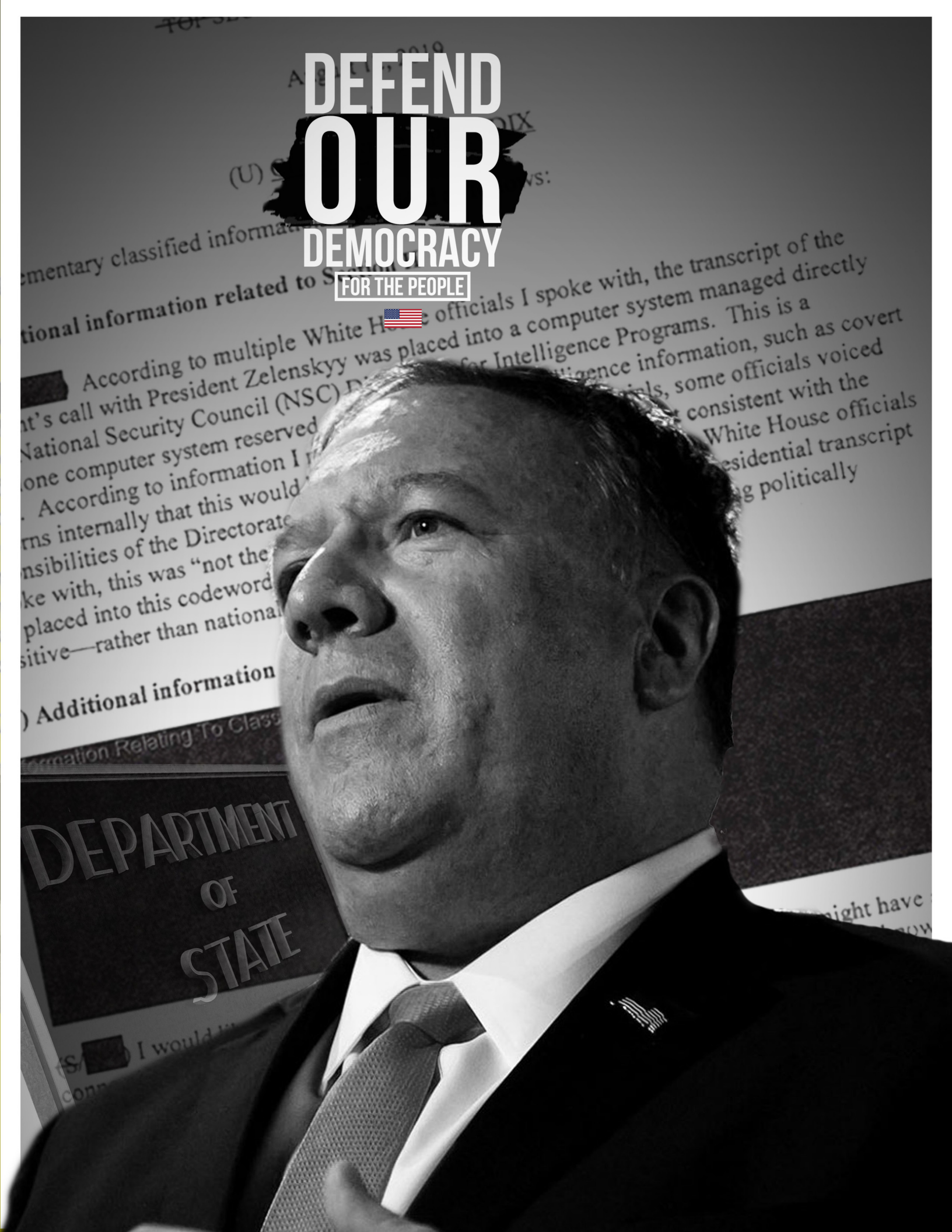


# DEFEND OUR DEMOCRACY

FOR THE PEOPLE



plementary classified information  
ational information related to S

According to multiple White House officials I spoke with, the transcript of the  
at's call with President Zelenskyy was placed into a computer system managed directly  
National Security Council (NSC) Director for Intelligence Programs. This is a  
one computer system reserved for Intelligence information, such as covert  
According to information I received from officials, some officials voiced  
consistent with the  
ns internally that this would be a presidential transcript  
nsibilities of the Directorate  
ke with, this was "not the  
placed into this codeword  
sitive—rather than national

Additional information

DEPARTMENT  
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# SECRETARY POMPEO'S STATE DEPARTMENT

## HARASSMENT, INTIMIDATION, IMPUNITY.

If Secretary Pompeo is worried about bullying of State Department personnel, he should start by putting an end to the culture of harassment and impunity that has festered at the agency on his watch.

Even before President Trump took office, concerns surfaced that his incoming Administration would target career government employees who had served Presidents of both parties because they worked on Obama Administration priorities.

These concerns were well founded.

Congressional oversight efforts, reports from the State Department Inspector General, and public reporting have revealed a troubling pattern of abuse and retaliation against American career diplomats and civil servants. In addition to being against the law, this sort of harassment harms our national security by making it harder for the men and women on the front lines of diplomacy to do their important jobs.

Foreign Affairs Committee Chairman Engel, the late Oversight and Reform Committee Chairman Cummings, and Senate Foreign Relations Committee Ranking Member Menendez have worked to bring these allegations to light and hold Pompeo and the Department accountable.

Here is a timeline of the Administration's troubling record and the Committees' work to expose and stop these abuses:

### TIMELINE

**DECEMBER 15, 2016:**  
**COMMITTEE RESPONDS  
TO WARNING SIGNS**

*Democratic Foreign Affairs Committee members called on then-Secretary of State John Kerry to resist any attempt by the incoming Administration to single out individuals who had worked on Obama Administration priorities.*

**JANUARY 31, 2017:**  
**WHITE HOUSE TRIES  
TO SILENCE DISSENT**

*After nearly 1,000 State Department officials used legally protected channels to **voice opposition** to the President's Muslim ban, the White House Press Secretary Sean Spicer took aim at them—saying they should “get with the program or they should go.” In light of that public threat, Democratic Committee members warned the President against any sort of harassment or retaliation.*

**JANUARY 29, 2018:**  
**DEPARTMENT EFFORT  
TO “CLEAN HOUSE”  
COMES TO LIGHT**

*After receiving several reports of Trump Administration officials targeting career employees at the State Department in order to “clean house” of anyone perceived to be disloyal to President Trump, Chairmen Engel and Cummings pushed the State Department Inspector General to launch an investigation.*

**MARCH 15, 2018:**  
**CONFIRMED TARGETING OF  
A PERCEIVED  
“TROUBLEMAKER”**

*Engel and Cummings acted on whistleblower accounts of State Department employees facing retaliation, intimidation, and harassment by Trump Administration officials Margaret Peterlin, Christine Ciccone, Matthew Mowers, Brian Hook, and Julia Haller. The Chairmen **pressed the White House and State Department** to answer for this illegal and discriminatory conduct. The State Department ignored the letter.*

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**APRIL 9, 2018:**  
**MORE BAD ACTS:  
POLITICAL  
LITMUS TESTS**

*After new information of continued retaliation against career employees perceived to have failed Trump’s political litmus tests, and in the face of stonewalling, Engel, Cummings, and Menendez urged the State Department’s Inspector General to investigate the new reports of Trump Administration officials mistreating State Department career employees for being perceived as not loyal enough to President Trump, affiliations with past Administrations, sexual orientation, national origin, and ethnicity.*

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**MAY 23, 2018:**  
**POMPEO’S EMPTY  
PROMISES  
TO DO SOMETHING**

*Engel publicly pressed Pompeo to end the illegal discriminatory behavior at the State Department and to stop blocking Congress’s oversight efforts. **Pompeo committed** to firing anyone involved in such behavior and to promptly providing a timeline for the release of documents related to mistreatment of career employees. Pompeo missed his own deadline, and officials responsible for this abuse remain on the job today.*

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**JUNE 5, 2018:**  
**ENGEL RESPONDS  
TO POMPEO’S  
FOOT-DRAGGING**

*Engel demanded Pompeo honor his commitment and produce documents related to whistleblower complaints of illegal and improper discrimination by the Trump Administration.*

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**JUNE 19, 2018:**  
**DEPARTMENT HIDES  
DOCUMENTS ON  
“LOYALTY TESTS”**

*Engel, Cummings, and Menendez demanded Pompeo produce State Department documents related to additional reports that Trump Administration official Mari Stull was conducting “loyalty tests” of senior employees at the State Department and international organizations to determine if they were sufficiently loyal to President Trump.*

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**AUGUST 22, 2018:**  
**POMPEO REWARDS  
BAD BEHAVIOR IN  
DEPARTMENT**

*After months of stonewalling Congress’s efforts to protect State Department employees from mistreatment, Pompeo promoted Brian Hook, a figure central to the allegations of illegal discriminatory behavior at the State Department. Engel and Cummings urged Pompeo to work with Congress and do the right thing for his employees. Pompeo never replied.*

**FEBRUARY 14, 2019:**

**ADMINISTRATION  
APPOINTEE  
IGNORES WATCHDOG**

*Reports revealed that Christine Ciccone, a Trump Administration State Department appointee, refused to comply with the Inspector General's investigation of reported politically-motivated mistreatment of career employees.*

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**MARCH 15, 2019:**

**PATTERN OF  
STONEWALLING**

*After a year of Pompeo blocking any efforts to get to the truth and help State Department employees, Engel and Menendez again **demand** Pompeo end the stonewalling and work with Congress to address illegal discriminatory behavior at his department.*

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**MARCH 27, 2019:**

**POMPEO'S  
AGGRESSIVE DENIAL**

*At a hearing, **Engel pressed Pompeo** to stop obstructing the Committee's efforts to address the Administration's mistreatment of career State Department employees. Pompeo's response—"I'm not going to respond to **anything**"—betrayed a disregard for the welfare of Department employees.*

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**AUGUST 15, 2019:**

**IG ISSUES A  
DAMNING REPORT**

*The State Department Inspector General issued a scathing report confirming that Department employees were subjected to "disrespectful and hostile" treatment by Trump Administration officials. Engel urged Pompeo to fire Kevin Moley, a senior official found by the Inspector General to be a key perpetrator in illegal and discriminatory hostile behavior. Pompeo ignored the facts and took no action. It wasn't until October 18—more than three months after the release of the report—that Moley announced his retirement for the end of November.*

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**OCTOBER 1, 2019:**

**POMPEO CYNICALLY  
ACCUSES COMMITTEES  
OF INTIMIDATION**

*Pompeo sent a letter to the three House Committees conducting the impeachment inquiry, obstructing their attempts to get information and falsely accusing the committees of trying to intimidate key witnesses in the Ukraine Scandal. The Trump Administration has prevented key witnesses from testifying and is undermining Congress's constitutional obligation to hold the Executive Branch to account for illegal behavior.*

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**NOVEMBER 13, 2019:**

**IG REPORT REFLECTS  
CULTURE OF HARASSMENT**

*The State Department Inspector General released a second report detailing violations of Department policy and documenting obstruction that prevented the Inspector General from conducting a full investigation.*