Who is FEMA OPR?
The Federal Emergency Management Agency (FEMA) Office of Professional Responsibility (OPR) is the agency’s resource responsible for receiving, documenting, reviewing, routing, and investigating allegations of misconduct involving FEMA personnel.

What is FEMA OPR’s Mission?
Our mission is to promote the integrity of the FEMA workforce by ensuring expeditious, fair and objective, and accountable review of allegations of misconduct and/or harassment.

What is misconduct and how do I report it?
Reportable allegations include, but are not limited to:

- Bribery
- Theft or misappropriation of funds
- Use or possession of illegal drugs
- Perjury / false statements
- Sexual assault
- Harassment
- Viewing, downloading, or possessing pornography on government equipment or networks
- Intentional misrepresentations of or falsification of official information
- Misuse of government vehicles or equipment
- Misuse of purchase cards or travel cards
- Gross mismanagement, misuse of official time, disclosure of PII, damage to government property
- Additional areas of non-criminal, but serious misconduct as defined by FEMA Directive 112-13

REPORTING MISCONDUCT
OPR provides multiple ways for employees to report misconduct, including:

- **Hotline**: 833-TELL-OPR (833-835-5677)
- **Misconduct**: FEMA-Misconduct @fema.dhs.gov
- **Harassment**: fema.harassment@fema.dhs.gov


Our Process

1. **OPR Receives Allegation**
   - Email to FEMA misconduct box
   - Call to OPR hotline
   - Letter to OPR
   - DHS OIG

2. **OPR Triage Allegation**
   - Reviews allegation
   - Retains certain allegations OR Routes certain allegations:
     - **Contractor**: May route to OCPO
     - **Lesser Misconduct**: Route to OCCHCO/LER for management inquiry

3. **OPR Sends Allegation to DHS OIG**
   - OPFs notify DHS OIG of all allegations
   - DHS investigates or sends case back to OPR for investigation

4. **OPR Investigates Allegation**
   - Gathers evidence
   - Interviews witnesses

5. **OPR Writes ROI**
   - Records the facts of the case
   - Provides determination (substantiated, unsubstantiated, and unfounded)

6. **OPR Refers Completed Case to OCCHCO/LER**
   - OPR sends complete ROI and exhibits to OCCHCO/LER for adjudication

7. **OCCHCO/LER Recommends Action**
   - OCCHCO/LER, in conjunction with subject’s management, recommends disciplinary action
   - Management carries out disciplinary action