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# United States Senate

COMMITTEE ON  
HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS

WASHINGTON, DC 20510-6250

CHRISTOPHER R. HIXON, STAFF DIRECTOR  
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August 27, 2018

The Honorable Brock Long  
Administrator  
Federal Emergency Management Agency  
500 C St. SW  
Washington, DC 20024

Dear Administrator Long:

On July 30, 2018, the Federal Emergency Management Agency (FEMA) released an investigative report concerning allegations of misconduct and mismanagement by former Chief Component Human Capital Officer Corey Coleman.<sup>1</sup> We appreciate you briefing us about the actions you took after receiving a complaint, as well as the briefing that FEMA staff provided to Committee staff. We respectfully request additional details about FEMA's investigation.

According to the Department of Homeland Security Office of Inspector General (DHS OIG), it received a complaint on May 1, 2017, alleging that Mr. Coleman was engaged in improper sexual relationships with two employees.<sup>2</sup> The DHS OIG referred the complaint to FEMA on June 21, 2017.<sup>3</sup> However, FEMA's internal investigation into Mr. Coleman's alleged misconduct did not begin until after the same complainant contacted you directly on December 13, 2017.<sup>4</sup>

This was not the first complaint lodged against Mr. Coleman. According to your staff, FEMA's Office of Equal Rights received eight complaints alleging misconduct of a non-sexual nature by Mr. Coleman during his tenure at the agency, which began in 2011.<sup>5</sup> Additionally, the DHS OIG received 14 complaints referencing Mr. Coleman between April 2013 and August 2018.<sup>6</sup> All of these complaints were referred to FEMA.<sup>7</sup>

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<sup>1</sup> Federal Emergency Management Agency, Office of Component Chief Human Capital Officer Report of Investigation (Jul. 30, 2018) (on file with the Committee) [hereinafter "FEMA ROI"]. According to a news report, although the FEMA report did not identify Mr. Coleman, FEMA later confirmed that the allegations concerned him. See Colleen Long, *Former FEMA Head of Personnel Accused of Sexual Misconduct*, Assoc. Press., July 30, 2018.

<sup>2</sup> Department of Homeland Security Office of Inspector General, Briefing with Senate Committee on Homeland Security and Governmental Affairs Staff (Aug. 6, 2018).

<sup>3</sup> Federal Emergency Management Agency, Briefing with Senate Committee on Homeland Security and Governmental Affairs (Aug. 2, 2018).

<sup>4</sup> Federal Emergency Management Agency, Office of Component Chief Human Capital Officer Report of Investigation (Jul. 30, 2018).

<sup>5</sup> Federal Emergency Management Agency, Briefing with Senate Committee on Homeland Security and Governmental Affairs (Aug. 2, 2018).

<sup>6</sup> Department of Homeland Security Office of Inspector General, Briefing with Senate Committee on Homeland Security and Governmental Affairs Staff (Aug. 6, 2018).

<sup>7</sup> *Id.*

FEMA's lack of effective procedures to ensure the review of sexual harassment and misconduct complaints predate your tenure as Administrator. In July 2017, the Government Accountability Office (GAO) published a report finding that FEMA "has not established effective procedures to ensure that all cases referred to FEMA by DHS OIG are accounted for and subsequently reviewed and addressed."<sup>8</sup> GAO recommended that FEMA implement quality control measures for the data it collects, conduct routine reporting on employee misconduct trends, and develop reconciliation procedures to consistently track cases referred from the DHS OIG.<sup>9</sup>

We appreciate your efforts to cultivate a safer working environment for FEMA employees and to ensure that complaints, especially those alleging sexual misconduct, are addressed carefully.<sup>10</sup> However, to better understand FEMA's actions with respect to the complaints against Mr. Coleman, and FEMA's handling of allegations of sexual harassment and misconduct in general, we respectfully request the following information:

1. Please explain what actions FEMA took to investigate allegations made in the May 1, 2017, complaint to DHS OIG between June 21, 2017 and December 13, 2017.
2. For each complaint FEMA's Office of Equal Rights received alleging misconduct by Mr. Coleman during his tenure at the agency, please provide the following information:
  - a. The date on which the Office of Equal Rights received each complaint;
  - b. A brief description of the allegations made in each complaint;
  - c. FEMA's actions with respect to each complaint;
  - d. The current status of each complaint;
  - e. If FEMA declined to investigate an allegation, the reason(s) for the declination; and
  - f. If the Office of Equal Rights referred an allegation to another entity, the entity to which the Office of Equal Rights referred the allegation and the reason(s) for the referral.
3. For each DHS OIG referral FEMA received alleging misconduct by Mr. Coleman during his tenure at the agency, please provide the same information requested above.
4. Please provide a copy of FEMA Manual 123-19-1, Administrative Investigations Manual.

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<sup>8</sup> Government Accountability Office, *Federal Emergency Management Agency: Additional Actions Needed to Improve Handling of Employee Misconduct Allegations* (GAO-17-613) (July 2017).

<sup>9</sup> *Id.* at 29-30.

<sup>10</sup> All-Employee Email from Brock Long, Administrator, Federal Emergency Management Agency (July 30, 2018).

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5. In September 2017, FEMA reportedly secured funding to purchase hardware and software for a case management system to track misconduct complaints.<sup>11</sup> Is this case management system in place and operational? If so, please explain how the system addresses GAO's recommendations on quality control measures, reporting of employee misconduct trends, and reconciliation procedures with DHS OIG.

We request a response as soon as possible, but no later than September 10, 2018.

The Committee on Homeland Security and Governmental Affairs is authorized by Rule XXV of the Standing Rules of the Senate to investigate "the efficiency, economy, and effectiveness of all agencies and departments of the Government."<sup>12</sup> Additionally, S. Res. 62 (115<sup>th</sup> Congress) authorizes the Committee to examine "the efficiency and economy of all branches of the Government including the possible existence of fraud, misfeasance, collusion, mismanagement, incompetence, corruption, or unethical practices . . ."<sup>13</sup>

If you have questions regarding this request, please ask your staff to contact Michael Lueptow of Chairman Johnson's staff at (202) 224-4751, Joel Walsh of Ranking Member McCaskill's staff at (202) 224-2627, Alexa Noruk of Senator Peters' staff at (202) 224-6221, and Corey Becker of Senator Ernst's staff at (202) 224-3254. Thank you for your attention to this request.

Sincerely,



Ron Johnson  
Chairman



Claire McCaskill  
Ranking Member



Gary Peters  
United States Senator



Joni K. Ernst  
United States Senator

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<sup>11</sup> Government Accountability Office, *Federal Emergency Management Agency: Additional Actions Needed to Improve Handling of Employee Misconduct Allegations* (GAO-17-613) (July 2017).

<sup>12</sup> S. Rule XXV(k); *see also* S. Res. 445, 108th Cong. (2004).

<sup>13</sup> S. Res. 62 § 12, 115th Cong. (2017).