



MURIEL BOWSER  
MAYOR

June 27, 2023

Mr. Daniel W. Lucas  
Inspector General for the District of Columbia  
100 M Street, SE  
Washington, DC 20003

Dear Inspector General Lucas:

I write to share the Summary of Findings from the Mayor's Office of Legal Counsel's (MOLC) Sexual Harassment Investigative Report on the allegations against the former Deputy Mayor for Planning and Economic Development and Chief of Staff John Falcicchio.

As I have shared with you and with the public, it is critical to me that DC government remains a sexual harassment-free workplace for all employees, contractors and customers. In 2017, I issued [Mayor's Order 2017-313](#), which provided the first-ever, government-wide policy on sexual harassment.

As directed by this Mayor's Order, allegations of sexual harassment shall be referred to the agency's Sexual Harassment Officer or General Counsel, in this case the MOLC, triggering an investigation into the matter. The MOLC conducted 32 interviews and provided me with the findings as well as to both involved parties.

The investigation found that the substantiated allegations against the former DMPED/COS more likely than not constituted sexual harassment as defined and prohibited by Mayor's Order 2017-313.

However, questions have been raised about the unsubstantiated claims the MOLC indicated were outside the scope of the sexual harassment investigation. I would like to call your attention to the following report findings to consider whether a management review could help ascertain whether policies in place today work or need updating:

***Allegation No. 3** – Rumored sexual or attraction-based hiring and promotion practices in DMPED and EOM to the extent they were controlled or influenced by the DM/COS,*

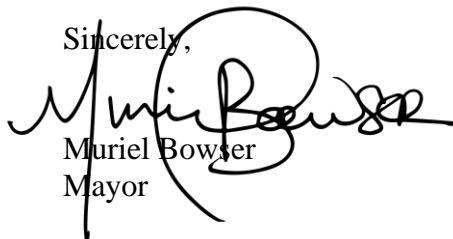
***Allegation No 4**- Bullying of the Complainant by DMPED Senior Staff, not related to the DM/COS or the unsubstantiated claim that there was poor treatment by senior DMPED officials orchestrated by the DM/COS.*

*Allegation No. 8 – Retaliatory post-complaint treatment*

We place tremendous importance on recruiting and retaining the best, most highly qualified staff of Washingtonians from all wards and backgrounds for government service. These accusations—even if perception—are taken extremely seriously and we will work to address them through training and updated human resources policies.

If you have questions about the request, please contact me or Gene Adams, the Director of the Mayor's Office of Legal Counsel.

Sincerely,



Muriel Bowser  
Mayor

cc: The Honorable Phil Mendelson, Chairman, Council of the District of Columbia  
The Honorable Kenyan McDuffie, Chairperson, Committee on Business and Economic Development  
The Honorable Anita Bonds, Chairperson, Committee on Executive Administration and Labor