

TMU → investigation completes

↳ Security yesterday (TMU)

↳ Decision Final

(SIB)

~~EEO~~
Phone Number (TMU)

[Assault] Physical
↳ Criminal Assault

22nd → Friday 29th → May 13th
A-H

^{always} Joshua
William

[Copy of Reports]

↳ FOIA

Privacy Act Request
↳ Information on yourself
↳ Someone else

★
[Milo]

Status of Complaint
Referred to SIB → FOC?

Privacy Act Request

Can I get a copy reports
of SIB, EEO
FOIA?

Court Appearance Activity for Joshua Schulte (2405243)

Activity Summary

Type	Court Appearance	Submit Date	13-May-2016 11:25 AM
Participant	Joshua Schulte (2405243)	Status	Noted Only
Supervisor	Duane [REDACTED] ([REDACTED])	Ongoing?	No

Activity Questions and Responses

Q: Court Date: A: 22-Aug-2016

Q: Participant's role at the Court Appearance: A: Plaintiff

Q: Reason for Court Appearance: A:

Q: Please explain "Other" Reason: A:

Q: Indicate if Court Appearance is related to a DWI/DUI: A:

Q: Synopsis - provide a summary of arrest, summons, or reason for court appearance: A:

Q: Indicate if another agency-affiliated person (employee, contractor, or detailee) is involved in the court appearance as a plaintiff, defendant, or witness: A: Yes

Q: Please give the name of employee(s), their involvement in the proceedings, and their cover status(overt/covert): A: Amol [REDACTED] Defendant

Q: Disposition: A: Pending

Q: Please explain "Other" Disposition: A:

Q: Indicate if you anticipate any media being present at the court appearance: A: Unknown

Q: Indicate if Public Affairs has been notified: A:

Q: Add any additional comments: A: This is Amol [REDACTED]'s appeal of the protective order that was granted me against Amol.

Q: Name of Court: A: Loudoun County Circuit Court of Appeals

Q: Case #: A: 100995

Q: Selected Country: A: UNITED STATES

Q: Selected State: A: VIRGINIA

Q: Selected City: A: STERLING

Q: Indicate if you plan to have legal representation: A: No

Q: Name of Attorney: A:

Q: Name of Firm: A:

Q: Address: A:

Q: Phone: A:

Q: Indicate whether you anticipate needing a cleared attorney: A:

Q: Indicate if foreign nationals will be involved in the activity: A: No

Q: I understand I must report any changes to this particular court appearance activity. A: Yes

Related Actions and Comments for This Activity

Action: Action taken (Submit) by Joshua Schulte (2405243) (SUBMITTER) on 13-May-2016 11:25 AM

Comment: None

Action: Action taken (Concurred) by Eileen [REDACTED] [REDACTED] (OGC/LD) on 13-May-2016 1:33 PM

Comment: YOU MAY NOT/NOT TAKE ANY CIA DOCUMENTATION WITH YOU TO THIS COURT HEARING.

The employee may not lie in statements made under oath in connection with any U.S. judicial proceeding (federal, state, or local) (made "under penalty of perjury") in any capacity (e.g., as juror, witness, plaintiff, defendant, or other), either individually or through an attorney, either orally or in writing. The employee may not disclose classified information (including Agency affiliation if under cover) without Agency authorization. Pursuant to Agency Regulation 10-16, the employee is prohibited from removing any CIA documents, e-mails, or regulations from the Agency. The guidance contained in Agency Regulations 3-34 and 3-35 pertains, and the employee should read these regulations prior to making any sworn statements. The employee should always strive to provide answers that are both truthful and unclassified.

According to AR 13-11, "[o]vert employees will not conceal Agency affiliation in response to reasonable inquiries...." If as part of the employee's participation in a legal proceeding the response 'U.S. Government' to a question concerning employment is not adequate, OGC believes it is reasonable for the employee to then respond to that question by acknowledging CIA employment.

If you have questions, please contact OGC/Litigation Division on [REDACTED]

Action: Action taken (Add Reviewer) by Christopher [REDACTED] [REDACTED] (APPROVER) on 15-May-2016 7:11 PM

Comment: FYI for Leonard Small SYSTEM COMMENT: SIB/[REDACTED] has been sent a Notification Only by APPROVER

Action: Action taken (Noted Only) by Christopher [REDACTED] [REDACTED] (APPROVER) on 15-May-2016 7:12 PM

Comment: Follow OGC guidance and adhere to your secrecy agreements.

→ left eye floaters after staring at screen
→ blurry vision, spots, floaters, headaches

feels numb, spotty looking up

Privacy Act Statement

[Authority: 42 U.S.C. 2000e-16 et seq and 29 CFR 1614.106.]

Principle Purpose: Informal and formal taking of allegation of discrimination because of race, color, national origin, religion, sex, age, genetic information, disability or reprisal.

Routine Uses: This form and the information on this form may be used: (a) as a data source for complaint information for production of summary descriptive statistics and analytical studies of complaints processing and resolution efforts and may be used to respond to general requests for information under the Freedom of Information Act: (b) to respond to requests from legitimate outside individuals or agencies (e.g. Members of Congress, The White House, the Equal Employment Opportunity Commission, or Federal Courts) regarding the status of the complaint or appeal: and (c) to adjudicate complaint or appeal. Collection of your social security number, which is solely for identification purposes, is authorized under Executive Order 9397.

Disclosure: Voluntary.

Here is the initial email that I sent to my management on 10/31/2015 that describes many of the allegations:

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 Joshua 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] 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 Weber [REDACTED] to dissuade and stop this outrageous behavior, Amol will still discuss this topic and laugh in Jeremy Weber [REDACTED] 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.

AR 4-8

Agency's Z Policy

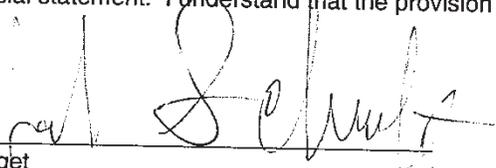
Classification (when filled in): _____

1. Target's name (Last, First, MI) Schulte, Joshua, A	2. Target's AIN 2405243	3. SSN (optional)
4. Target's employment status Staff _____(Company)	5. Target's cover status No	6. Directorate/Mission Center/Office DDI/CCI/AED
7. Date harassment reported to mgmt. (31/10/15)	8. Name of mgmt. official Sean [REDACTED]	9. Date(s) met w/EEO counselor for Advice Only N/A
10. Was contact made w/Counselor within 45 calendar days of the alleged incident(s)? If so, identify Counselor. N/A	11. Alleged Harasser's name: Amol [REDACTED]	12. Alleged Harasser's Directorate/Mission Center/Office DDI/CCI/AED

*If yes, Counselor's name: _____

Please see the next page for all allegations and witnesses.

The responses I provided above are true and accurate to the best of my knowledge and ability. These responses are my official statement. I understand that the provision of this form, when filled out in its entirety, initiates the AR 4-8 process.



 Target

3/21/2016

 Date

FOR OFFICIAL OEEU USE ONLY

Inquiry Officer's name

Date

Management Deciding Official

Date

UNCLASSIFIED

Joshua Schulte

From: Joshua Schulte
Sent: Tuesday, June 28, 2016 3:06 PM
To: Andrew P. Hallman
Cc: Sean P. Roche; Meroe S. Park
Subject: Resignation over retaliatory management
Attachments: FW: Update on EDG Networks and Atlassian Product Upgrades (14.7 KB); FW: Stash project "Brutal Kangaroo" Admin Access (12.7 KB); FW: Stash project "Brutal Kangaroo" Admin Access (12.4 KB); (U//FOUO) Self-Granting Previously Revoked Admin Privileges on an Agency... (40.8 KB); Self-Granting Previously Revoked Admin Privileges on an Agency Computer ... (14.6 KB); Letter of Warning.pdf

Signed By: schuljo@cia.ic.gov

Classification: UNCLASSIFIED
=====

I know you don't deal with personnel issues and likely won't spend much time on this, but management's abuse of power and consistent retaliation against me has forced me to resign. If you had asked me in January of 2016 where I'd be in ten years, I'd have told you I loved the CIA family and intended to happily work as a developer in EDG until the end of time.

Unfortunately, in 3/2016, an employee threatened to kill me which resulted in my subsequent report to security and escalation to TMU. I was told by my branch chief and others that this was a mistake, and that I had incurred the wrath of my group chief, Karen [REDACTED] for making her look bad for this report. The events that followed have convinced me that reporting anything of this nature to security is a mistake: The best course of action would be to simply pray an employee does not carry out his threats. I've discussed this with several other employees, and they have all said the same thing... The notion that reporting incidences like this to security creates backlash and punishment is absurd.

The events that followed March illustrate my punishment for this report... Karen specifically avoided me from this point onward, no longer speaking to anyone in our branch, avoiding me in the halls, and made me feel alienated and ashamed for the report... No action was taken to limit my contact with the employee who threatened me, and I felt uncomfortable at work... I spoke with my branch chief, and nothing was done at all to help me after this incident; Management just treated me coolly. So, I took TMU's advice and filed a protective order against the employee, hoping that since the Agency wouldn't help me, perhaps the state would. I went to court and subsequently was granted the protective order. I also took advantage of EAP for help for the traumatic experience. The retaliation for the protective order was swift—I was once again berated for not communicating through my management chain.

Management's solution was then to move us both into different branches. However, I was never told of decisions or kept in the loop of what I was supposed to be doing—I reached out to my branch chief, Sean [REDACTED] and acting division chief, Anthony Leonis [REDACTED] for guidance. I requested to receive orders in writing as previously I was told several different things regarding a desk move, and was eventually told that I had specifically disobeyed orders from Karen to move desks despite not knowing these instructions; This request was denied. I was told multiple times by Anthony [REDACTED] that Karen and D/CCI Bonnie did not wish to put anything into writing. Orders were to be communicated from Karen to Anthony [REDACTED] to Sean to me ONLY.

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At this point, I tried to make the best of my situation and move forward. As the primary caretaker and administrator of EDG/AED's source code repository, Stash, I was the first-line POC for any administration. One day, I found that my access to the OSB Libraries, A library of code that I had created and was responsible for maintaining, had oddly revoked my access. Strange, but not abnormal—There were constant issues with the software where people's accesses were removed or projects left without permissions, which I had dealt with for years. So, naturally I simply added my accesses back to my projects. I then looked at the audit logs, and found that the only other stash administrator, **Jeremy Weber** had been the one to remove my access. I spoke with him, and he told me that since I had moved branches I was no longer in charge of this project. He did not state that any management had instructed him to perform this action, but only that he had been unhappy with the way I was managing these libraries. Annoyed that he had played politics to overthrow me from my own project, I inquired to the branch chief if he had given **Jeremy Weber** permission to revoke my privileges, to which he denied.

The next week I noticed my permissions as administrator had been revoked entirely and I was hit with a Memorandum on "Self-Granting Previously Revoked Admin Privileges on an Agency Computer Network", which I have attached. As soon as I sat down, my acting division chief said "Now I don't want to hear any he-said/she-said, so just sign this and we'll move on." Essentially, the memorandum stated that I abused my privileges by adding back Admin access on the OSB Libraries—despite not being told by anyone that these accesses were being revoked. No one cared about my side: Not HR, not my acting division chief, no one—Management was annoyed that I was continually causing problems for them. I was told that I knew these accesses were being revoked and that I purposefully circumvented C/EDG's desires. I voiced my concerns about never being told, and that there was nothing in writing since I was specifically told that none would be given to me—and yet this memorandum was written and given to me without my concerns. Once again, management retaliated against me and used the process to formally punish me. As the primary administrator on stash, one would think that I would have been told.... I could have removed my own accesses and moved on... or ***At least*** **Jeremy Weber** or my branch chief or someone could have told me that my accesses were to be revoked, because HOW else was I supposed to know? Telepathy? Karen used her loyal pawn, **Jeremy Weber** to execute her will of removing me from the OSB Libraries, not inform me, and wait for me to logically add my permissions back to a project I thought was still mine. Then, she punishes me.

At this point, Karen still has not spoken to me. She still actively avoids me when she sees me approach... I am told, not by her, but by **Anthony** that I am to be removed from all my active projects EXCEPT for Nader and Brutal Kangaroo (which I was allowed to keep). Fine. Management tells me to stop trying to fight every battle and to move on... I'm told not to defend myself, but to accept the consequences without challenge. FINE. I once again attempt to move forward despite feeling immensely wronged by the system.

Then, on May 26th, as I am winding down on completing Nader, I attempt to access Brutal Kangaroo so that I can continue development. I discover that I do not have access to do anything with this project. So, I reach out via email to the branch who now manages stash asking for access to the project. They enable my access and I navigate to the audit log and discover that **Jeremy Weber** had revoked my access to this project and assigned it to someone else. Imagine my shock, after being told that this project, which only I have worked on, was to remain my project. That same day, I email C/HR **Susan** and explain that this illustrates **Jeremy Weber**'s abuse of power since I was told that I would be keeping this project.

On June 22nd, I'm invited to a meeting with Karen and **Susan** (First instance since March that Karen speaks to me). I sit down, and I'm hit with a "Letter of Warning"—which I have attached. It states that I abused the memorandum, and once again granted myself admin privileges on an agency computer network. Surprised, I read that I was supposedly told that Brutal Kangaroo was not the project I was keeping, but a subcomponent of the project, Shattered Assurance, was intended to be mine instead. I was told that I asked multiple people in ISB for access to this project, and that I illegally revoked OSB's privileges of the project. I was also told that I abused the precedent that all admin changes in stash projects required branch chief permission, and that I was deliberately violating the policy to gain administrative rights. Once again, this letter was drafted without asking me about any of this, which I was able to explain. Once again, no one cared about my side, they were just happy to retaliate once again against me, despite the fact that it was me who sent the original email with all the details. I sent ONE, single email to all of ISB, which was answered and I was granted privileges prior to a second email from another member of ISB asking for branch chief approval. The procedure for needing branch chief approval was not told to anyone in AED or implemented until June 16th, well after the email that I sent. The reason I revoked OSB and added RDB to the permissions list was good security practice—I thought the project was now RDB, so I transferred access to

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RDB. I explain all of this, and that I was told Brutal Kangaroo was my project. However, once again, there is no paper copy of this since I was told I would not be given any formal instructions in writing, and once again, this is used to discredit me. I then explain that the notion of "owning" a subcomponent in Brutal Kangaroo was a nonsensical notion since all the source code for that subcomponent only exists in Brutal Kangaroo and the sole source repository, thus even if that was stated to me it makes no sense and is completely confusing. Despite all my arguments, Karen thinks and even agrees with me at one point, but does not change any of the wording. Once again, Karen's lack of communication to me is used against me for punishment. I feel wronged and continually mistreated by the system. I've reached out to HR and CCI, but no one will help me.

Additionally, I discovered that the next project I was assigned was specifically orchestrated by Anthony and is not something that the customer even wants or asked for. I am being stonewalled—Unable to work on the many projects I have contributed and created since they have all been taken from me... And forced to work on a project that will not be used nor contribute any mission success. Karen will prevent me from being promoted, and continue to do everything within her power to punish me. What's next? Who knows what form of punishment is coming next... She has made work a living hell, and I have no alternative but to resign. The fact that the CIA employs managers who actively seek to avoid written direction, who secretly make decisions about an employee and not communicate these decisions to him, and then punish him for not knowing or understanding these directions is frightening and unconscionable. In the end, my punishment for reporting death threats against me to security has cost me my job.

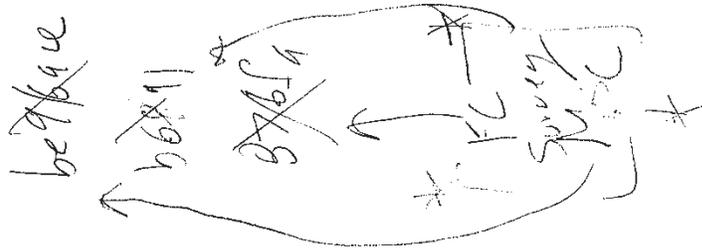
Josh Schulte

P.S. oh, I just found out I was awarded the McCone... Ironic... As upsetting as all this has been for me, it's a relief to write this up... Even if nothing is done about it, even if no one cares or I'm punished again, at least I've voiced my concerns and accepted my fate. I cannot be the first who has been persecuted by his management, and I sincerely hope you setup some independent investigation into the security concerns of discouraging people from reporting life-threatening incidences as well as these atrocious abuses of power from Karen.

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Classification: UNCLASSIFIED

UNCLASSIFIED

WARNING: Classified output may follow



SCHULJO

↓
[7,5]

3 2

h/f=-1

Print=5

Date: 11/10/2015

Time: 11:44:05 AM



Queue Name: [REDACTED]9W53-01B-S-C

Server Name: WMA-[REDACTED]PRNT03

WARNING: This output is from a TOP SECRET system, processing data with multiple SCI compartments and handling caveats. Reliable human review of each page for appropriate classification, control, and handling markings is required prior to dissemination from TOP SECRET Agency control.

WARNING: This printer cover sheet is to be treated as classified and properly disposed.

Joshua Schulte

From: Michael [REDACTED]
Sent: Monday, March 07, 2016 2:12 PM
To: Joshua Schulte
Subject: RE: Personal Safety Brief and Witness Statement
Signed By: [REDACTED]

Classification: UNCLASSIFIED//FOUO
=====

Sir,

Can you do tomorrow at 1pm? I can come to your location.

Respectfully,

Officer Michael [REDACTED]
Threat Management Unit
Desk Non-secure [REDACTED]
Desk Secure [REDACTED]
Office Non-Secure [REDACTED]
Office Secure [REDACTED]

From: Joshua Schulte
Sent: Monday, March 07, 2016 1:32 PM
To: Michael [REDACTED]
Subject: RE: Personal Safety Brief and Witness Statement

Classification: UNCLASSIFIED//FOUO
=====

Anytime this week will work for me.. If this is during the day, I'd prefer an afternoon time like ~2PM.

Thanks,
Josh Schulte

From: Michael [REDACTED]
Sent: Friday, March 04, 2016 12:33 PM
To: Joshua Schulte <schuljo@cia.ic.gov>
Cc: DS-OS: [REDACTED]-TMU [REDACTED]
Subject: Personal Safety Brief and Witness Statement

Classification: UNCLASSIFIED//FOUO
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Sir,

I am contacting you to schedule a time to conduct a Personal Safety Brief with someone from TMU. Please let me know what times would be good for you. Also please see the attached SPS Complaint/Witness form to fill out. Thank you.

Respectfully,

Officer Michael [REDACTED]
Threat Management Unit
Desk Non-secure [REDACTED]
Desk Secure [REDACTED]
Office Non-Secure [REDACTED]
Office Secure [REDACTED]

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Classification: UNCLASSIFIED//FOUO

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Classification: UNCLASSIFIED//FOUO

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Classification: UNCLASSIFIED//FOUO