



**NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY**  
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**Office of Inspector General**  
**Investigations Division**

**(U) Inappropriate Behavior**

**OIG Case Number 15-127**

**14 September 2015**



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(U) The Investigations Division, Office of Inspector General, NGA, prepared this report. If you have any questions about the report, contact Investigations.

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NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY  
OFFICE OF INSPECTOR GENERAL

EXECUTIVE SUMMARY

(U) **OIG CASE NUMBER:** 15-127

(U) **TITLE:** Inappropriate Behavior

(U) **ALLEGATION**

(U//~~FOUO~~) The NGA Office of Inspector General (OIG) received information from an anonymous source regarding the behavior of Mr. Robert "Bobby" M. Knight, civilian, (b) (6), on 10 July 2015, when he visited NGA as part of the Director's Distinguished Speaker Series.<sup>1</sup> During this event, Mr. Knight allegedly used profanity and acted inappropriately toward some women.

(U) **INVESTIGATION**

(U//~~FOUO~~) NGA OIG investigators developed evidence showing that during his speeches, Mr. Knight used profanity on several occasions. The investigation also identified two NGA employees who claimed Mr. Knight touched their buttocks and three others who alleged other inappropriate behavior.

(U//~~FOUO~~) Mr. Robert T. Cardillo, Director, Defense Intelligence Senior Executive Service, NGA, Springfield, Virginia, was aware that Mr. Knight would likely use language that some would find offensive, but he decided the leadership lessons to be learned were worth that risk. Mr. Cardillo did not know Mr. Knight was going to inappropriately touch two women during the visit.

(U) This information was referred to the U.S. Army Criminal Investigation Command, Fort Belvoir, Virginia, which referred it to the FBI for criminal investigation. The attached report documents the investigative work that the OIG completed just before the FBI took over the investigation.

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1. (U) Mr. Knight is a former American collegiate basketball coach.

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## REPORT OF INVESTIGATION

(U) OIG CASE NUMBER: 15-127

(U) TITLE: Inappropriate Behavior

### (U) BACKGROUND

(U//~~FOUO~~) On 20 July 2015, the NGA Office of Inspector General (OIG) received an anonymous complaint about **Mr. Robert "Bobby" M. Knight** (civilian, (b) (6) [REDACTED]) who addressed the NGA workforce on 10 July 2015 as part of the Director's Distinguished Speaker Series.<sup>1</sup> According to the complainant, Mr. Knight:

Used offensive profanity throughout his presentation to the NGA workforce.  
Groped five women at NGA . . . by slapping a Senior Woman on butt.  
Disregarded those present at the time – Another senior, a male, saw the incident and stated – "I saw him slap you on your ASS!" Fondled a woman's breast.

When the NGA Director [**Mr. Robert T. Cardillo**, Director, Defense Intelligence Senior Executive Service (DISES), NGA, Springfield, Virginia] invited someone like Bobby Knight to speak as a guest for his Leadership Series, he failed to use good judgment in selecting someone like BOBBY Knight. Knight is known for his offensive/harassing background and history of invasive behaviors, on and off the basketball court.

This was a poor leadership example presented and championed by the NGA Director!

### (U) SCOPE

(U) NGA OIG conducted this investigation in accordance with the standards set forth in NGA Manual 7410.11, *Inspector General Operations*, 2 June 2014, and the *Quality Standards for Investigations*, 15 November 2011, set forth by the Council of the Inspectors General on Integrity and Efficiency. We obtained testimony from NGA employees believed to have information pertinent to the allegations and issues. We also reviewed pertinent documents and data.

(U//~~FOUO~~) On 23 July 2015, (b)(7) [REDACTED], was briefed on this matter and advised that DCIS did not intend to open a criminal investigation.

(U//~~FOUO~~) On 28 July 2015, (b)(7), (b) (6) [REDACTED] and (b)(7), (b) (6) [REDACTED] were briefed on this investigation to date. (b)(7), (b) (6) [REDACTED]

1. (U) Mr. Knight is a former American collegiate basketball coach.

referred the matter to (b) (6), (b)(7) [REDACTED], FBI, who took responsibility for the criminal investigation aspects of this matter.

(U) On 29 July 2015, notifications about the investigation were made to the U.S. House Permanent Select Committee on Intelligence and the U.S. Senate Select Committee on Intelligence.

(U) This report documents the OIG investigative work completed up to the point when the FBI took the case. No conclusions were drawn from the evidence collected.

## (U) FACTS

### (U) Records

(U//~~FOUO~~) *Photos.* A review of the photos taken during Mr. Knight's visit to NGA was conducted. The photos included several pictures of Mr. Knight with his arm around one shoulder of many of the complainants in this matter. No pictures showed inappropriate touching.

(U//~~FOUO~~) *Video.* A review of a videotape of Mr. Knight's lecture confirmed he used profanity on several occasions.

(U) *Closed-Circuit Television.* On 29 July 2015, a review of the NGA CCTV security footage from 10 July 2015 revealed nothing pertinent to this investigation.

### (U) Testimony

(U//~~FOUO~~) (b) (6) [REDACTED], contractor, (b) (3) 10 U.S.C. § 424 [REDACTED], NGA, Springfield, stated:

(U//~~FOUO~~) He was present for most of Mr. Knight's visit to NGA. During his presentations, Mr. Knight used profanity. During the lecture in the William Alder Auditorium, he asked several people to stand, including a deaf man. When the man did not turn to face the audience as directed, Mr. Knight commented that the man was uncoachable. (b) (6) [REDACTED] did not think that was appropriate but guessed that Mr. Knight did not know the man was deaf. He did not see Mr. Knight touch anyone in an inappropriate manner.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) [REDACTED]

[REDACTED], stated:

(U//~~FOUO~~) On 10 July 2015, (b) (6) [REDACTED], contractor, (b) (3) 10 U.S.C. § 424 [REDACTED], (b) (6) [REDACTED] for (b) (3) 10 U.S.C. § 424, (b) (6) [REDACTED] during Mr. Knight's lecture. After the lecture, (b) (3) 10 U.S.C. § 424, (b) (6) [REDACTED] wanted to get an autograph from Mr. Knight. (b) (3) 10 U.S.C. § 424, (b) (6) [REDACTED] for

(b) (3) 10 U.S.C. § 424, (b) (6) and Mr. Knight during that meeting. After (b) (6) returned to her office, she said, "I feel so gross. I just got felt up by a dirty old man." She said Mr. Knight rubbed his hand down her side and toward her hip. She also said she did not want to report this matter to authorities.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) testified:

(U//~~FOUO~~) On 10 July 2015, he and his (b) (6) met Mr. Knight after his lecture. Mr. Knight was seated in a tall chair. (b) (6) stood just to Mr. Knight's left. They both were facing (b) (3) 10 U.S.C. § 424, (b) (6). During the meeting, Mr. Knight put his arm around (b) (6) shoulder. He observed that (b) (6) was not comfortable with that. He did not see Mr. Knight put his hand anywhere on (b) (6) body that would be considered inappropriate.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) , testified:

(U//~~FOUO~~) On 10 July 2015, she was standing with Mr. Knight just prior to when he went on stage to speak. She was standing to his right side, and they were both facing the stage. As she talked to him about the stage and microphones, she felt his hand on her buttocks. She froze and did not say anything to him. Mr. Knight did not say anything to her at the time. After Mr. Knight went on stage, she went into the Green Room with (b) (3) 10 U.S.C. § 424, (b) (6) and (b) (3) 10 U.S.C. § 424, (b) (6). (b) (3) 10 U.S.C. § 424, (b) (6) said, "Oh my God, (b) (3) 10 U.S.C. § 424, (b) (6) he hit you on your ass."

(U//~~FOUO~~) Later the same day, (b) (3) 10 U.S.C. § 424, (b) (6) , said Mr. Knight had hit her on the butt as well.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) , testified:

(U//~~FOUO~~) On 10 July 2015, she rode to Union Station, Washington, DC, to pick up Mr. Knight. Also in the car was (b) (6) Director Cardillo's father, (b) (6). On the ride back to NGA, she sat in the front passenger seat, and Mr. Knight and (b) (6) sat in the back. At one point, Mr. Knight reached up and massaged her shoulder and asked her if she was an athlete. She said she had been in college. He then asked her, "Do you want to know how I knew? I watched you from behind and saw how you walked in those heels."

(U//~~FOUO~~) Later that day, as they were entering the OCC Exhibit Center for his audio interview, Mr. Knight put his hands on (b) (3) 10 U.S.C. § 424, (b) (6) shoulders, like in a conga line dance, as she described it.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) testified:

(U//~~FOUO~~) On 10 July 2015, she was near (b) (3) 10 U.S.C. § 424, (b) (6) and Mr. Knight as he prepared to go on stage to speak. She heard later that (b) (3) 10 U.S.C. § 424, (b) (6) had been inappropriately touched, but she did not see anything. Later, she was coordinating the autograph line. One of the people in line (she did not know his name) asked if he could give Mr. Knight a hug. As that man approached the front of the line, (b) (3) 10 U.S.C. § 424, (b) (6) went to Mr. Knight to tell him about the hug request. Mr. Knight hugged her instead, saying, "I'd rather hug you than him." As she turned to walk away, Mr. Knight swatted her on her buttocks. She did not know if anyone else saw the swat. Mr. Cardillo was in the area, but he may not have been looking in that direction.

(U//~~FOUO~~) After the autograph line, the group walked to the OCC Exhibit Center. On the way, she heard Mr. Knight say to Mr. Cardillo, "I'd rather walk with her (b) (3) 10 U.S.C. § 424, (b) (6) than you." When they entered the room, he was walking behind her, and he put his hands on her shoulders as they walked.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) testified:

(U//~~FOUO~~) She was with the group that met Mr. Knight at the main entrance to the NGA building on 10 July 2015. After entering the building, Mr. Knight stopped to look at some pictures on the wall. (b) (3) 10 U.S.C. § 424, (b) (6) went there to explain the pictures. As they turned to continue in the building, the photographer was there, and Mr. Knight put his arm around her shoulders for a picture. He continued to hug her as they walked away. This shocked her, and she felt it was inappropriate.

(U//~~FOUO~~) After they left the Executive Dining Room, Mr. Knight tried to hug her again, but she walked ahead of him.

(U//~~FOUO~~) While Mr. Knight was waiting to go on stage, he was standing next to (b) (3) 10 U.S.C. § 424, (b) (6). (b) (3) 10 U.S.C. § 424, (b) (6) was standing behind them. (b) (3) 10 U.S.C. § 424, (b) (6) saw Mr. Knight reach down and smack (b) (3) 10 U.S.C. § 424, (b) (6) on the buttocks.

(U) During his speeches, he said, "Goddamit," a lot.

(U//~~FOUO~~) (b) (3) 10 U.S.C. § 424, (b) (6) provided a written statement that described how, on 10 July 2015, she was (b) (6) a conversation between Mr. Knight and a (b) (6) (b) (3) 10 U.S.C. § 424, (b) (6)). During the conversation, Mr. Knight put his arm tightly around her shoulder. She tried unsuccessfully to pull away. When the conversation ended, and as she was walking away, Mr. Knight's hand slid down the side of her body and over her hip.

(U//~~FOUO~~) Mr. Cardillo testified:

(U//~~FOUO~~) He made the decision to invite Mr. Knight to speak at NGA. Mr. Knight had a relationship with Mr. Cardillo's family going back to the 1960s,

when Mr. Cardillo's father and Mr. Knight were both at West Point.

(U//~~FOUO~~) Mr. Cardillo was aware that Mr. Knight would likely use language that some would find offensive. He weighed that against the positive leadership and motivational lessons that Mr. Knight could provide. He was not aware of any previous allegations against Mr. Knight involving inappropriate behavior with or touching of women.

(U//~~FOUO~~) During Mr. Knight's visit on 10 July 2015, he did not witness and he was not told about any inappropriate behavior by Mr. Knight. There were two odd moments during the visit. The first was when he and Mr. Knight were leaving Mr. Cardillo's office; Mr. Knight put an arm over Mr. Cardillo's shoulder and walked with him for several steps in that manner. This was "awkward. The second was when Mr. Knight first met one of the Protocol ladies; he said something like, "Oh you changed your shoes."

(U//~~FOUO~~) During Mr. Knight's speeches, Mr. Cardillo felt the language that Mr. Knight used was what he expected. He stated that the telephone story (which involved putting a telephone up the ass of an operator) was over the line.

(U//~~FOUO~~) He first learned of the inappropriate touching allegations when he was contacted by **Ms. Susan M. Gordon**, Deputy Director, DISES, NGA, Springfield, during his leave the following week. He was not sure of the exact date.



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