

U.S. House of Representatives

Committee on the Judiciary

Washington, DC 20515-6216
One Hundred Sixteenth Congress

June 26, 2019

The Honorable Michael E. Horowitz
Inspector General
U.S. Department of Justice
950 Pennsylvania Avenue, N.W.
Washington, D.C. 20530

Dear Mr. Horowitz:

We write concerning disturbing allegations of discrimination in the training and selection of FBI agents at the FBI's Training Academy in Quantico, VA. On May 29, 2019, sixteen plaintiffs filed a lawsuit against the FBI accusing the Bureau of running a "good-old-boy network" at Quantico and discriminating against women.¹ The suit alleges the women have been "sexually harassed, subjected to a hostile work environment and outdated gender stereotypes, constructively discharged, forced to resign under pressure or who perceived that continuing in the training would be a futile gesture, suffered retaliation, and/or suffered other types of harassment in whole or in part because of their gender since April 10, 2015."² The suit also alleges, "[i]n many cases, the harassment and discrimination take the form of gender-plus discrimination in that women of color or who have disabilities are excessively singled out for adverse treatment."³ The suit details numerous, specific instances of such discrimination at the Training Academy and states over 100 women were potentially subjected to this treatment.⁴

If true, such conduct cannot be tolerated. The selection process employed by the FBI must be free from discrimination on the basis of factors such as gender and race, and individuals hired to these important positions should reflect the diversity of our country. We must also ensure potential agents not be deterred from applying because they fear the possibility of such treatment.

Although this issue is now pending in the courts with respect to certain instances of past discrimination, we believe these detailed allegations require an investigation into the FBI's training and selection practices for new agents by your office. Such an inquiry will help ensure appropriate changes be made as soon as possible, if necessary, based on your recommendations.

¹ Adam Goldman, *Women Sue F.B.I., Claiming Discrimination at Training Academy*, N.Y. TIMES, May 30, 2019, at A18.

² Bird et. al. v. Barr, No. 1:19-CV-1581 (D.D.C. May 29, 2019).

³ *Id.*

⁴ *Id.*

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Thank you for your attention to this matter.

Sincerely,



Jerrold Nadler
Chairman
Committee on the Judiciary



Doug Collins
Ranking Member
Committee on the Judiciary



Karen Bass
Chairman
Subcommittee on Crime, Terrorism, and
Homeland Security



John Ratcliffe
Ranking Member
Subcommittee on Crime, Terrorism, and
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