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**Management Inquiry
Office of Equal Employment Opportunity & Diversity
Management National Reconnaissance Office**

I. MANAGEMENT INFORMATION

Agency: National Reconnaissance Office

Office/Department: Office of Equal Employment Opportunity & Diversity Management

Management Official: Mr. Frank Calvelli, Principle Deputy Director, National Reconnaissance Office

II. BACKGROUND

On 13 April 2016, a summary report of an internal Management Directed Inquiry was issued to Mr. Calvelli. This report addressed a "two-phased approach" at determining the issues within the OEEO&DM offices. On 4 August 2016, the newly appointed Director, EEO&DM, Mr. Phil Hardy, submitted a plan and provided solutions to address the concerns outlined in the inquiry. The implementation status of those solutions to date, are unknown.

On 19 October 2016, Mr. Calvelli, Principle Deputy Director (PDD), National Reconnaissance Office (NRO), formally requested that the Defense Intelligence Agency (DIA), Office of Equal Opportunity and Diversity (EO), conduct a management inquiry regarding allegations of hostile work environment, concerns of perceived racism, unbalanced workloads and to determine if the current Office of Equal Employment Opportunity & Diversity Management (OEEO&DM) leadership is successfully addressing these workplace concerns. Subsequently, [redacted] Chief, Diversity Management Division (EO2), directed [redacted] Deputy, EO2, to conduct a management inquiry to determine the facts surrounding the allegations hostile work environment within OEEO&DM. (b)(3)

On 31 October 2016, three members of the DIA EO coordinated with Mr. Joaquin Stukes, NRO Ombuds, to conduct the requested inquiry. That team consisted of [redacted] Deputy Chief, Diversity Management Division [redacted] EO/Diversity Consultant, and Ms. [redacted] Complaints Program Manager. (b)(3)

Prior to their visit to NRO, the team reviewed a number of documents provided via email by [redacted]. The team interviewed [redacted] of the OEEO&DM office reported to NRO from 31 October – 1 November 2016 regarding the previously mentioned allegations. The following individuals were interviewed: (b)(3)

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III. APPLICABLE EEO RELATED RULES/REGULATIONS/LAW

Hostile Work Environment

Hostile work environment usually occurs when unwelcome comments or conduct based on sex, race/color, national origin, gender, age, disability, or other legally protected characteristics, unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

IV. SUMMARY OF INTERVIEWS

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V. FINDINGS

- There is an apparent use of bullying tactics evident within the NRO OEEO&DM Office.
- The perception of racial inequities exists within the NRO OEEO&DM Office, thus creating a Harassment/hostile working environment.
- There is an inference of retaliatory behavior from NRO OEEO&DM Office management.
- Actions taken [redacted] have only exacerbated employee perceptions.

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- Preferential treatment by [redacted] toward White employees appears to be a catalyst for the racial divide. The preferential treatment and/or appearance thereof for African-American employees [redacted] further perpetuates the racial divide. (b)(3)
- OEEO&DM internal practices related to rotations, telework, and alternative work schedules appear to have a “disparate impact” on White employees. (b)(3)

Issue	Name	Position	RNO and Gender
RDO Cancelled			W/F
			W/F
Telework cancelled			W/F
Rotation limits enforced or employee left due to climate			W/F
Moved out of Office			W/F

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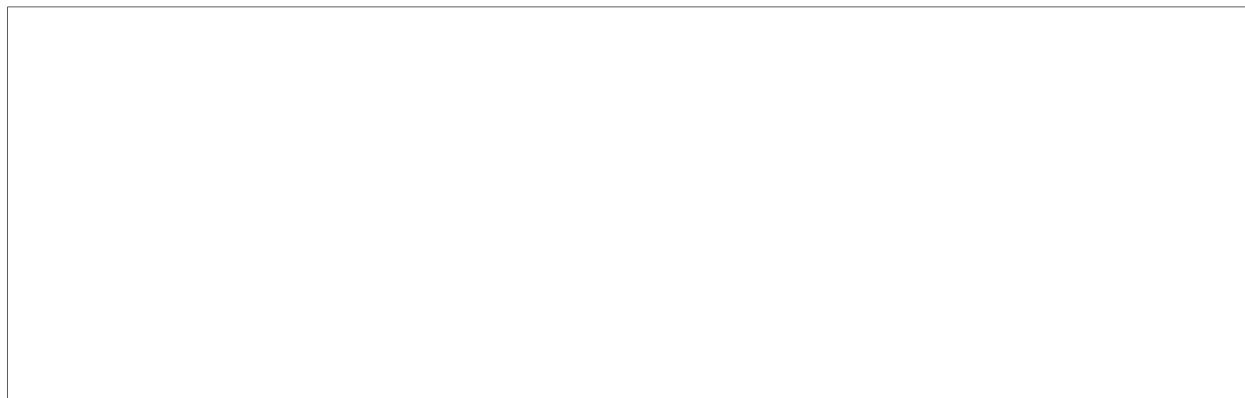
VI. CONCLUSION

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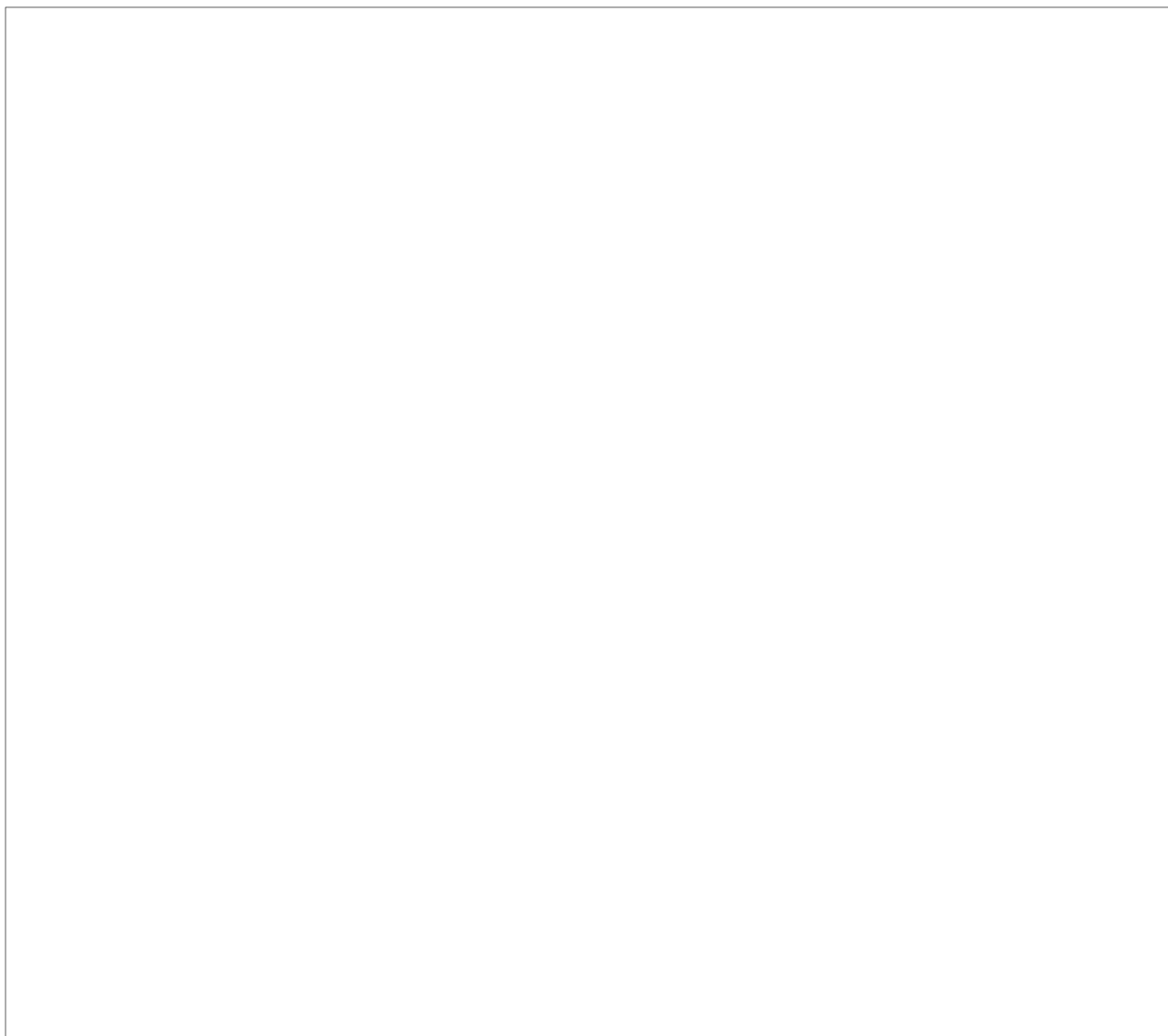
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VII. RECOMMENDATIONS

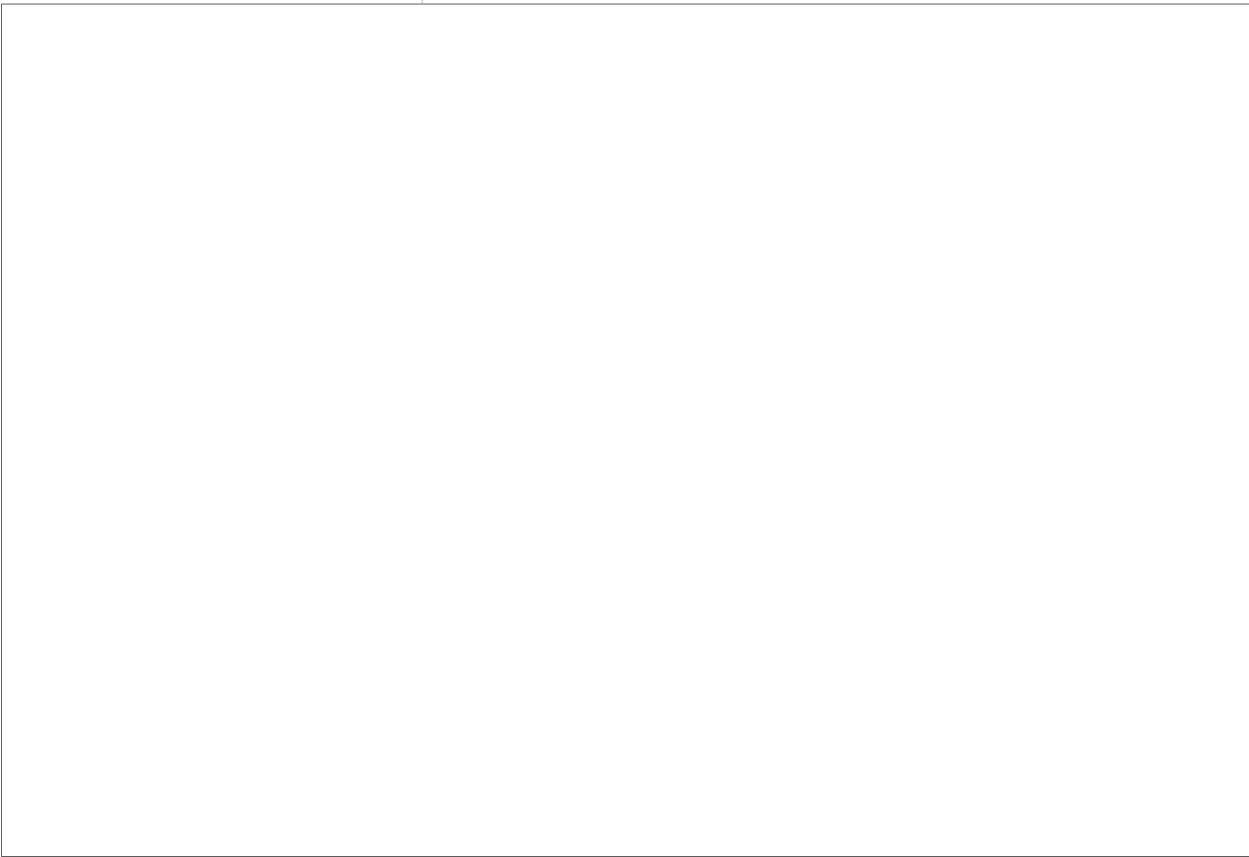
The following recommendations are proposed:



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Chief
Diversity Management Division
DIA Equal Opportunity and Diversity Office

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