



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

Office of Inspector General

November 20, 2023

MEMORANDUM

TO: Charlotte A. Burrows
Chair

Pierrette McIntire
Chief Information Officer

FROM: Joyce Willoughby
Inspector General

A handwritten signature in black ink that reads "Joyce Willoughby".

SUBJECT: Federal Information Security Modernization Act of 2014 (FISMA)
Fiscal Year 2023 Performance Audit (OIG Report Number 2023-002-AOIG)

The Office of Inspector General (OIG) contracted with the independent certified public accounting firm of Harper, Rains, Knight & Company, P.A. (HRK) to conduct a performance audit of EEOC's information security program and practices in accordance with the Federal Information Security Modernization Act of 2014 (FISMA). The contract required HRK to conduct the audit in accordance with generally accepted government auditing standards (GAGAS) contained in Government Auditing Standards issued by the Comptroller General of the United States.

The objective of this performance audit was to assess the effectiveness of the EEOC's information security program and practices for the period October 1, 2022, through September 30, 2023. HRK found that EEOC has established and maintained a constantly implemented information security program and practices, which is not effective, per the FY 2023 CyberScope metrics. HRK has identified areas of improvement in the form of findings and recommendations. EEOC's management was given the opportunity to review the notifications of findings and recommendations. Responses are included in the report.

The OIG does not express an opinion on EEOC's FISMA audit or conclusions about the effectiveness of security program and practices, or conclusions on compliance with laws and other matters. HRK is responsible for the attached auditors' report dated October 23, 2023, and the conclusions expressed therein.

The OIG has scheduled its exit conference regarding FISMA on November 28, 2023, at 10:30 am via MS Teams. Attached is the final report regarding the FY 2023 FISMA performance audit.

The Office of Management and Budget issued Circular Number A-50, Audit Follow-up, to ensure that corrective action on audit findings and recommendations proceed as rapidly as possible. EEOC Order 192.002, Audit Follow-Up Program, implements Circular Number A-50 and requires that for resolved recommendations, a corrective action work plan should be submitted within 30

days of the final audit report date describing specific tasks and completion dates necessary to implement audit recommendations. Circular Number A-50 requires prompt resolution and corrective action on audit recommendations. Resolutions should be made within six months of final report issuance.

Attachment

cc:

Cynthia Pierre
Chief Operating Officer

Brett Brenner,
Acting Deputy Chief Operating Officer

Sivaram Ghorakavi
Acting Deputy Chief Information Officer

Jamell Fields
Chief Information Security Officer

Donnie Landon
Audit Follow-Up Coordinator