

Mayor's Office of Legal Counsel  
FY 2024 Schedule A as of January 23, 2024

| Position No. | Name                | Title                           | Vacancy Status | District Start Date | MOLC Start Date | Salary       | Fringe      | District Resident | Fund    | Program |
|--------------|---------------------|---------------------------------|----------------|---------------------|-----------------|--------------|-------------|-------------------|---------|---------|
| 85765        | Andrea Stempel      | Attorney Advisor                | Filled         | 1/8/2018            | 6/26/2022       | \$105,000.00 | \$19,740.00 | Y                 | 1010001 | 100089  |
| 85676        | Maia Ellis          | Associate Director              | Filled         | 3/9/2015            | 9/13/2020       | \$160,191.29 | \$30,115.96 | Y                 | 1010001 | 100089  |
| 85677        | Eugene Adams        | Director                        | Filled         | 5/16/2005           | 9/7/2020        | \$230,626.79 | \$43,357.84 | Y                 | 1010001 | 100089  |
| 87578        | NA                  | Special Assistant               | Vacant         | NA                  | NA              | \$83,200.50  | \$15,641.69 | NA                | 1010001 | 100089  |
| 87579        | Kyle Bradley        | Associate Director              | Filled         | 4/27/2020           | 11/7/2022       | \$160,191.29 | \$30,115.96 | Y                 | 1010001 | 100089  |
| 87580        | NA                  | Associate Director              | Vacant         | NA                  | NA              | \$133,122.00 | \$25,026.94 | NA                | 1010001 | 100089  |
| 87581        | Vanessa Natale      | Deputy Director                 | Filled         | 6/11/2007           | 9/7/2020        | \$205,741.00 | \$38,679.31 | Y                 | 1010001 | 100089  |
| 87583        | Lamont McGinnis Jr. | Legal Administrative Specialist | Filled         | 10/10/2022          | 1/14/2024       | \$95,000.00  | \$17,860.00 | Y                 | 1010001 | 100089  |
| 87584        | Rachel Noteware     | Associate Director              | Filled         | 5/31/2016           | 9/13/2020       | \$160,191.29 | \$30,115.96 | Y                 | 1010001 | 100089  |
| 87585        | Shawn Nolen         | Supervisory Attorney Advisor    | Filled         | 2/23/2015           | 5/21/2023       | \$165,000.00 | \$31,020.00 | Y                 | 1010001 | 100089  |

**Mayor's Office of Legal Counsel (AH0)**  
**FY 2021 & FY 2022 Available Balance Report as of January 23, 2024**

| Values             |                |             |             |                         |                        |                        |                         |                        |                      |                     |           |  |
|--------------------|----------------|-------------|-------------|-------------------------|------------------------|------------------------|-------------------------|------------------------|----------------------|---------------------|-----------|--|
| Agency             | Agency Name    | Fund Detail | Comp Object | FY 2021 Approved Budget | FY 2021 Revised Budget | FY 2021 Expenditures   | FY 2022 Approved Budget | FY 2022 Revised Budget | FY 2022 Expenditures |                     |           |  |
| AH0                | Mayor's Office | 0100        | 0111        | \$ 1,221,059.48         | \$ 1,203,559.48        | \$ 1,209,473.96        | \$ 1,230,361.64         | \$ 1,230,361.64        | \$                   | 1,082,320.96        | \$        |  |
|                    |                |             | 0125        | \$ 76,126.00            | \$ 76,126.00           | \$ 53,602.22           | \$ 64,115.00            | \$ 64,115.00           | \$                   | -                   | \$        |  |
|                    |                |             | 0133        | \$ -                    | \$ -                   | \$ -                   | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
|                    |                |             | 0134        | \$ -                    | \$ -                   | \$ -                   | \$ -                    | \$ -                   | \$                   | 4,547.49            | \$        |  |
|                    |                |             | 0141        | \$ -                    | \$ -                   | \$ 1,019.61            | \$ -                    | \$ -                   | \$                   | 922.96              | \$        |  |
|                    |                |             | 0142        | \$ -                    | \$ -                   | \$ 98,023.11           | \$ -                    | \$ -                   | \$                   | 86,719.43           | \$        |  |
|                    |                |             | 0147        | \$ 239,886.20           | \$ 239,886.20          | \$ 2,962.00            | \$ 242,449.65           | \$ 242,449.65          | \$                   | (2,962.00)          | \$        |  |
|                    |                |             | 0148        | \$ -                    | \$ -                   | \$ 59,066.24           | \$ -                    | \$ -                   | \$                   | 51,018.46           | \$        |  |
|                    |                |             | 0152        | \$ -                    | \$ -                   | \$ 15,294.17           | \$ -                    | \$ -                   | \$                   | 14,567.94           | \$        |  |
|                    |                |             | 0154        | \$ -                    | \$ -                   | \$ 639.43              | \$ -                    | \$ -                   | \$                   | 530.13              | \$        |  |
|                    |                |             | 0155        | \$ -                    | \$ -                   | \$ 1,725.18            | \$ -                    | \$ -                   | \$                   | 1,521.42            | \$        |  |
|                    |                |             | 0158        | \$ -                    | \$ -                   | \$ 17,568.35           | \$ -                    | \$ -                   | \$                   | 15,430.84           | \$        |  |
|                    |                |             | 0159        | \$ -                    | \$ -                   | \$ 44,630.95           | \$ -                    | \$ -                   | \$                   | 44,586.94           | \$        |  |
|                    |                |             | 0161        | \$ -                    | \$ -                   | \$ 4,331.63            | \$ -                    | \$ -                   | \$                   | 3,730.58            | \$        |  |
|                    |                |             | 0174        | \$ -                    | \$ -                   | \$ 14,329.55           | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
|                    |                |             | 0201        | \$ 1,960.00             | \$ 1,960.00            | \$ 15,361.95           | \$ 52,160.00            | \$ 52,160.00           | \$                   | -                   | \$        |  |
|                    |                |             | 0219        | \$ -                    | \$ -                   | \$ 376.00              | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
|                    |                |             | 0308        | \$ -                    | \$ -                   | \$ 6,175.02            | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
|                    |                |             | 0408        | \$ 98,201.00            | \$ 48,195.00           | \$ 30,622.77           | \$ 47,036.00            | \$ 47,036.00           | \$                   | 15,818.14           | \$        |  |
|                    |                |             | 0410        | \$ -                    | \$ -                   | \$ (8,551.94)          | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
|                    |                |             | 0701        | \$ 1,190.32             | \$ 1,190.32            | \$ -                   | \$ 2,300.34             | \$ 2,300.34            | \$                   | -                   | \$        |  |
|                    |                |             | 0702        | \$ -                    | \$ -                   | \$ -                   | \$ -                    | \$ -                   | \$                   | -                   | \$        |  |
| <b>AH0 Total</b>   |                |             |             | <b>\$ 1,638,423.00</b>  | <b>\$ 1,570,917.00</b> | <b>\$ 1,566,650.20</b> | <b>\$ 1,638,422.63</b>  | <b>\$ 1,638,422.63</b> | <b>\$</b>            | <b>1,318,753.29</b> | <b>\$</b> |  |
| <b>Grand Total</b> |                |             |             | <b>\$ 1,638,423.00</b>  | <b>\$ 1,570,917.00</b> | <b>\$ 1,566,650.20</b> | <b>\$ 1,638,422.63</b>  | <b>\$ 1,638,422.63</b> | <b>\$</b>            | <b>1,318,753.29</b> | <b>\$</b> |  |

**Mayor's Office of Legal Counsel (AH0)**  
**FY 2024 Available Balance Report as of January 23, 2024**  
**R025A YTD Budgetary Control Analysis Report - DC Authority Reporting**

|                              |       |
|------------------------------|-------|
| Agency                       | AH0   |
| Account Category             |       |
| Description (Parent Level 3) | (All) |

|         |         |         |             |  | Data                  |                          |                   |                   |                    |                         |
|---------|---------|---------|-------------|--|-----------------------|--------------------------|-------------------|-------------------|--------------------|-------------------------|
| Fund    | Program | Account | Cost Center | Account Group (Parent Level 1) Description | Sum of Initial Budget | Sum of Adjustment Budget | Sum of Commitment | Sum of Obligation | Sum of Expenditure | Sum of Available Budget |
| 1010001 | 100089  | 7011001 | 50090       | CONTINUING FULL T                          | 1,435,785.13          | 0.00                     | 0.00              | 0.00              | 312,709.89         | 1,123,075.24            |

|             |        |         |         |                     |                   |      |          |          |            |              |
|-------------|--------|---------|---------|---------------------|-------------------|------|----------|----------|------------|--------------|
| 1010001     | 100089 | 7014002 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 253.14     | (253.14)     |
|             |        | 7014003 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 19,827.86  | (19,827.86)  |
|             |        | 7014008 | 50090   | FRINGE BENEFITS - C | 269,927.63        | 0.00 | 0.00     | 0.00     | 0.00       | 269,927.63   |
|             |        | 7014009 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 13,265.51  | (13,265.51)  |
|             |        | 7014013 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 4,035.98   | (4,035.98)   |
|             |        | 7014015 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 139.23     | (139.23)     |
|             |        | 7014016 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 410.99     | (410.99)     |
|             |        | 7014019 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 4,375.27   | (4,375.27)   |
|             |        | 7014020 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 12,752.66  | (12,752.66)  |
|             |        | 7014022 | 50090   | FRINGE BENEFITS - C | 0.00              | 0.00 | 0.00     | 0.00     | 759.91     | (759.91)     |
|             |        | 7111002 | 50090   | SUPPLIES & MATERI   | 52,160.00         | 0.00 | 7,952.94 | 0.00     | 0.00       | 44,207.06    |
|             |        | 7131009 | 50090   | OTHER SERVICES & C  | 47,192.24         | 0.00 | 0.00     | 5,610.00 | 9,964.00   | 31,618.24    |
|             |        | 7131011 | 50090   | OTHER SERVICES & C  | 0.00              | 0.00 | 0.00     | 0.00     | 116.20     | (116.20)     |
|             |        | 7171003 | 50090   | PURCHASES EQUIPM    | 2,300.00          | 0.00 | 0.00     | 0.00     | 0.00       | 2,300.00     |
|             |        | 7131029 | 50090   | OTHER SERVICES & C  | 0.00              | 0.00 | 0.00     | 0.00     | 1,956.29   | (1,956.29)   |
|             |        | 7151001 | 50090   | OTHER EXPENSES      | 0.00              | 0.00 | 0.00     | 0.00     | 41.50      | (41.50)      |
|             |        | 150012  | 7152001 | 10086               | P-CARD CLEARING A | 0.00 | 0.00     | 0.00     | 0.00       | 2,198.72     |
| Grand Total |        |         |         |                     | 1,807,365.00      | 0.00 | 7,952.94 | 5,610.00 | 382,807.15 | 1,410,994.91 |

**Mayor's Office of Legal Counsel (AH0)**  
**FY 2023 Available Balance Report as of January 23, 2024**  
**R025A YTD Budgetary Control Analysis Report - DC Authority Reporting**

|                  |       |
|------------------|-------|
| Agency           | (All) |
| Account Category |       |
| Description      |       |
| (Parent Level 3) | (All) |

| Fund    | Program | Account | Cost Center | Account Group (Parent Level 1) Description | Data                  |             |                   |                   |                    |             |
|---------|---------|---------|-------------|--|-----------------------|-------------|-------------------|-------------------|--------------------|-------------|
|         |         |         |             |  | Sum of Adjustment     |             |                   | Sum of Available  |                    |             |
|         |         |         |             |  | Sum of Initial Budget | Budget      | Sum of Commitment | Sum of Obligation | Sum of Expenditure | Budget      |
| 1010001 | 100089  | 7011001 | 50090       | CONTINUING FULL T                          | 1,330,772.97          | (80,000.00) | 0.00              | 0.00              | 1,156,534.97       | 94,238.00   |
|         |         | 7014002 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 961.98             | (961.98)    |
|         |         | 7014003 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 92,435.66          | (92,435.66) |
|         |         | 7014008 | 50090       | FRINGE BENEFITS - C                        | 251,767.93            | (20,000.00) | 0.00              | 0.00              | 0.00               | 231,767.93  |
|         |         | 7014009 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 52,481.70          | (52,481.70) |
|         |         | 7014013 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 16,102.85          | (16,102.85) |
|         |         | 7014015 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 514.30             | (514.30)    |
|         |         | 7014016 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 1,490.13           | (1,490.13)  |
|         |         | 7014019 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 16,223.51          | (16,223.51) |
|         |         | 7014020 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 46,324.72          | (46,324.72) |
|         |         | 7014022 | 50090       | FRINGE BENEFITS - C                        | 0.00                  | 0.00        | 0.00              | 0.00              | 3,266.59           | (3,266.59)  |
|         |         | 7111002 | 50090       | SUPPLIES & MATERI                          | 52,160.00             | 0.00        | 0.00              | 0.00              | 13,099.17          | 39,060.83   |
|         |         | 7131009 | 50090       | OTHER SERVICES & C                         | 47,035.64             | 0.00        | 0.00              | 0.00              | 5,592.45           | 41,443.19   |
|         |         | 7171003 | 50090       | PURCHASES EQUIPM                           | 2,300.00              | 0.00        | 0.00              | 0.00              | 0.00               | 2,300.00    |
|         |         | 7131029 | 50090       | OTHER SERVICES & C                         | 0.00                  | 0.00        | 0.00              | 0.00              | 127.16             | (127.16)    |

|             |        |         |       |                    |              |              |      |      |              |            |
|-------------|--------|---------|-------|--------------------|--------------|--------------|------|------|--------------|------------|
| 1010001     | 100089 | 7012006 | 50090 | CONTINUING FULL T  | 70,818.00    | 0.00         | 0.00 | 0.00 | 0.00         | 70,818.00  |
|             |        | 7131003 | 50090 | OTHER SERVICES & C | 0.00         | 0.00         | 0.00 | 0.00 | 2,376.27     | (2,376.27) |
|             | 150012 | 7152001 | 10086 | P-CARD CLEARING A  | 0.00         | 0.00         | 0.00 | 0.00 | (30.09)      | 30.09      |
| Grand Total |        |         |       |                    | 1,754,854.54 | (100,000.00) | 0.00 | 0.00 | 1,407,501.37 | 247,353.17 |

**Attachment – Standard Question No. 16**  
**Listing of MOLC Opinions Published by the D.C. Office of Documents**

|                         |                               |  |                           |                                      |            |
|-------------------------|-------------------------------|--|---------------------------|--------------------------------------|------------|
| <a href="#">N133407</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-002 – John McFarland             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133409</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-004 - Joe Zimmerman              | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133410</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-005 - Steve Thompson             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133411</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-006 - Jamal Jones                | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133412</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-007 - Mikaela Lefrak             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133414</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-008 - Jalysia Stroud             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133417</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-009 – John McFarland             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133418</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-233 & 2020-010 – Fritz Mulhauser | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133404</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-001 - Steve Thompson             | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N133408</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2020-003 – Robert Fitzgerald          | <a href="#">View Text</a> | <a href="#">10/27/2023 Vol 70/43</a> | 10/27/2023 |
| <a href="#">N129331</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information  | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a>  | 4/21/2023  |

|                         |                               |   |                           |                                     |           |
|-------------------------|-------------------------------|---|---------------------------|-------------------------------------|-----------|
|                         |                               | Act Appeal - 2019-210 - Tram T. Pham  |                           |                                     |           |
| <a href="#">N129332</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-211 - R. S. Rose              | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129333</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-212 - John Shaw               | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129334</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-213 - Christopher Mitchell    | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129335</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-214 - Claudia Barber          | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129336</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-215 - Keith Towery            | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129337</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-216 & 2019-217 - Keith Towery | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129338</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-218 - Keith Towery            | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129339</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-219 - Tiffany Montgomery      | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129340</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-220 - Stephanie Zavala        | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129341</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-221 - Steve Thompson          | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129342</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-222 - Matt McMullen           | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |

|                         |                               |  |                           |                                     |           |
|-------------------------|-------------------------------|--|---------------------------|-------------------------------------|-----------|
| <a href="#">N129343</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-223 - Michelle Barber            | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129344</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-224 - Francine Clark             | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129345</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-225 - Rev. Trazell I             | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129447</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-227 - Andrew Giambrone           | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129448</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-228 - Melanie MacDonald          | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129449</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-229 - Meagan E. Roach            | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129451</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-230 - David Pinchotti            | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129452</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-231 - James Barnett              | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129453</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-232 - Nicole McNabb              | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129454</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-233 & 2020-010 - Fritz Mulhauser | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129455</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-234 - Steve Thompson             | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |

|                         |                               |   |                           |                                     |           |
|-------------------------|-------------------------------|---|---------------------------|-------------------------------------|-----------|
| <a href="#">N129456</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-235 - Derrick Hunter      | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129457</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-236 - Carlos Espino       | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129458</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-237 - Michael J. McDuffie | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129459</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-238 - Stephanie Zavala    | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129460</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-239 - Valerie Jablow      | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129461</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-240 - Benjamin Douglas    | <a href="#">View Text</a> | <a href="#">4/21/2023 Vol 70/16</a> | 4/21/2023 |
| <a href="#">N129325</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-204 - Martin Austermuhle  | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |
| <a href="#">N129326</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-205 - Akil Tirana         | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |
| <a href="#">N129327</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-206 - Richard Volin       | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |
| <a href="#">N129328</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-207 - Alexa Mills         | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |
| <a href="#">N129329</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-208 - James Jarvis        | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |



|                         |                               |   |                           |                                     |           |
|-------------------------|-------------------------------|---|---------------------------|-------------------------------------|-----------|
| <a href="#">N129330</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-209 - Tara Tighe        | <a href="#">View Text</a> | <a href="#">4/14/2023 Vol 70/15</a> | 4/14/2023 |
| <a href="#">N129288</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-165 - Ann Briscoe       | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129289</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-166 - Lianna Salva      | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129290</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-167 - Daryao Khatri     | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129291</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-168 - Harold Christian  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129292</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-170 - James Dillon      | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129293</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-171 - Heath Studer      | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129294</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-172 - Rodney Hermann    | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129295</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-173 - Benjamin Douglas  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129296</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-174 - Gretchen Anderson | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129297</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-175 - Emily Francisco   | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |

|                         |                               |   |                           |                                    |          |
|-------------------------|-------------------------------|---|---------------------------|------------------------------------|----------|
| <a href="#">N129298</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-176 - Ryan Kath           | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129299</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-177 - Margaret Hart       | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129300</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-178 - Harold Christian    | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129301</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-179 - Curtis Pearson      | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129302</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-180 - William Matzelevich | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129303</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-181 - Courtney Osborn     | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129304</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-182 - Martin Austermuhle  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129305</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-183 - Martin Austermuhle  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129306</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-184 - David Luria         | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129307</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-185 - Fritz Mulhauser     | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129308</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-186 - James Brown         | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |

|                         |                               |   |                           |                                    |          |
|-------------------------|-------------------------------|---|---------------------------|------------------------------------|----------|
| <a href="#">N129309</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-187 - James Brown     | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129310</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-188 - Larry Winters   | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129311</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-189 - Kristin Kaufman | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129312</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-190 - Henry Martin    | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129313</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-191 - Manuel Martinez | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129314</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-192 - Andrea Peters   | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129315</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-194 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129316</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-195 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129317</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-196 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129318</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-197 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |
| <a href="#">N129319</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-198 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a> | 4/7/2023 |

|                         |                               |   |                           |                                     |           |
|-------------------------|-------------------------------|---|---------------------------|-------------------------------------|-----------|
| <a href="#">N129320</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-199 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129321</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-200 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129322</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-201 - Gordon Chaffin  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129323</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-202 - Frances Natoli  | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129324</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-203 - John Jenkins    | <a href="#">View Text</a> | <a href="#">4/7/2023 Vol 70/14</a>  | 4/7/2023  |
| <a href="#">N129286</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-163 - Logan Koepke    | <a href="#">View Text</a> | <a href="#">3/24/2023 Vol 70/12</a> | 3/24/2023 |
| <a href="#">N129287</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-164 - Charles Spirtos | <a href="#">View Text</a> | <a href="#">3/24/2023 Vol 70/12</a> | 3/24/2023 |
| <a href="#">N129346</a> | Notices, Opinions, and Orders | Legal Counsel, Mayor's Office of - Freedom of Information Act Appeal - 2019-226 - Robin Brauer    | <a href="#">View Text</a> | <a href="#">3/24/2023 Vol 70/12</a> | 3/24/2023 |

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**

**EXECUTIVE OFFICE OF THE MAYOR**



**Mayor's Office of Legal Counsel**

MOLC's Summary of Findings from the Sexual Harassment Investigative Report

June 17, 2023

On March 8, 2023, the Mayor and the Mayor's Office of Legal Counsel (MOLC) received an email containing a letter from the representatives of an employee working in the office of the Deputy Mayor for Planning and Economic Development (DMPED). The letter, with attachments, made allegations of sexual harassment against the Deputy Mayor and Chief of Staff for the Mayor (DM/COS).

The MOLC Sexual Harassment Officer (SHO) was assigned to investigate the matter and began her investigation on March 10, 2023. The SHO interviewed the Complainant, on March 20<sup>th</sup>, April 26<sup>th</sup>, and May 11<sup>th</sup>. In total, the SHO conducted 32 interviews with 21 individuals for the investigation, comprised of both current and former District employees who were identified as possibly having knowledge related to the Complainant's allegations. The DM/COS declined to participate in the investigation.

The SHO also reviewed emails, documents, photographs, text messages either provided by the complainant and/or witnesses or that were reasonable to request in light of the investigation. Review of the Complainant's documents required four in-person visits, totaling 13 hours. All told, the SHO reviewed thousands of emails and other communications, including screenshot messages.

Upon completion of the investigation, the SHO provided her Investigative Report to the MOLC Director and Deputy Director. The MOLC Director and Deputy Director reviewed the investigative report outlining the investigation methodology, the allegations and findings and gave the Investigative Report to the Mayor.

**Allegations of Inappropriate Conduct**

The Complainant alleged violations of Mayor's Order on Sexual Harassment Policy, Guidance, and Procedures (Mayor's Order 2017-313) in relation to the following:

Physical sexual advances: The Complainant alleged that in two separate incidents on September 28, 2022, and October 2, 2022, the DM/COS made unwelcome, physical, sexual advances towards her while she was in his apartment. The Complainant alleged she was subjected to unwelcome touching of a sexual nature by the DM/COS during both incidents and that the DM/COS exposed his sexual organs during the second incident.

Inappropriate messages: The Complainant alleged that, beginning soon after the first physical encounter on September 28<sup>th</sup> and ending on March 8, 2023, the DM/COS sent her thousands of messages via the instant messaging application, Snapchat, on her personal cell phone. The Complainant alleged that these messages were unwanted and sexually-charged, including demands for sex and a graphic video.

Sexual or attraction-based favoritism: The Complainant alleged that the DM/COS fostered an environment where individuals were rewarded with favorable assignments, promotions, and jobs for engaging in sexual conduct with the DM/COS or for remaining silent about the DM/COS's behavior. The Complainant alleged more broadly that the DM/COS used the office "as his dating ground," and proffered the names of 11 current and former District employees rumored to have engaged in sexual conduct with the DM/COS.

Bullying by DMPED Senior Staff: The Complainant alleged that the DM/COS orchestrated her poor treatment in the workplace by DMPED's senior staff and that he was trying to fire her.

Transfer/Demotion: The Complainant alleged that the DM/COS arranged her intra-agency transfer from one unit to another unit of DMPED. The Complainant alleged that despite the transfer being described to her as a lateral transfer, it was actually a demotion.

Retaliatory interactions with the DM/COS in the workplace and at events: The Complainant alleged that the DM/COS retaliated against her for denying his sexual advances by "manipulating her at work, at times pulling her off staffing for certain events and shunning her...". The Complainant also alleged that the DM/COS would not appear at events she was staffing or ignore her at events.

Threatening Behavior: The Complainant alleged that she found various aspects of the DM/COS's behavior to be threats to her physical safety, such as monitoring her location via Snapchat, the DM/COS' temper, and warnings she received from others that "[she] could go missing." Complainant alleged that using her location on Snapchat, the DM/COS would send her messages instructing her to "go home" when she was out at a bar or asking her to come to his home for sex.

The Complainant also alleged that the DM/COS threatened her job by cornering her at an event to intimidate her to stay quiet about her issues with her supervisor and their inappropriate relationship. The Complainant alleged that the DM/COS orchestrated the termination of an EOM employee who had discussed the DM/COS's sexual conduct towards junior staffers in an effort to intimidate the Complainant.

Retaliatory post-complaint treatment: The Complainant alleged that she was treated differently in the workplace since filing her sexual harassment complaint on March 8, 2023. The Complainant stated that DMPED senior staff have been "actively retaliating against [her]" by not including her on emails that are relevant to her work, not responding to emails sent by the Complainant, and removing her from projects that she was designated to lead.

### **Agency Findings**

Pursuant to Mayor's Order 2017-313, the SHO concluded the investigation and the Agency has reached the following findings and conclusions:

#### **Allegation No. 1– Physical Sexual Advances – SUBSTANTIATED**

The allegation that the DM/COS engaged in physical sexual advances as alleged by the Complainant during the incidents of September 28<sup>th</sup> and October 2<sup>nd</sup> is **SUBSTANTIATED**.

#### **Allegation No. 2 – Inappropriate messages – SUBSTANTIATED**

The allegation that the DM/COS sent the Complainant unwanted, sexually-explicit messages, including a graphic video, as alleged by the Complainant is **SUBSTANTIATED**.

**Allegation No. 3 – Sexual or attraction-based favoritism – UNSUBSTANTIATED.**

While the SHO found evidence to support that the DM/COS gave preferential assignments to women he found attractive and used the workplace as a “dating pool”, the investigation was unable to substantiate that any favoritism was given based on a sexual or romantic relationship in violation of Mayor’s Order 2017-313. With respect to Complainant’s allegation that 11 were rumored to have engaged in sexual conduct with the DM/COS, 4 denied that allegation and the remaining 7 either declined to participate in the investigation, did not respond or were unable to be contacted.

The irregular hiring practices and promotions of employees rumored to have tolerated sexual advances by the DM/COS is a broader accusation and would require a more detailed investigation and analysis of the hiring and promotion practices at DMPED and EOM to the extent they were controlled or influenced by the alleged harasser.

**Allegation No. 4 – Bullying by DMPED Senior Staff – UNSUBSTANTIATED.**

The investigation was unable to substantiate the Complainant’s allegation that the DM/COS “orchestrated” her poor treatment by DMPED’s senior staff for rebuffing his sexual advances. While there is evidence to suggest that the Complainant’s direct supervisor treated her poorly, this treatment does not appear to be rooted in sexual harassment or at the behest of the DM/COS. Additionally, this allegation does not fall within the scope of Mayor’s Order 2017-313.

**Allegation No. 5 – Transfer/Demotion – UNSUBSTANTIATED.**

The investigation was unable to substantiate the Complainant’s allegation that her transfer to one unit from another was orchestrated by the DM/COS in retaliation for rebuffing his sexual advances. The investigation found that the DM/COS was not involved in the personnel decision to transfer the Complainant to the second unit nor did he take any issue with the lateral transfer.

Further, the investigation found that the documentary evidence did not support a finding that the transfer was a demotion as the Complainant’s salary and the terms and conditions of her employment remained the same. Though the Complainant claimed she was treated less favorably than a co-worker with the same title, the SHO found that the documentary evidence indicated that the Complainant and the comparator co-worker have similar educational and professional experiences and received similar compensation and titles.

**Allegation No. 6 – Retaliatory interactions with the DM/COS in the workplace and at events – UNSUBSTANTIATED.**

While the Complainant provided documentary evidence demonstrating that the DM/COS did not appear at events she was staffing and went periods of time without communicating with the Complainant, the investigation was unable to substantiate that the DM/COS’ behavior was in retaliation for rebuffing his sexual advances or that the behavior violated Mayor’s Order 2017-313.

**Allegation No. 7 – Threatening Behavior – UNSUBSTANTIATED.**

The Complainant’s allegations that the DM/COS threatened the Complainant’s job security by “cornering” her at an event as alleged and orchestrating the termination of an EOM employee who

discussed the DM/COS's sexual conduct in an effort to intimidate the Complainant, the investigation was unable to substantiate that the DM/COS' behavior violated Mayor's Order 2017-313.

While the documentary evidence supports that the DM/COS did observe the Complainant's location on Snapchat and send messages at times instructing her to go home or come to his home for sex, the investigation was unable to substantiate that the Complainant's fear for her physical safety was reasonable under the circumstances or that the DM/COS intended to harm her by tracking her movements.

**Allegation No. 8 – Retaliatory post-complaint treatment – UNSUBSTANTIATED.**

In accordance with Mayor's Order 2017-313, the Complainant's allegations of retaliation that have occurred since filing her sexual harassment complaint are not within the SHO's purview for this investigation. The Complainant has been instructed to file, and should file, any complaint of retaliation with an EEO Counselor within 180 days of the alleged retaliation.

**Conclusion**

Based on the foregoing, the Complainant's substantiated allegations against the DM/COS more likely than not constituted sexual harassment as defined and prohibited by Mayor's Order 2017-313.





## **Summary of Findings and Conclusions**

---

### **MOLC Investigation**

On March 29, 2023, the Director of the Mayor's Office of Legal Counsel (MOLC) received an email containing a letter from the representatives of an employee (Complainant) working in the Office of the Deputy Mayor for Planning and Economic Development (DMPED). The letter made allegations of sexual harassment against the Deputy Mayor and Chief of Staff for the Mayor (DM/COS).

The MOLC Sexual Harassment Officer (SHO) was assigned to investigate the matter on March 30, 2023 and began her investigation immediately. The SHO initially interviewed the Complainant, according to the Complainant's availability, on April 6, 2023. The SHO subsequently stayed the investigation for approximately three weeks while she drafted an investigation report for a separate complaint of sexual harassment against the DM/COS. A follow-up interview was conducted with the Complainant on June 20, 2023. In total, the SHO conducted 18 interviews with 13 individuals for the investigation, comprised of both current and former District employees who were identified as possibly having knowledge related to the Complainant's allegations. While the DM/COS initially agreed to be interviewed on April 12, 2023, he canceled the interview on April 3, 2023 and declined the SHO's later offers to address the Complainant's allegations through an interview or written inquiry.

The documents proffered by Complainant in support of her allegations were not made available to the SHO until June 21, 2023 and were only made available under the condition that the SHO visit the office of the Complainant's counsel to review them. Additionally, the SHO reviewed Complainant's documents, hundreds of emails, and any corresponding attachments as a part of the investigation.

Upon completion of the investigation, the SHO provided her Investigative Report to the MOLC Director and Deputy Director. The MOLC Director and Deputy Director reviewed the investigative report outlining the investigation methodology, allegations, and findings.

### **Allegations of Inappropriate Conduct**

The Complainant alleged violations of the Mayor's Order on Sexual Harassment Policy, Guidance, and Procedures (Mayor's Order 2017-313) in relation to the following:

Allegation 1— Physical sexual advances: The Complainant alleged that in 2020 in four incidents, the DM/COS made unwelcome, physical, sexual advances towards her while she was in his apartment at his direction for work related reasons. The fifth unwanted sexual advance in 2020 was at a different location outside of work hours.

Allegation 2— Unwanted romantic attention: The Complainant alleged that in 2020 the DM/COS sent her flirtatious messages and asked her personal questions about her romantic life to manipulate her into

**MAYOR'S OFFICE OF LEGAL COUNSEL**  
Executive Office of the Mayor  
GOVERNMENT OF THE DISTRICT OF COLUMBIA



feeling comfortable with him. The Complainant alleged that this repeated romantic attention was unwanted and intended to make her less resistant to the DM/COS's subsequent sexual advances.

Allegation 3— Retaliatory interactions by the DM/COS: The Complainant alleged that the DM/COS retaliated against her for denying his sexual advances by reducing her duties and responsibilities; ruining her professional reputation; and treating her and another employee with hostility.

Allegation 4— Retaliatory treatment by a senior staffer at DMPED: The Complainant alleged that a senior staffer at DMPED treated her unprofessionally by not including her on emails, not responding to emails sent by the Complainant, giving her a low evaluation score, and belittling or cutting her off in meetings. The Complainant alleged that this was done at the behest of the DM/COS.

**Agency Findings**

Pursuant to Mayor's Order 2017-313, the SHO concluded the investigation and the MOLC has reached the following findings and conclusions based on the preponderance of the evidence:

**Allegation 1— Physical Sexual Advances – SUBSTANTIATED**

The allegation that the DM/COS engaged in physical sexual advances as alleged by the Complainant during the 5 incidents in 2020 is **SUBSTANTIATED**.

**Allegation No. 2 – Unwanted romantic attention – SUBSTANTIATED**

The allegation that the DM/COS sent the Complainant unwanted, flirtatious messages and asked personal questions about her romantic relationships to gain Complainant's trust is **SUBSTANTIATED**.

**Allegation 3 – Retaliatory interactions by the DM/COS – UNSUBSTANTIATED**

The investigation was unable to substantiate the allegation that the DM/COS retaliated against the Complainant for rebuffing his sexual advances. Specifically, the SHO was unable to determine that the four alleged adverse actions, considered individually and in conjunction, rose to the level of a materially adverse action or could dissuade a reasonable employee from making a charge of discrimination.

**Allegation 4 – Retaliatory treatment by senior staffer at DMPED – UNSUBSTANTIATED**

While the SHO found that there was some evidence to suggest that a senior staffer at DMPED treated Complainant in an unprofessional manner, the record did not substantiate that this treatment was at the behest of the DM/COS or rose to an actionable level. Based on the record and Complainant's description of the treatment, this does not appear to be rooted in sexual harassment and does not fall within the scope of Mayor's Order 2017-313.

**MAYOR'S OFFICE OF LEGAL COUNSEL**  
Executive Office of the Mayor  
GOVERNMENT OF THE DISTRICT OF COLUMBIA



**Conclusions**

Based on the foregoing, the Complainant's substantiated allegations against the DM/COS more likely than not constituted sexual harassment as defined and prohibited by Mayor's Order 2017-313, as well as the newly amended D.C. Human Rights Act (D.C. Official Code § 2-1402.11(c-1)).

**Recommendations**

At the conclusion of the investigation, the SHO made recommendations to the Mayor based on her findings. These recommendations focused on improving the District's policies and procedures to ensure the District takes proactive steps to prevent sexual harassment and to encourage reporting so that future issues may be addressed in a timely and appropriate manner.

Sincerely,

Eugene Adams  
Director, MOLC

Vanessa Natale  
Deputy Director, MOLC

| FOIAXpress #    | Date Received by MOLC | Requested Documents  | Date Response Provided to Requestor | MOLC Response                            |
|-----------------|-----------------------|--|-------------------------------------|--|
| 2023-FOIA-00173 | 10/7/2022             | individual PDF files of any documents with 2020, 2021, and 2022 years with ADM (Large Estate) or SEB (Small Estate) files that can be searched on Washington DC's Eaccess website  | 10/11/2022                          | referred to Superior Court               |
| 2023-FOIA-00247 | 10/12/2022            | traffic camera footage   | 10/12/2022                          | referred to DDOT                         |
| 2023-FOIA-00462 | 10/20/2022            | police excessive use of force settlement agreements and payment data   | 10/24/2022                          | referred to MPD                          |
| 2023-FOIA-00722 | 10/31/2022            | lease/contract between the District of Columbia and the Lab School of Washington for the property at 1550 FOXHALL RD NW  | 11/1/2022                           | referred to DGS                          |
| 2023-FOIA-00790 | 11/2/2022             | full contract file related to the sports wagering program  | 11/7/2022                           | referred to OCFO                         |
| 2023-FOIA-00795 | 11/2/2022             | records regarding the storage and/or release of hazardous substances or petroleum products, including any incidents involving water or land contamination, and any permits, occupancy records, registrations, inspection reports, and/or notices of violation at 1201 Maryland Ave SW  | 11/7/2022                           | referred to DOEE and DOB                 |
| 2023-FOIA-00925 | 11/7/2022             | documents related to Solicitation No. Doc578403 and Solicitation No. Doc598380   | 11/7/2022                           | referred to DC Council                   |
| 2023-FOIA-00946 | 11/7/2022             | a Timeline of the mayor's whereabouts, a phone log of the mayors office from 11am-6pm, as well as contingency plans that were constructed for the riot (Date Range for Record Search: From 01/06/2021 To 01/06/2021)   | 11/8/2022                           | referred to EOM                          |
| 2023-FOIA-01116 | 11/8/2022             | abortion info forms  | 11/16/2022                          | referred to DC Health                    |
| 2023-FOIA-01037 | 11/10/2022            | a copy of an executed Public Offering Statement for 1429 W St Condominium prepared by MatCap LLC   | 11/16/2022                          | referred to DHCD                         |
| 2023-FOIA-02161 | 12/30/2022            | CCTV footage for a specific accident   | 12/30/2022                          | referred to HSEMA                        |
| 2023-FOIA-02170 | 12/30/2022            | CCTV footage for a specific accident   | 12/30/2022                          | referred to HSEMA                        |
| 2023-FOIA-02232 | 1/4/2023              | Any and all documents pertaining to if or when an OPR investigation into Jesselyn Alicia Radack (Bar ID: 452987) was closed. The investigation was initially opened in approximately 2003.   | 1/6/2023                            | referred to OPR                          |
| 2023-FOIA-02274 | 1/5/2023              | vehicle title records  | 1/5/2023                            | referred to DMV                          |
| 2023-FOIA-02371 | 1/9/2023              | documents containing information about the collaborations between the DMOI Equity Council and the Office of Racial Equity; documents discussing the proposed enhancements to the District of Columbia's 311 system; documents discussing the proposed review of the District of Columbia's ATE Program   | 1/10/2023                           | referred to DMOI                         |
| 2023-FOIA-02473 | 1/12/2023             | quarterly FOIA status report required by the DC Council  | 1/31/2023                           | no responsive records                    |
| 2023-FOIA-02598 | 1/17/2023             | no description provided  | 1/30/2023                           | withdrawn by requester                   |
| 2023-FOIA-02599 | 1/17/2023             | no description provided  | 1/30/2023                           | withdrawn by requester                   |
| 2023-FOIA-02864 | 1/26/2023             | traffic camera footage   | 1/31/2023                           | referred to HSEMA                        |
| 2023-FOIA-02974 | 1/31/2023             | statements submitted to the Office of Tax and Revenue by Brothers Burger Bar, LLC and ELMAR, LLC for the establishments Felicity Lounge and Vision Lounge, both located at 707 H ST NE, showing the quantity of alcoholic beverage subject to taxation sold by the licensee during the preceding calendar month and that taxes paid to the OTR thereon | 2/6/2023                            | referred to OCFO                         |
| 2023-FOIA-02988 | 1/31/2023             | investigation into excessive use of force by Secret Service police   | 2/6/2023                            | referred to United States Secret Service |
| 2023-FOIA-03029 | 2/1/2023              | OTR real property raw data   | 2/6/2023                            | referred to OCFO                         |

|                 |           |   |           |  |
|-----------------|-----------|---|-----------|--|
| 2023-FOIA-03328 | 2/10/2023 | records between the official ANC 1B03 Commissioner Jamie Sycamore's official e-mail addresses and ANC 1B09 Commissioner Tucker Jones official e-mail addresses during the dates specified. (Date Range for Record Search: From 01/01/2023 To 02/28/2023)  | 2/13/2023 | referred to OANC                               |
| 2023-FOIA-03336 | 2/13/2023 | records that detail information pertaining to all unclaimed property examinations initiated by the District of Columbia, conducted by the District directly or through the usage of a third party contract audit firm, which were initiated or in the process of being conducted as the date of this letter   | 2/13/2023 | referred to OCFO                               |
| 2023-FOIA-03454 | 2/16/2023 | emails that include the phrase "ticket reciprocity" in the subject line or message body (Date Range for Record Search: From 01/01/2022 To 02/16/2023)   | 2/24/2023 | referred to DMV and DMOI                       |
| 2023-FOIA-03807 | 2/27/2023 | Smithsonian Institution concessions/dining services contracts   | 2/28/2023 | referred to Smithsonian Institution            |
| 2023-FOIA-03951 | 3/3/2023  | building plans for 2023 Allen Place NW and plat documents for buildings on the same block   | 3/3/2023  | referred to DOB                                |
| 2023-FOIA-03983 | 3/3/2023  | police report/record of best friend's death that took place took place between February 26th and March 2nd 2023   | 3/3/2023  | referred to MPD                                |
| 2023-FOIA-04002 | 3/6/2023  | tax information, billing and payment information, for a vacant lot/park in my neighborhood. Property information as follows - Square 5869, Lot 1103   | 3/6/2023  | referred to OCFO                               |
| 2023-FOIA-04003 | 3/6/2023  | seeking tax information, billing and payment history, for a vacant lot/park in my neighborhood. This property was recently (somewhere between 2016-2022) split from one lot into multiple   | 3/6/2023  | referred to OCFO                               |
| 2023-FOIA-04338 | 3/16/2023 | copies of DCPS, Office of General Counsel (OGC) organizational charts outlining all departments, teams, practice areas, employee names, position titles, and pay grade. The organizational charts should specifically include and reflect any restructure of positions and title changes that has occurred in OGC and that has been approved by the MOLC for the time periods requested. (Date Range for Record Search: From 01/01/2021 To 03/16/2023)  | 4/18/2023 | no responsive records;referred to DCPS         |
| 2023-FOIA-04655 | 3/27/2023 | PA court cases documents  | 4/3/2023  | referred to PA courts                          |
| 2023-FOIA-04652 | 3/28/2023 | copies of all correspondence between MOLCs, EOM, DOB, DC ABRA, DDOT, ANC 2E, Citizens Association of Georgetown, Georgetown Business Improvement District, John Falchicchio, Guiseppe Farrugio, RL Moore, Trustee, jointly and severally concerning the continuing DC RICO operations to commercially benefit an individual at Il Canale; proof that evidence of the crimes, including but not limited to Perjury, submission of false documents, manipulating DC Scout Public Records, etc are being referred to the DC Office of the Attorney General and the US Attorney for Fraud and Public Corruption | 3/28/2023 | no responsive records                          |
| 2023-FOIA-04764 | 3/31/2023 | amount the District of Columbia paid in civil settlements related to the Metropolitan Police Department between January of 2020 and March of 2023; # of civil cases involving Metropolitan Police currently pending against the District of Columbia  | 4/3/2023  | referred to MPD                                |
| 2023-FOIA-05302 | 4/18/2023 | quarterly FOIA status reports & Bonds letter re FOIA Appeal 2022-027  | 4/19/2023 | no responsive records in part; granted in part |
| 2023-FOIA-05844 | 5/8/2023  | all traffic light camera footage in the intersection of Rhode Island Avenue and 6th street (NW DC) for Sunday April 30,2023 between the hours of 2100 and 2130  | 5/9/2023  | referred to HSEMA                              |

|                 |           |  |           |   |
|-----------------|-----------|--|-----------|---|
| 2023-FOIA-06135 | 5/18/2023 | all of the property tax bills for 2915 13th St NE, Washington, DC 20017 (SSL: 3958- -0013) from 01/01/2015 to 12/31/2018   | 5/19/2023 | referred to OCFD                              |
| 2023-FOIA-06284 | 5/24/2023 | oaths of office in writing for the Mayor of D.C. from 1/1/21 to 5/23/23  | 5/26/2023 | referred to OS                                |
| 2023-FOIA-06449 | 5/31/2023 | Police officer Surety bond Name and Policy Number and Oath Of Office for Officer Joseph Staten badge #5956 & Officer Christian Fletcher badge #5661  | 6/1/2023  | referred to MPD                               |
| 2023-FOIA-06659 | 6/8/2023  | copies of public records regarding health and behavioural health service delivery in youth correctional facilities in Washington D.C,  | 6/8/2023  | referred to DYRS                              |
| 2023-FOIA-06775 | 6/12/2023 | surveillance camera footage for May 5, 2023 accident happened at 8:00 PM in the parking lot Infront of Giant store and the address is 1050 Brentwood Rd NE, Washington, DC 20018.  | 6/14/2023 | referred to MPD                               |
| 2023-FOIA-06931 | 6/20/2023 | all emails, letters, or memos between the MOLC's Sexual Harassment Officer (SHO) and Deputy Director Vanessa Natale and/or Director Eugene Adams in reference to the sexual harassment investigation into former deputy mayor John Falcicchio. (Date Range for Record Search: From 05/17/2023 To 06/18/2023)   | 7/12/2023 | denied in full                                |
| 2023-FOIA-06942 | 6/20/2023 | a copy of the full report of the investigation by the Sexual Harassment Officer into accusations of sexual harassment by former deputy mayor John Falcicchio   | 7/11/2023 | denied in full                                |
| 2023-FOIA-06944 | 6/20/2023 | information regarding a document released by the Mayor's Office of Legal Counsel (MOLC) on June 17, 2023, entitled "MOLC's Summary of Findings from the Sexual Harassment Investigative Report"  | 7/12/2023 | granted in part;no responsive records in part |
| 2023-FOIA-06953 | 6/20/2023 | the full investigative report into sexual harassment allegations against John Falcicchio. Please also provide me any and all materials gathered by investigators, including but not limited to: emails, text messages, screenshots of messages, videos, audio recordings, interview notes, interview transcripts, and any other form of communication. (Date Range for Record Search: From 03/01/2023 To 06/20/2023) | 7/11/2023 | denied in full                                |
| 2023-FOIA-06969 | 6/20/2023 | 911 emergency call audio in response to a motor vehicle accident involving two pedestrians, which occurred at the corner of Constitution Avenue and 7th Street in NW, Washington D.C. on June 13th, 2023 at approximately 6:00PM   | 6/29/2023 | referred to OUC                               |
| 2023-FOIA-07026 | 6/22/2023 | all quarterly reports of FOIA appeals processing requested by the Council for FY23   | 6/29/2023 | granted in full                               |
| 2023-FOIA-07316 | 6/27/2023 | all written correspondence -- texts and emails -- between Sosena Desta and the Mayor's Office of Legal Counsel since March 1, 2023 to the present  | 7/19/2023 | denied in full                                |
| 2023-FOIA-07318 | 6/27/2023 | all emails and text messages sent to and/or from MOLC and Vanessa Natale regarding the Falcicchio accuser interviewed by Washington City Paper   | 7/19/2023 | granted in part;denied in part                |
| 2023-FOIA-07319 | 6/28/2023 | a copy of the complaint letter sent to the MOLC by attorneys Debra Katz and Kayla Morin on behalf of the second woman to formally accuse John Falcicchio of sexual harassment  | 7/20/2023 | denied in full                                |
| 2023-FOIA-07320 | 7/3/2023  | most recent field of memberships of all District of Columbia State Chartered Credit Unions   | 7/5/2023  | referred to DISB                              |
| 2023-FOIA-07383 | 7/7/2023  | Psych. records pertaining to anger management class and verifying that class was completed   | 7/10/2023 | referred to DBH/DC Health                     |

|                 |            |   |            |                                |
|-----------------|------------|---|------------|--------------------------------|
| 2023-FOIA-07498 | 7/12/2023  | a table or spreadsheet of sexual harassment complaints that MOLC has tracked from December 2017 to July 12, 2023, pursuant to Mayor Muriel E. Bowser's executive order 2017 313   | 8/2/2023   | granted in part;denied in part |
| 2023-FOIA-07811 | 7/25/2023  | car accident footage from 6/12/23 between 0620am and 0650am in the 9th street tunnel/expressway   | 7/25/2023  | referred to HSEMA              |
| 2023-FOIA-07941 | 7/27/2023  | amended police report for specific CCN  | 8/3/2023   | referred to MPD                |
| 2023-FOIA-08083 | 8/4/2023   | Auto accident Intersection Minnesota ave s.e & Randle circle s.e 7/26/23 approx. 1530   | 8/4/2023   | referred to MPD/HSEMA/OUC      |
| 2023-FOIA-08307 | 8/14/2023  | FD- Incident #: F230135474 (Date Range for Record Search: From 08/04/2023 To 08/11/2023)  | 8/15/2023  | referred to FEMS               |
| 2023-FOIA-08856 | 8/31/2023  | various records relating to Basic Business license #70102593<br>SSL #11712010   | 9/1/2023   | referred to DLCP               |
| 2023-FOIA-08915 | 9/5/2023   | correspondence or other documents that involve city council or their staffers, generally regarding sportsbetting and specifically regarding any of the following: Ted Leonsis, Zach Leonsis, Capital One Arena, William Hill, or Caesars. (Date Range for Record Search: From 05/14/2017 To 12/31/2019) | 9/5/2023   | referred to DC Council         |
| 2023-FOIA-08955 | 9/5/2023   | death certificate for mother's death at GW Hospital in 1973   | 9/5/2023   | referred to DC Health          |
| 2023-FOIA-09173 | 9/13/2023  | MPD budget by Census tract, police service area (PSA), or a geographic area of comparable size  | 9/18/2023  | referred to OCFO               |
| 2023-FOIA-09333 | 9/18/2023  | 2 CCTV video's referenced on police report 23099490. Time of incident was around 830 am on June 20, 2023 at 14th Street and Spring Road. in Northwest Washington, DC  | 9/21/2023  | referred to MPD                |
| 2024-FOIA-00032 | 10/2/2023  | All sexual harassment complaints filed by D.C. employees (Date Range for Record Search: From 12/01/2017 To 06/30/2023)  | 10/6/2023  | granted in part;denied in part |
| 2024-FOIA-00141 | 10/5/2023  | reports on appeals received, appeals resolved, and appeals unresolved in FY 2023, by quarter  | 10/27/2023 | granted in full                |
| 2024-FOIA-02207 | 12/19/2023 | TN court case records   | 1/4/2024   | referred to TN courts          |
| 2024-FOIA-02558 | 1/8/2024   | info on how to request records from DCVRD (District of Columbia Vital Records Division)   | 1/8/2024   | referred to DC Health          |