



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT INDEPENDENT OFFICE OF THE INSPECTOR GENERAL

SUMMARY OF INVESTIGATIONS VOLUME II - 2026

INVESTIGATION RESULTS



The BART Office of the Inspector General (OIG) completed eight investigations into alleged employee misconduct. We are providing this summary report to remain compliant with California Public Utilities Code § 28841, which requires that we keep BART administration, the Board of Directors, and the public informed of our findings and recommendations. After reviewing documentation and records, and conducting observations and interviews, we found seven allegations to be unsubstantiated, and one already being addressed through the grievance process.

Unsubstantiated Allegations

1. There was no merit to an allegation that an employee was committing time theft by not completing their daily work shifts. OIG case number 299.
2. There was no merit or management had already addressed allegations that two employees were committing theft of time. OIG case number 353.
3. Evidence supported that an employee serving on a hiring panel properly disclosed a personal relationship with one of the candidates being interviewed. As such, the employee did not violate BART policy. OIG case number 359.
4. Overtime data did not show inconsistencies indicative to favoritism in how it was awarded that could also indicate potential fraud, waste, or abuse. Because we noted that some employees earned a few hundred hours less overtime than others and a witness raised concerns of potential discrimination, we encouraged the complainant to file a grievance through their union and submit a complaint to the BART Office of Civil Rights (OCR). OIG case number 362.

WHY THIS WORK MATTERS



Conflicts of interest, time theft, workers' compensation fraud, and misuse of District assets hinder BART's ability to provide safe, clean, and reliable service, and to obtain support for public funding. Therefore, it is important to demonstrate through independent and confidential investigations that the OIG protects public resources by addressing such allegations.

RELEVANT POLICIES



BART's Employee Code of Conduct Section XIII prohibits discrimination, and Section XI prohibits nepotism. Section 1703 of BART's Operations Rules and Policies prohibits falsifying District records such as worker's compensation applications, time sheets, and reports.

RECOMMENDATIONS



There are no recommendations associated with the investigations discussed in this report. The allegations were either unsubstantiated or already being addressed through another formal process.

5. Research did not support that a non-sworn employee had restraining orders filed against them. Although not a fraud, waste, or abuse allegation, we conducted some investigatory work to determine if elevating this complaint was warranted. Because the complaint included additional allegations of unprofessional conduct, we encouraged the complainant to file their concerns with Internal Affairs. OIG case number 363.
6. At the time of our site visit, evidence did not support that unnecessary and unused equipment was being stored at a BART station as reported by a complainant concerned that doing so failed to demonstrate fiscal responsibility. OIG case number 367.
7. Evidence did not support an allegation of workers' compensation fraud by an employee performing activities off duty purportedly incongruous with their work restrictions. OIG case number 372.

Addressed by Grievance Process

8. Two employees alleged that they were victims of wage theft because BART withheld overtime pay from them. During our investigation, we learned that the employees had also filed grievances through their union. Therefore, we closed the case as to not interfere with the grievance process. The employees also alleged harassment, discrimination, and, for one employee, a false accusation of theft by their manager. We informed the employees to submit those complaints to the Office of Civil Rights (OCR) or to Labor Relations, since those concerns were not within our purview. OIG case number 354.

OIG DISCLOSURE PRACTICES

We identify those involved in our investigations in only limited circumstances. This avoids violating privacy and confidentiality rights granted by law and creating unwarranted actions against those involved with our investigation. The decision to provide names is made on a case-by-case basis and considers all elements of an investigation. This practice does not prevent individuals from requesting documents under the California Public Records Act (CPRA). However, such disclosures may be restricted or limited by law.

The role of the OIG is not to prove wrongdoing, but to uncover facts and find the truth. At times, this means we determine an allegation does not have merit as there is evidence clearing the subject of wrongdoing. Such evidence is generally not available to complainants.

The possibility of not substantiating an allegation is one of the reasons we maintain strict confidentiality over an investigation. It could harm the subject to release information about the allegation when no evidence supports wrongdoing.

Providing Independent
Oversight of the District's
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