



OFFICE OF INSPECTOR GENERAL

U.S. Agency for International Development

December 5, 2024

The Honorable Charles Grassley
United States Senate
135 Hart Senate Office Building
Washington, DC 20510

Dear Senator Grassley,

I write in response to your November 5, 2024, letter regarding USAID Office of Inspector General's (OIG) handling of investigations and settlements of sexual harassment claims.

OIG is committed to ensuring a workplace environment rooted in professionalism, trust, and respect. We respond swiftly to allegations of internal misconduct by OIG personnel, including discriminatory behavior and sexual harassment, and all employees are trained on the avenues of redress and whistleblower protections available to them.

Our response to each of your six questions follows below:

- 1. Please provide the number of Equal Employment Opportunity (EEO) complaints against OIG employees your office has received in the past five years. How many of those involved an element of sexual harassment?**

USAID OIG received eight formal EEO complaints between November 5, 2019, and November 5, 2024. None of the formal or informal EEO complaints involved an element of sexual harassment.

- 2. Please provide the total amount of payments used to settle all sexual harassment complaints against OIG employees within your office for the last five years and the funding sources for those payments.**

In the last five years, OIG has not made any payments to settle EEO complaints involving an element of sexual harassment, as defined by the EEOC guidance cited in your letter as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature."

- 3. Have you reimbursed the Judgment Fund for all necessary payments? If not, why not?**

OIG has not used the Judgment Fund, as no payments have been made to settle complaints involving sexual harassment in the past five years.

- 4. Please list all outside counsel or private law firms retained or used by your office for sexual harassment claims against OIG employees for the last five years. For each, list the amount of taxpayer money received and the services rendered.**

OIG has not retained outside counsel or private law firms for sexual harassment claims against OIG employees in the past five years.

- 5. Did all NDAs include the anti-gag whistleblower provision?**

OIG has settled complaints brought by OIG employees against OIG staff in the past five years which do not involve allegations of sexual harassment. All of these settlement agreements have included the anti-gag whistleblower provision required under 5 U.S.C. § 2302(b)(13).

- 6. How many sexual harassment investigations into OIG employees have lasted longer than the allowed time of 180 days?**

In the past five years, there have not been any formal EEO complaints against OIG employees involving sexual harassment allegations which would trigger the 180-day investigation period.

We appreciate your continued support of Inspectors General and, specifically, USAID OIG's oversight mission. If you or your staff have any questions about this response, contact Kaylan Swartz, Director of Legislative and Public Affairs at kaswartz@oig.usaid.gov or (202) 344-5812.

Sincerely,

Paul K. Martin
Inspector General