

February 4, 2021

Acting Deputy Attorney General John P. Carlin  
United States Department of Justice  
[john.p.carlin@usdoj.gov](mailto:john.p.carlin@usdoj.gov)

Dear Acting Deputy Attorney General Carlin:

The DOJ Gender Equality Network (DOJ GEN)<sup>1</sup> warmly welcomes you back to the Justice Department. We look forward to working with you to deepen the relationship between leadership and the career employees of DOJ. We are writing now to direct your focus to the systems in place at DOJ that have failed to properly address the longstanding problem of sexual harassment at the Department, and to offer our assistance in remedying the issue.

This pressing matter requires immediate attention, as made clear by the San Francisco Chronicle's in-depth investigative report published on January 22, 2021. (Attachment A.) The report documents egregious incidents of sexual harassment at the Executive Office of Immigration Appeals, and the component's failures in addressing them. The type of neglect and mismanagement outlined in the San Francisco Chronicle article has been in no way unique to the Immigration Courts. Over the last four years, multiple reports from the Office of the Inspector General and investigative articles from numerous national media outlets have documented DOJ's failure to (1) meaningfully discipline offenders, often choosing instead to transfer them to other offices or allowing them to quietly retire;<sup>2</sup> (2) provide victims with adequate reporting options, support, and protection from retaliation;<sup>3</sup> or (3) assess the scope of the problem and implement strong, Department-wide, non-discretionary standards.<sup>4</sup> While the rest of the nation engaged in a reckoning on sexual harassment and misconduct, DOJ largely turned a blind eye.

We hope the newly appointed leaders at DOJ will waste no time in considering reforms to the Department's approach to sexual harassment. The Secretary of Defense has already begun this work.<sup>5</sup> We ask DOJ leadership to begin by forming a commission to assess the situation and

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<sup>1</sup> DOJ GEN is an employee-run advocacy organization with approximately 700 members hailing from across the Department. Since 2016, it has worked diligently to promote the equal and supportive treatment of Department employees regardless of gender. To that end, DOJ GEN strives to eradicate pay inequities and sexual harassment, while encouraging the Department to increase its diversity and promote workplace flexibility.

<sup>2</sup> See, e.g., DOJ OIG, Review of the Handling of Sexual Harassment and Misconduct Allegations by the Department's Civil Division, Evaluation and Inspections Report 17-03 ("Civil Division OIG Report") (May 2017), 16–21, available at <https://oig.justice.gov/reports/2017/e1703.pdf>.

<sup>3</sup> See, e.g., DOJ Office of the Inspector General, *The Handling of Sexual Harassment and Misconduct Allegations by the Department's Law Enforcement Components, Evaluations and Inspections Report 15-04* ("Law Enforcement OIG Report") (March 2015), 9–20, available at <https://oig.justice.gov/reports/2015/e1504.pdf>; Civil Division OIG Report, 7–9.

<sup>4</sup> See, e.g., Law Enforcement OIG Report, 39–50.

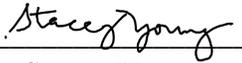
<sup>5</sup> In his first directive following confirmation, Secretary Lloyd Austin ordered Defense Department leadership to provide reports detailing their efforts to prevent sexual harassment and assault, and explain what accountability

devise solutions, and conducting a Department-wide climate survey to determine the scope of the problem. We also urge DOJ leadership to provide current employees—including representatives from DOJ GEN—a seat at the table as you move forward. Those who have borne the brunt of the Department’s failings are well-positioned to be part of the solution.

We have included for your review a briefing document that DOJ GEN provided to President Biden’s transition team at DOJ, which includes recommendations on steps DOJ should take to redress the problem; a summary of actions DOJ GEN took to encourage the Department’s former leadership to implement reforms; and a collection of resources that provide further context—including recent OIG reports and news articles about sexual harassment at DOJ. (Attachment B.)

We would welcome the opportunity to sit down with your office in the near future to discuss our ideas for how the Justice Department can right these wrongs.

Respectfully,



Stacey Young

President, on behalf of DOJ GEN’s Board of Directors:

Ilene Albala, Office of the U.S. Attorney for the Eastern District of Virginia  
Georgette Brown, Bureau of Prisons  
Eliza Dermody, Civil Rights Division  
Lindsay Dunn, Civil Division  
Shana Eaton, National Security Division  
Stefanie Hennes, Civil Division  
Melanie Krebs-Pilotti, Vice President, Antitrust Division  
Carmel Morgan, Civil Division  
Heather Moss, Office of Justice Programs  
Colleen Phillips, Civil Rights Division  
Carolyn Vines Sapla, Bureau of Prisons  
Mimi Tsankov, Executive Office for Immigration Review  
Kimberly Wilkins, Executive Office for Immigration Review  
Liza Zamd, Civil Rights Division

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measures have been implemented and whether they have worked. *See* “Memorandum for Senior Pentagon Leadership: Countering Sexual Assault and Harassment—Initial Tasking” (Jan. 23, 2021), available at <https://media.defense.gov/2021/Jan/23/2002569727/-1/-1/1/MEMORANDUM-ON-COUNTERING-SEXUAL-ASSAULT-AND-HARASSMENT-INITIAL-TASKING.PDF>.