
2 DUT, Unaveforcional Conducto Lock of Condes Not Under Onthe Mission of Booklan
3. DUI; Unprofessional Conduct; Lack of Candor Not Under Oath; Misuse of Position
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PENALTY: 60-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath),
2.8 (Misuse of Position), 4.4 (DUI - Privately Owned Vehicle), and 5.21 (Unprofessional Conduct).
4. Failure to Perform Prescribed Dutles; Security Violation
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PENALTY: 60-day suspension. Offense Codes 5.6 (Failure to Perform Prescribed
Duties) and 5.17 (Security Violation).
5. Insubordination: Lack of Candor Not Under Oath
J. Hisapolaniado), Escr di Camidi Hat Onder Catri
PENALTY:
10-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and 5.11 (Insubordination).
6. Insubordination; Lack of Candor Under Oath:
or another among before or control order.
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PENALTY: Dismissal. Offense Codes 2.6 (Lack of

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PENALTY: Dismissal. Offense Codes 2.3 (False Information re Investigative Activity) and 2.6 (Lack of Candor Under Oath). 8. Lack of Candor Under Oath; Investigative Deficiency: Violation of Operational Guidelines: PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
2.3 (False Information re Investigative Activity) and 2.6 (Lack of Candor Under Oath). 8. Lack of Candor Under Oath; Investigative Deficiency: Violation of Operational Guidelines: PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
2.3 (False Information re Investigative Activity) and 2.6 (Lack of Candor Under Oath). 8. Lack of Candor Under Oath; Investigative Deficiency: Violation of Operational Guidelines: PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct). 9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
9. Loss of Government Property PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Government Property). 10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath), 3.5 (Misuse of FBI Databases) and 4.9 (Unauthorized Disclosure - Classified/Law
Enforcement Sensitive).
11. Misuse of Government Property:
This are of deveniment vioperty.
PENALTY: 5-day suspension. Offense Code 3.11 (Misuse Government Property).
12. Unauthorized Disclosure
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PENALTY: 10-day suspension. Offense Code 4.9 (Unauthorized Disclosure of Law
Enforcement Sensitive Information).
13. Violation of Operational Guideline
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PENALTY: 3-day suspension. Offense Code 1.5
(Violation of Operational Guidelines re Source).

14. Violation of Operational Guidelines:	
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PENALTY: 7-day suspension. Offense Code 1.8 (Investigative Deficiency re Violation of Operational Guidelines).	. lb70
15. Violation of Operational Guidelines	
PENALTY: 10-day suspension. Offense Code 1.5 (Trivesugative Denciency Te Violadon Si	
Operational Guidelines).	
Por questions of curiments, contact	

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #15 - October 2009
1. Accidental Discharge:
PENALTY: 3-day suspension. Offense Code 5.14 (Misuse of Weapon - Accidental
Discharge).
2. DUI: Misuse of Government Vehicle; Weapons Safety Violation:
PENALTY: Dismissal. Offense
Codes 3.10 (Misuse of Government Vehicle), 4.3 (DUI), and 5.13 (Misuse of Weapon -
Safety Violation).
3. Investigative Deficiency:
CONORCES DENALTY:
60-day suspension and loss-of-effectiveness transfer. Employee resigned prior to final
decision. Offense Code 1.6 (Investigative Deficiency).
4. Minute of Commutator
4. Misuse of Computers
PENALTY: 7-day suspension. Offense Code 3.6 (Misuse of
Government Computers).
5. Misuse of Databases:
DENIALTY: 7 day graphenian Officers Code 3.5 (Mississ of Covernment
PENALTY: 7-day suspension. Offense Code 3.5 (Misuse of Government Databases).
Latabases).

6. Misuse of Government Credit Card
PENALTY: 60-day
suspension. Offense Code 3.8 (Misuse of Government Credit Card).
7. Security Violation:
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Offense Code 5.17 (Security Violation). PENALTY: 3-day suspension.
Official code 3.17 (Security Violation).
8. Security Violation: Unprofessional Conduct:
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PENALTY: 10-day suspension.
Offense Codes 5.18 (Security Violation) and 5.22 (Unprofessional Conduct).
O Council Have a survey Betalistica. To sub auditation
9. Sexual Harassment; Retaliation; Insubordination:
PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath), 5.2 (Dereliction of
Supervisory Responsibility), 5.11 (Insubordination), 5.16 (Retaliation), and 5.20 (Sexual
Misconduct).
10. Theft:
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PENALTY: Dismissal. Offense Codes 2.6
(Lack of Candor Under Oath) and 4.5 (Theft).
11. Unprofessional Conduct; Misdemeanor
1

	I DENALTY: 30-day suspension, Offense Codes 4.9 (Mindenses) and	
5.21 (Unprofes	PENALTY: 30-day suspension. Offense Codes 4.8 (Misdemeanor) and ssional Conduct).	
•	·	
12. Unprofes	sional Conduct: Misuse of Databases: Misuse of Computers:	_
	PENALTY: Dismissal. Offense Codes 3.5	
Misuse of FBI	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional	
Misuse of FBI Conduct Off Du	PENALTY: Dismissal. Offense Codes 3.5 Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional uty), 5.22 (Unprofessional Conduct On Duty).	
Londuct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional	
Londuct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional Ity), 5.22 (Unprofessional Conduct On Duty).	
Londuct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional Ity), 5.22 (Unprofessional Conduct On Duty).	
Londuct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional uty), 5.22 (Unprofessional Conduct On Duty). ized Disclosure:	
.onduct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional uty), 5.22 (Unprofessional Conduct On Duty). ized Disclosure: PENALTY: 1-day	
.onduct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional uty), 5.22 (Unprofessional Conduct On Duty). ized Disclosure:	
.onduct Off Du	Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional uty), 5.22 (Unprofessional Conduct On Duty). ized Disclosure: PENALTY: 1-day rense Code 4.9 (Unauthorized Disclosure).	

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #16 - January 2010
1 Assault and Battery:
PENALTY: 7-day suspension. Offense Code 4.1 (Assault and Battery).
2. Failure to Report:
PENALTY: 5-day suspension. Offense Code
5.7 (Failure to Report).
3. Falsification of Employment Documents
PENALTY: 60-day suspension. Offense Codes 2.1 (False Information in Employment Documents) and 2.4 (False Information re Other Official Matters).
4. Improper Handling of Evidence:
PENALTY: letter
of censure. Offense Code 1.6 (Investigative Deficiency - Improper Handling of Evidence).
5. Improper Payments to Source:
PENALTY: 3-day suspension. Offense Code 1.2 (Improper Financial Relationship w/
Source).
6. Improper Relationship with Subordinate:
PENALTY: 15-day suspension. Offense Code 5.10 (Improper
Relationship with Subordinate).
7. Lack of Candor Under Oath

PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.6 (Lack of Candor Under Oath), and 5.4 (Disruptive Behavior). 8. Lack of Candor Under Oath: PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath); 2.6 (Lack of Candor Under Oath), 4.1 (Assault and Battery), and 5.13 (Weapons Safety Violation). 9. Misuse of Position; PENALTY: letter of censure. Offense Code 2.8 (Misuse of Position). 10. Misuse of Position: PENALTY: 5-day suspension. Offense Code 2.8 (Misuse of Position). 11. Misuse of Position: PENALTY: 7-day suspension. Offense Code 2.8 (Misuse of Position). 12. Misuse of Position PENALTY: 10-day suspension. Offense Code 2.9 (Misuse of Position).

PENALTY: 3-day suspension. Offense Codes 2.8 (Misuse of Position) and 4.8 (Engaging in Misdemeanor). 14. Security Violation: PENALTY: 5-day suspension. Offense Code 5.17 (Security Violation). 15. Theft: PENALTY: Dismissal. Offense Code 4.5 (Theft). 16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). PENALTY: 40-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).	13. Misuse of Position; Engaging in Misdemeanor:	
PENALTY: 5-day suspension. Offense Code 5.17 (Security Violation). 15. Theft PENALTY: Dismissal. Offense Code 4.5 (Theft). 16. Time & Attendance (T&A) Fraud. PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).	PENALTY: 3-day suspension. Offense Codes 2. of Position) and 4.8 (Engaging in Misdemeanor).	8 (Misuse
PENALTY: Dismissal. Offense Code 4.5 (Theft). 16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). 17. T&A Fraud:	14. Security Violation	
PENALTY: Dismissal. Offense Code 4.5 (Theft). 16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). 17. T&A Fraud:		
PENALTY: Dismissal. Offense Code 4.5 (Theft). 16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). 17. T&A Fraud:	PENALTY: 5-day suspension. Offense Code I	
16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). 17. T&A Fraud: IPENALTY: 40-day suspension.		.1017.
16. Time & Attendance (T&A) Fraud: PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters). 17. T&A Fraud: IPENALTY: 40-day suspension.		
(False Information re Fiscal Matters). 17. T&A Fraud: PENALTY: 25-day suspension. Offense Code 2.2 PENALTY: 40-day suspension.		
17. T&A Fraud: IPENALTY: 40-day suspension		
IPENALTY: 40-day suspension	(False Information re Fiscal Matters).	e 2.2
PENALTY: 40-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).	17. T&A Fraud:	
PENALTY: 40-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).		
Offense Code 2.2 (False Information re Fiscal Matters).	PENALTY: 40-day suspens	sion.
18. T&A Fraud:	Offense Code 2.2 (False Information re Fiscal Matters).	

	PENALTY: Dismissal. Offense Code 2.2
(False Information re Fiscal Matters).	
19. T&A Fraud:	
PENALTY: Dismissa Matters), 2.3 (False Information re Investion	al. Offense Codes 2.2 (False Information re Fiscal
Miscellaneous Rules).	gauve Activity), and 5.23 (Violation of
20 Violation of Casartianal C. 1. II	
20. Violation of Operational Guideline	<u></u>
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suspension. Offense Code 1.8 (Investigative Guidelines).	PENALTY: 14-day ve Deficiency - Violation of Operational
	h6
For questions or co	omments, contac PO)(FBI) Last modified on 1/4/2010 1 D 7 M
	

FBI > Directors Office > Office of Professional Responsibility QuarterlyE-mails-17 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail - April 2010 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will Assistant Director Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 The Office of Inspector General has asked OPR to remind: (1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format - email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and (2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535. **Examples of Recent Adjudications:** Assault and Battery: PENALTY: 25-day suspension. Offense: Assault and Disruptive Behavior: PENALTY: 5-day suspension. Offense: Disruptive Behavior 5.4 3. DUI: PENALTY: 45-day suspension. Offense: DUI in Privately-Owned verice DUL Misuse of Position:

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13. Unprofessional Conduct	
Great S.o. Offense: Misu	se of Government
12. Misuse of Government Credit Card	l
resigned after being proposed for dismissal. Offenses: Lack of Candor Under Oath 2.6; Misuse of FBI Failure to Report 5.7	Databases 3.5;
PENALTY: Proposed dismiss	al. Employee
11. Misuse of FBI Databases: Failure to Report: Lack of Candor Under Cath	
PENALTY: 12-day suspension. Offenses: Misdemeanor 4.8; Unprofessional Conduct	5.21
10. Misdemeanor: Unprofessional Conduct	
PENALTY: 26-day suspension. Offenses: Violation of Source Guidelines 1.5; Mis Database 3.5; Unauthorized Disclosure 4.10; Improper Relationship 5.9	suse of FBI
The second secon	
9. Improper Relationship w/ Criminal Element: Violation of Source Guidelines:	
PENALTT, 22-day suspension. Offenses: Investigative Deficiency re Judicial Proceedings 1.7; Lack C Under Oath 2.5	of Candor Not
8 Investigative Deficiency: Look of Candes Net Hades Code	
PENALTY: 14- Offense: Investigative Deliciency re Proper Handling of Documents 1.6	day suspension.
7. Impressionative Profision	
suspension. Uttense: Irrivestigative Deficiency re Judicial Proceedings 1.7	ENALTY: 14-day
6. Investigative Deficiency:	
PENALTY: 10-day suspension. Offense: Violation	on or Etnical
5 Ethics Violetics	
PENALTY: 50-day suspension. Offenses: Misuse of Position 2.8; DUI in 0	

FBI > Directors Office > Office of Professional Responsibility Quarterly E-mail #18 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail - July 2010 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202,220,7800 if you have any questions or concerns. Thank you. Candice M. Will **Assistant Director** Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 The Office of the Inspector General has asked OPR to remind: (1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's Inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of the Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format -- email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and (2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535. **Examples of Recent Adjudications:** egault and Ratt CNALIT: 7-day suspension. OFFENSE: Assault and Battery 4.1. 2. Failure to Honor Obligations: **TPENALTY: 7-day** suspension. OFFENSE: Failure to Honor Obligations 5.5. lee information: PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSES: False Information in Employment's ecurity Documents 2.1; Lack of Candor Under Oath 2.6;

Misuse of FBI Databases 3.5	Security Violation 5 18	· 3.	
4 False Information: Failur	n to Dorform Property		
re investigative Activity 2.3; F	ailure to Parform Proce	PENALTY: 33-day su	spension. OFFENSES: False Information
	andre to remorn Fresc	nibed Dulles 5.5.	
5. Felony:			
		PENALTY: Summan	dismissal OFFENOE E
		CHALTE SUMMARY	dismissal, OFFENSE: Felony 4.7.
6. Indecent Acts			
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	PENALTY: Proposed	for dismissal. Employee resigned
mereaner. OFFENSE: Indece	nt Acts 4.6.	, Extra li roposec	a for distrissal. Employee resigned
7. Investigative Deficiency:			
OISIUISSEL EMIDIOVER (ASIMPE	thereafter OFFENCE	S: Violation of Source Co.	PENALTY: Proposed for idelines 1.5; Investigative Deficiency 1.6;
Misconduct Related to Judicial	Proceedings 1.7; Insul	bordination 5.11.	ioennes 1.5; Investigative Deficiency 1.6;
8 Investigative Deficiency			
or censure. OFFENSE: Invest	gative Deficiency 1.6		PENALTY: letter
	·		
9. Investigative Deficiency:	alse Information:		
	PENAL IV: Propos	ad for discriptor Frank	
Investigative Deficiency 1.6; Fa	ise/Misleading Informa	eu for dismissal. Employe ition re Official Matters 2.4	ee resigned thereafter. OFFENSES:
10. Lost Weapon;			
	FENALTI. 5-day	suspension. OFFENSE:	Loss of Weapon 3.4.
11. Misuse of FBI Database:	Unauthorized Disclos	et uéo	
FUNAL	C 7-02V SUSPENSION	TEFENSES' Misuso of CE	B) Databases 3.5; Unauthorized
DISCUSURE 4. TU.	7. 7-day suspension, 1	OFFENSES. MISUSE OFFE	or Dalabases 3.5; Unauthorized
12. Misuse of Government V	hiclo:		
			PENALTY: 60-day suspension.
OFFENSES: Misuse of Govern	ment Vehicle 3.9 and 3	.10.	
13. Misuse of Position			
		uspension. OFFENSE: M	

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Misuse of Position		
sition 2.8.	PENALTY: 14	4-day suspension. OFFENSE: Misuse of
TO 4 Face and the section of the section of		
T&A Fraud; Insubordination:		7
	on. OFFENSES: Faise information	le Fiscai Matters 2.2, insuboromática c-6 1. lb7C

FBI > Directors Office > Office of Professional Responsibility
QuarterlyE-mails-19
NOT FOR PUBLIC DISSEMINATION
OPR's Quarterly All Employee E-Mail October 2010 Edition
Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you.
Candice M. Will
Assistant Director
Office of Professional Responsibility
1001 Pennsylvania Avenue, Suite 444 North
202-220-7800
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(2) FIELD AND HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535.
Examples of Recent Adjudications:
1. Criminal Conduct: Summary Dismissal. OFFENSE: Felony 4.7.
2. DUI:
PENALTY: 45-day suspension. OFFENSE: DUI in Privately Owned Vehicle 4.4.
3. Investigative Deficiency:
PENALTY: letter of censure. OFFENSE: Investigative

Deficiency - Improper Handling of Evidence 1.6.	
A Investigative Deficiency: Insubordination:	
PENALTY: 14-day suspension. OFFENSES: Investigative Insubordination 5.11.	Deficiency - Violation of Operational Guidelines 1.8;
5. Misuse of Position:	
OFFENSE: Misuse of Position 2.8.	PENALTY: 14-day suspension.
Of FEROE. Misuso of Fosition 2.0.	
6. Misuse of Position; Lack of Candor:	
Candor Under Oath 2.6; Lack of Candor Not Under Oath 2.	PENALTY: Dismissal. OFFENSES: Lack of 5: Misuse of Position 2.8.
7. Security Violations:	
PENALTY: oral reprima	and. OFFENSES: Security Violation 5.17.
	· · · · · · · · · · · · · · · · · · ·
R. Savual Misconduct: Socurity Violation: Lack of Cand	iod
	PENALTY: Dismissal.
OFFENSES: Lack of Candor Under Oath 2.6; Unauthonzed	Access of FBI Databases 3.5; Security Violation 5.18;
Sexual Misconduct 5.20.	
9. Theft: Lack of Candor: Failure to Honor Debte:	
PENA	ALTY: DISMISSAI. UFFENSES: Lack of Candor Under Cath
2.6; Theit 4.5; Failure to Honor Just Debts 5.5.	
	·
10. Unauthorized Disclosure:	
PENALIYOT-0	ay suspension. OffENSE: Unauthonzed Disclosure 4.9.
11. Unprofessional Conduct:	
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PENALTY: 30	day suspension. OFFENSE: Unprofessional Conduct 5.21.
12 Unprofessional Conduct	
PENALTY: 1-day suspension. OFFENSE: Unprote	essional Conduct 5.21
ETALETT. Trudy Suspension. Of FERIOE. Onprove	
13. Unprofessional Conduct:	
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PENALTY: 15-day suspension. O	FFENSE: Unprofessional Conduct 5.22.
4 Voucher Fraud: Lack of Candon	
PENALTY: 60-day suspension. OFFENSES: False Information Under Oath 2.5.	nation re Fiscal Matters 2.2; Lack of Candor
For questions or comments, contact	157C DO)(FBI) Last modified on 1/3/2011 12:36:53 PM

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FBI > Directors Office > Office of Professional Responsibility Quarterly E-mail - 20 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail - January 2011 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct, cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which may be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. OPR's Quarterly E-Mails do not include cases in which an employee is found to have done nothing wrong; although not discussed in its Quarterly E-Mails, OPR unsubstantiates a significant percentage of allegations made against employees. Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will **Assistant Director** Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 **Examples of Recent Adjudications:** 1. DUI; Engaging in Misdemeanor PENALTY: 40-day suspension. OFFENSES: DUI in Privately-Owned Vehicle 4.4; Committing Misdemeanor 4.8. False Information on Official Document: Migues of Government Com PENALTY: 7-day suspension. OFFENSES: False Information re Official matters 2.4; Misuse of Government Computer 3.6. 3. Impersonating an Agent; Failure to Report Contact with Law Enforcement:

PENALTY: 60-day suspension. OFFENSES: ### Impersonating an Agent 2.9, Failure to Report 5.8. ### Insubordination ### Insubordination: Unauthorized Disclosure: Misuse of Government Database: ### PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases ### 3.5, Unauthorized Disclosure 4.10, Insubordination 5.11. ### BENALTY: Dismissal. OFFENSES: Lack of Candor Under Catt ### 2.6, Fraud/Theft 4.5, Failure to Honor Just Debts; Fraud/Theft: ### PENALTY: Dismissal. OFFENSES: Lack of Candor Under Catt ### 2.6, Fraud/Theft 4.5, Failure to Honor Just Debts 5.5. ### 3.1, Lack of Candor Under Oath; Obstruction of Disciplinary Process: ### PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath ### 2.6, Obstruction of OPR Process 2.11. ### 3.1, Unsure of Government Credit Card 3.8. ### 3.2, Unsure of Government Credit Card 3.8. ### 3.3, Unsure of Government Credit Card 3.8. ### 3.4, Unsure of Government Credit Card 3.8. ### 3.4, Unsure of Government Credit Card 3.8. ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of Government Database: Failure to Ranort: Security Violation ### 3.4, Unsure of G	·
A. Insubordination day suspension. OFFENSE: Insubordination 5.11. 5. Insubordination: Unauthorized Disclosure: Misuse of Government Database: PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases 3.5; Unauthorized Disclosure 4.10; Insubordination 5.11. 6. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Fraud/Theft 4.5; Failure to Honor Just Debts 5.5. 7. Lack of Candor Under Oath; Obstruction of Disciplinary Process: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Obstruction of OPR Process 2.11. 9. Misuse of Government Credit Card 3.8. 9. Misuse of Government Database: Failure to Report: Security Violation	DENALTY: 60 day evenoseica. OFFENSES:
DENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases 3.5; Unauthorized Disclosure 4.10; Insubordination 5.11. 8. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Fraud/Theft 4.5; Failure to Honor Just Debts 5.5. 7. Lack of Candor Under Oath; Obstruction of Disciplinary Process: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath Oath 2.6; Obstruction of OPR Process 2.11. Misuse of Government Credit Card 3.8. 9. Misuse of Government Database: Failure to Report: Security Violation	
DENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases 3.5; Unauthorized Disclosure 4.10; Insubordination 5.11. 8. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Fraud/Theft 4.5; Failure to Honor Just Debts 5.5. 7. Lack of Candor Under Oath; Obstruction of Disciplinary Process: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath Oath 2.6; Obstruction of OPR Process 2.11. Misuse of Government Credit Card 3.8. 9. Misuse of Government Database: Failure to Report: Security Violation	
day suspension. OFFENSE: Insubordination 5.11. 5. Insubordination: Unauthorized Disclosure: Misuse of Government Database: PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases 3.5; Unauthorized Disclosure 4.10; Insubordination 5.11. 6. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Fraud/Theft 4.5; Failure to Honor Just Debts 5.5. 7. Lack of Candor Under Oath; Obstruction of Disciplinary Process: PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Obstruction of OPR Process 2.11. 9. Misuse of Government Credit Card 3.8. 9. Misuse of Government Credit Card 3.8. 9. Misuse of Government Database: Failure to Report: Security Violation	4. Insupordination
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Misuse of Government Credit Card 3.8. 9. Misuse of Government Database: Failure to Report: Security Violation:	
PENALTY: 23-day suspension. OFFENSES: Misuse of	9 Misuse of Government Database: Failure to Report: Security Violation:
	PENALTY: 23-day suspension. OFFENSES: Misuse of

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Government Database 3.5; Failure to Report 5.7; Security Violation 5.17.	
10 Misuse of Government Database: False Information on Official Document:	
	1
PENALTY: 30-day suspension. OFFENSES: FBI Databases 3.5; False Information re Official Matters 2.4.	Misuse of
r Databases 3.5, raise miormation re Oπicial Matters 2.4.	
11. Misuse of Position:	
OFFENSE: Misuse of Position 2.8.	ension.
12. Sexual Harassment:	
	1
PENALTY: 45-day suspension and demotion to non-sposition. OFFENSE: Sexual Harassment 5.20.	supervisory
13. Sexual Harassment: Violation of Ethical Guidelines:	
suspension and demotion to non-supervisory position. OFFENSES: Sexual Harassmer	nt 5.20;
Violation of Ethical Guidelines 2.12.	
14. Time & Attendance Fraud:	
PENALTY: 15-day suspension. OFFENSE: False Information re Fiscal Matters 2.2.	
15. Violation of Miscellaneous Rules:	
PENALTY: Oral	
Reprimend. OFFENSE: Violation of Miscellaneous Rules 5.23.	· ——
16. Violation of Miscellaneous Rules; Obstruction of Disciplinary Process	

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PENA Rules 5.23, Obstruction of OF	ETY: 30-day suspension. OFFENSES: Violation of Miscellaneous PR Process, 2.11.
nisconduct to the FBI's Ins he Department of Justice (I emember all Field and HQ I	yees are required to promptly report, in writing, allegations of pection Division (INSD), Internal Investigations Section (IIS), or DOJ), Office of the Inspector General (OIG). Please also Divisions are required to promptly forward allegations of date on which the Field/HQ Division became aware of the
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