



**U.S. Department of Justice**

Office of Legislative Affairs

Office of the Assistant Attorney General

*Washington, D.C. 20530*

June 24, 2015

The Honorable Charles E. Grassley  
Chairman  
Committee on the Judiciary  
United States Senate  
Washington, DC 20510

The Honorable James Lankford  
United States Senate  
Washington, DC 20510

Dear Chairman Grassley and Senator Lankford:

This responds to your letter to the Deputy Attorney General, dated June 5, 2015, regarding allegations of whistleblower retaliation in the U.S. Marshals Service's (USMS) Western District of Oklahoma office. It also responds further to similar allegations raised in Chairman Grassley's other letters regarding USMS to date.

As we have stated in our prior correspondence and in discussions with the Chairman's staff, the Department of Justice (the Department) takes these issues seriously and appreciates that you have brought them to our attention. As you know, the Department has referred all of these allegations to the Office of the Inspector General (OIG), including those contained in the June 5, 2015, letter. We will continue to share information with OIG as we proceed with our review and take reasonable measures to accommodate your requests to the extent we can do so without any undue interference with the pending OIG investigation.

We assure you that the Department shares your view that whistleblowers provide an important service and are a vital part of ensuring good government and stopping fraud, waste, and abuse. To that end, the Department has many measures in place aimed at ensuring that all employees, managers, and supervisors are fully aware of whistleblowers' rights and the Department's responsibilities.

All Department employees are required to complete bi-annual No Fear Act training, and all new employees are required to complete such training within 90 days of appointment. The Department's webpage also informs current and former employees of their rights under the Whistleblower Protection Enhancement Act of 2012 (WPEA) and other Executive Orders and statutory provisions. See <http://www.justice.gov/employees/whistleblower-protection-and-non-disclosure-policies-forms-or-agreements>. More specifically, the Department's webpage directs employees to the WPEA language concerning communications to Congress and states that

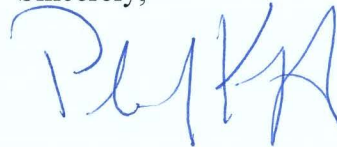
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any non-disclosure policy, form or agreement an employee may have signed should be read as if it incorporated the WPEA language regarding communications with Congress. We also note that this webpage contains a link for reporting fraud, waste, abuse or misconduct to the OIG. Through mandatory training and public notification available on the webpage, all Department employees, including USMS employees in the Western District of Oklahoma, should understand their rights and the avenues available to them for reporting waste, fraud, abuse or misconduct, as well as the Department's policies related to protected disclosures.

While we believe that the Department's current procedures are sufficient, in light of the questions you have raised, we have taken additional steps to ensure that the USMS has the proper policies and practices in place regarding the handling of employee grievances, hiring, and promotions. Specifically, the Deputy Attorney General recently directed the Assistant Attorney General for Administration, consistent with the Justice Management Division's responsibilities for oversight of the Department's Human Resources programs, to conduct a thorough review of the policies and procedures of the USMS human resources program as they relate specifically to employee grievances, hiring, and promotions. This ongoing review also will consider the efficacy of their implementation. In addition, it will examine USMS training efforts directed at assuring that all employees, managers, and supervisors are aware of their rights and responsibilities under federal laws and regulations protecting whistleblowers, and make appropriate recommendations .

We hope this information is helpful. Please do not hesitate to contact this office if we may provide additional assistance regarding this or any other matter.

Sincerely,



Peter J. Kadzik  
Assistant Attorney General

cc: The Honorable Patrick J. Leahy  
Ranking Member

The Honorable Michael E. Horowitz  
Inspector General, U.S. Department of Justice