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## United States Senate

September 29, 2020

COMMITTEES  
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ENVIRONMENT  
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The Honorable Michael J.K. Kratsios  
Acting Under Secretary of Defense for Research and Engineering  
3030 Defense Pentagon  
Washington, DC 20301-3030

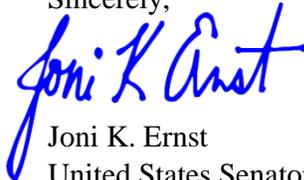
Dear Mr. Kratsios,

I am writing to you regarding the DoD Inspector General report on an investigation of sexual harassment allegations against Mr. John James who served at the Missile Defense Agency as the Executive Director. The report concluded Mr. James engaged in a pattern of sexual harassment against several employees during his tenure at the MDA from 2012-2019 <sup>1</sup>.

This report describes the Missile Defense Agency as a place where many employees knew that this senior leader engaged in misconduct and created an unhealthy work environment. According to the IG report, Mr. James was formally counseled on one occasion for inappropriate comments made towards a female employee in 2017. Additionally, the report highlighted that the supervisor of one of the victims worked to ensure their subordinate employee would not be at the same work functions as Mr. James for his continued pattern of misconduct. Despite these efforts, Mr. James still sought out the employee to the point other co-workers noticed the unwanted harassment. The employee believed that reporting this behavior would endanger her career which indicates an extremely unhealthy work culture at MDA. Sexual harassment is unacceptable at any level but exceptionally inappropriate from senior leaders. I am extremely concerned that the lack of timely action has a perception of immunity by senior leaders from laws, rules, and regulations prohibiting sexual harassment. The retirement without consequence reinforces this perception that leaders harass employees with impunity due to their senior status.

As someone who is deeply engaged in preventing sexual harassment and assault, I seek to identify the root causes for his behavior to refine current rules and procedures to prevent future violations. Therefore, I request the outcomes of any investigations of Mr. James pursuant to the requirements of 10 USC Sections 1561, 1564 or any other investigation regarding sexual harassment or regarding his contributions to a hostile work environment. Additionally, I request the full record of sexual harassment training in which Mr. James participated, including dates attended and descriptions of the training completed, while at MDA.

Sincerely,



Joni K. Ernst  
United States Senator

<sup>1</sup> Department of Defense Inspector General, "Report of Investigation Mr. John H. James, Jr. Senior Executive Service Missile Defense Agency," July 13, 2020, [https://media.defense.gov/2020/Sep/16/2002498770/-1/-1/1/REPORT%20OF%20INVESTIGATION%20MR.%20JOHN%20H.%20JAMES.%20JR.%20SENIOR%20EXECUTIVE%20SERVICE%20MISSILE%20DEFENSE%20AGENCY%20\(1\).PDF](https://media.defense.gov/2020/Sep/16/2002498770/-1/-1/1/REPORT%20OF%20INVESTIGATION%20MR.%20JOHN%20H.%20JAMES.%20JR.%20SENIOR%20EXECUTIVE%20SERVICE%20MISSILE%20DEFENSE%20AGENCY%20(1).PDF)