

Sent Time: 2016-04-08 16:01:52 GMT-04:00(Eastern Daylight Time)
From: Joshua Schulte <schuljo@cia.ic.gov>
To: Leonard Small [REDACTED]
Subject: FW: EYES ONLY - Behavior in the workplace
Attachments: 'smime.p7s'



Classification: UNCLASSIFIED//~~AIU~~

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Forwarding you all information regarding this case.. here's the first of a few dumps

From: Dana [REDACTED]
Sent: Thursday, March 03, 2016 1:29 PM
To: Joshua Schulte <schuljo@cia.ic.gov>; Burt [REDACTED]
Cc: Susan [REDACTED] Michele [REDACTED]
Subject: RE: EYES ONLY - Behavior in the workplace

Classification: UNCLASSIFIED//~~AIU~~

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Thank you very much Joshua – no disrespect taken. I was unaware of the information you provided below – and would ask you relay that information to the TMU Investigator during your meeting tomorrow. This will serve to give them a more complete optic of your concerns.

We stand by to assist – Burt [REDACTED] will be AC/CCI/SEC tomorrow, and will serve in my place.

Thanks,

Dana

From: Joshua Schulte
Sent: Thursday, March 03, 2016 12:23 PM
To: Dana [REDACTED] Burt [REDACTED]
Cc: Susan [REDACTED]; Michele [REDACTED]
Subject: RE: EYES ONLY - Behavior in the workplace

Classification: UNCLASSIFIED//~~AIU~~

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Dana [REDACTED],

I just want to say that I mean no disrespect to you or your office. I know full well that you have much higher priority issues to deal with in security than this, but I just want to be sure that I have done everything within my power to illustrate my concerns that Amol [REDACTED] could harm himself or

others.. Should something actually happen, I want my conscience to be clean.

Regarding the HR matter, there is also an EEO complaint against Amol that was filed perhaps in the summer? The IV&V group that sits directly beside us grew tired of Amol's consistent harassment and bullying and reported this to their management. I know it at least went to my management and beyond, because it was the catalyst for our entire group being forced to take EEO training.. Although, they may not have filed an official EEO complaint, but it was definitely received by my management chain, and it did specifically list Amol in the complaint.

So, on the HR side, there is very consistent documentation indicating Amol as a persistent harasser and bully by multiple entities.

Thank you,
Josh Schulte

From: Dana [REDACTED]
Sent: Thursday, March 03, 2016 8:25 AM
To: Joshua Schulte <schuljo@cia.ic.gov>; Burt [REDACTED]
Cc: Susan [REDACTED]; Michele [REDACTED]
Subject: RE: EYES ONLY - Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

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Thank you Joshua. I regret that you are under the impression that Security feels this is simply a "personal vendetta" between two individuals. Frankly, at this point, CCI/SEC has only a document dated Oct. 2015 (held by your management), your most recent document (dated March 2016), and the limited discussions offered by you, your coworker and your supervisor. With that in mind – and as I remarked to you during our meeting – TMU will resolve this issue by a more complete investigation on Friday.

Regarding your comments about "high school counselor" – as I mentioned to both of you, this kind of behavior (whether it is in letter format, or alleged physical altercations in the work place) will not be tolerated in this work environment. Once we receive the final investigative results of TMU, we will stand ready to assist to ensure that this behavior – no matter who is responsible – will not continue.

Should you wish to further discuss this issue, I am available.

Dana [REDACTED]
C/DDI/[REDACTED]/SEC

From: Joshua Schulte

Sent: Wednesday, March 02, 2016 5:27 PM

To: Dana [REDACTED]; Burt [REDACTED]; William [REDACTED]
[REDACTED]

Cc: Michele [REDACTED]; Callear [REDACTED]; Susan [REDACTED]
[REDACTED]

Subject: RE: EYES ONLY - Behavior in the workplace

Classification: UNCLASSIFIED//~~FOUO~~

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I wish to address a few issues with the original write up... I'm sure this will be discussed with the investigator, but regardless, this issue has nothing to do with any and all HR complaints against Amol [REDACTED]. I did not tell Sean [REDACTED] that I was trying to counter any accusations—I wanted my objections in writing. I told him I was concerned that my reported issues were not in writing or in any official chains; Thus, I told him I would be sending him a write up of all my complaints in hope they were addressed. (Which they were at first).

I very much resent the fact that this issue is being played off as a personal vendetta between two people. The entire reason I didn't immediately go to security was because it was mostly HR-related, and I thought it could be resolved in-house.

HOWEVER, it escalated in February, and specifically on Monday, when the statement I reported was said to me in a very threatening manner. This is not an HR issue, else I would have emailed up in my management chain. I sincerely felt threatened the way he wished me dead, and I hope that security takes this matter as seriously as I do. If I had thought that this issue could be resolved in my management chain then I would have obviously pursued that option. I did not like how I was treated in our meeting for reporting this.. I feel like you unfairly blamed me for the report and for feeling threatened...

This is a very serious concern for me, and I don't really appreciate your insinuation during our meeting that you are simply functioning as a high school counselor and have better things to do. If I believe my concerns are not being taken seriously, I will report Amol [REDACTED]'s threats directly to the police along with all this documentation so that perhaps they will properly assist me.

Josh Schulte

From: Dana [REDACTED]

Sent: Wednesday, March 02, 2016 5:04 PM

To: Joshua Schulte <schuljo@cia.ic.gov>; Burt [REDACTED]; William [REDACTED]
[REDACTED]

Cc: Michele [REDACTED]; Callear [REDACTED]; Susan [REDACTED]

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Subject: EYES ONLY - Behavior in the workplace

Importance: High

Classification: UNCLASSIFIED//~~AIU~~

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Joshua / Will:

Burt and I met with EDG officer Sean ██████████ (the supervisor of Amol ██████████ and Joshua Schulte) this morning to discuss the alleged threat listed in the string of emails below. ██████████ Sean ██████████ indicated the two officers have conflicts which appear to be personality driven, and there had been arguments between the two in the past. Regarding the note dated October 2015 - ██████████ Sean ██████████ advised Mr. Schulte provided him this letter to counter accusations Amol ██████████ may make should he seek to file a threatened EEO complaint. That said, Sean ██████████ added that his branch had a benign culture of computer scientist picking on each other and joking with each other – simply the way the office functioned. Sean ██████████ was unaware of Joshua's note to CCI/SEC, and noted that this recent incident occurred when the two officers began picking on each other – blaming each other for late assignments and poor quality work. Sean ██████████ indicated that he did not realize that the threats had reached the level as noted in Mr. Schulte's most recent note below.

I asked Sean ██████████ to bring both officers to CCI/SEC for a brief conversation regarding their behavior. Upon their arrival, I explained to both officers that the alleged threats – no matter how they were meant – were now part of an open investigation by the Threat Management Unit (TMU) of OS/PPG. I told them that there would be zero tolerance for threats made to anyone in CCI Office ██████████ – that should I find out either officer was continuing such behavior, I would have them removed from CCI Office ██████████ Amol ██████████ was asked if he had made statements as listed in the note from Mr. Schulte below – after momentarily denying he had done so – he admitted he had, indeed, made those comments. He stressed that his comments were taken out of context, but I told Amol ██████████ that such threats are taken seriously, that we were required to request TMU intervention. Amol ██████████ added that he felt harassed in the current work environment, and blamed Mr. Schulte.

I asked Mr. Schulte why he was having issues with Amol ██████████. He indicated that he felt threatened by Amol ██████████, and that is why he sent the note to Security. Amol ██████████ interrupted, advising that Mr. Schulte had been involved in a fight in the office. Mr. Schulte admitted to an altercation, but said that no punches were actually thrown. I told both officers that TMU would further investigate both officers – and interview supervisors / coworkers to resolve this issue. We asked Sean ██████████ is he was aware of the alleged fight – he indicated he had not witnessed the fight, but had heard about it. He added that he had counseled the individuals involved, but had not advised anyone else. Sean ██████████ was advised he needed to better control his officers, and to advise CCI/SEC or management when these issues initially appeared. The meeting then concluded.

We later met with Micheal S [REDACTED] (DC/EDG) and Debra [REDACTED] (C/AED) to explain our responsibilities to report the alleged threat to TMU, and advise them that this behavior will not be tolerated in CC [REDACTED] Office. Michael S. asked if he and Debra [REDACTED] could approach C/HR/CCI regarding any EEO action – without interfering with the TMU investigation. I advised them that the TMU investigation was separate from an EEO investigation, and to move forward with their request to C/HR/CCI.

Dana [REDACTED]
C/DD [REDACTED] SEC

From: Joshua Schulte

Sent: Wednesday, March 02, 2016 11:01 AM

To: Burt [REDACTED] William [REDACTED] [REDACTED]

Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]

Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

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Anytime Friday would be fine.. but if at all possible, any day before would be preferred.

Thanks.

From: Burt [REDACTED]

Sent: Wednesday, March 02, 2016 8:50 AM

To: William [REDACTED] [REDACTED]; Joshua Schulte <schuljo@cia.ic.gov>

Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]

Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

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I am available all day Friday, defer to Mr. Schulte for his schedule.

Burt [REDACTED] DC/DD [REDACTED] SEC

Hotline: [REDACTED], email: DDI_SUPP_ [REDACTED] SEC Group

[CCI Security](#) [REDACTED]

From: William [REDACTED]

Sent: Wednesday, March 02, 2016 8:20 AM

To: Burt [REDACTED] Joshua Schulte <schuljo@cia.ic.gov>

Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]; DS-OS-PPG-SPS-TMU [REDACTED]; DS-OS-PPG-SPS [REDACTED] [REDACTED]
[REDACTED]

Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

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Good Morning,

TMU agrees that the type of behavior described below is concerning and needs to be addressed accordingly. TMU would like to arrange a time to meet and gather additional background information to help gauge the extent of the problem as well as coordinate with Amol [REDACTED]'s management team in coming up with the best possible solution. Would you be available to meet any time on Friday to discuss further?

Regards,

W. [REDACTED]
Investigator/Federal Police Officer
Threat Management Unit

[REDACTED]
Office: [REDACTED]
Office Secure: [REDACTED]
Desk: [REDACTED]
Desk Secure: [REDACTED]
OUS: SEC/PPG TMU

From: Burt [REDACTED]

Sent: Wednesday, March 02, 2016 7:56 AM

To: Joshua Schulte <schuljo@cia.ic.gov>

Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]; DS-OS-PPG-SPS-TMU [REDACTED]; DS-OS-PPG-SPS [REDACTED] [REDACTED]
[REDACTED]

Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

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GM Joshua,

Thank you for the write up explaining your experiences as well as others with [REDACTED] Amol [REDACTED]. I see two sides to this, one is management related and the other is security related. I am puzzled why your note from October 30th was not brought to our attention, but perhaps the recipient thought it could be handled in house. None the less, there is an element of threat in [REDACTED]. Amol [REDACTED]'s comments and for that I am cc'ing the OS Threat Management Unit (TMU) as well as our [REDACTED] SPS supervisors in the event immediate action should be required. Please standby for their respective guidance as well as be prepared to discuss below with the officer(s). Lastly, I am upgrading the classification of this note to AIUO to keep this internal for now.

Burt [REDACTED] DC/DDI/[REDACTED]/SEC

Hotline: [REDACTED], email: DDI_SUPP_[REDACTED]_SEC Group

[CCI Security](#) [REDACTED]

From: Joshua Schulte

Sent: Tuesday, March 01, 2016 6:22 PM

To: DDI_Support_Security [REDACTED] [REDACTED]

Subject: FW: Behavior in the workplace

Classification: UNCLASSIFIED

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Security,

I'm not really sure to whom I should report this... An officer that I work with, Amol [REDACTED], is always very abusive and quite frankly, a bully. However, recently his harassment seems to have escalated to a point that it may be a security issue... On multiple occasions he has made death threats directly to me saying "I wish you were dead—And that's not a threat it's a fucking promise"... It's been worse lately, and he always seems upset and unstable.. bipolar? I know he's also had personal issues like a girlfriend that recently dumped him.. I'm just beginning to feel very uncomfortable and threatened.. I've considered just going to the local police and trying to get a restraining order, but I thought I'd inform security before I did this... I've informed my management chain long ago as evidence by the forwarded email.. Thanks for any help..

From: Joshua Schulte

Sent: Friday, October 30, 2015 5:33 PM

To: Sean [REDACTED]

Subject: Behavior in the workplace

Classification: UNCLASSIFIED

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I just wanted to bring to your attention some alarming concerns regarding officer Amol [REDACTED]. These issues have occurred since his arrival about a year ago, but have only intensified and are now reaching a breaking point for me and my colleagues.

Amol is very derogatory and abusive to everyone around him. On multiple occasions he has gone so far as to wish death upon me and other colleagues such as Matthew [REDACTED]. Specifically he has said: "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true..." Among others. Clearly, this type of rhetoric is very inappropriate for an office environment, and does little to foster collaboration. Despite many attempts by myself and others to ask him politely to stop, this abusive language continues daily.

Additionally, Amol is especially abusive and vindictive when people ask for a reprieve, or at least a halt in abuse regarding certain sensitive topics. For example, recently officer Michael [REDACTED] was fitted with braces. Officers including myself and Josh F. [REDACTED] warned Amol that Michael [REDACTED] was sensitive about this topic and politely asked that he NOT abuse this officer. Amol proceeded with daily insults fit for an elementary schoolyard, laughing at Michael [REDACTED] and throwing him insults such as "train tracks", and "metal mouth". It's incomprehensible that a mature adult would ever behave in such a cruel demeanor with complete disregard for others and lack of any empathy.

No one is immune from Amol insults; Even people's wives. Amol has gone so far as to directly insult Jeremy Weber [REDACTED]'s wife and father-in-law. He has directly called them both "dumbasses" and "idiots" for their investment choice in the G-fund. Despite multiple attempts by Jeremy [REDACTED] to dissuade and stop this outrageous behavior, Amol will still discuss this topic and laugh in Jeremy [REDACTED]'s face.

Aside from this abrasive behavior, Amol also makes racially-insensitive and outright racist statements. He claims as a minority, he is immune to racism. He makes jokes about Indian-Americans that I will not even reproduce here. When such derogatory language is heard, the branch will always inform Amol of this unacceptable behavior, but he simply laughs and shrugs it off.

Besides insulting his colleagues, Amol directly insults IV&V and ISB. Despite IV&V residing immediately behind our cube row, Amol consistently berates them both personally and professionally. IV&V members have previously voiced their frustration, but Amol does not seem to listen or learn from any prior discussions.

This behavior is abusive, insulting, and unacceptable... My fellow officers and I grow weary of the constant deriding.

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