



U.S. Equal Employment Opportunity Commission

Office of Inspector General
Semiannual Report to the U.S. Congress

April 1, 2018 – September 30, 2018

Milton A. Mayo Jr.

Inspector General

OIG VISION

Effective, efficient and accountable oversight of Agency programs, operations, and personnel.



OIG MISSION

To detect and prevent waste, fraud, and abuse and promote economy, efficiency, and effectiveness in the programs and operations of the Equal Employment Opportunity Commission.

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Message from the Inspector General

We continue to celebrate the 40th anniversary of the Inspector General Act and the creation of the original 12 Offices of Inspector General. According to the Council of the Inspectors General on Integrity and Efficiency (CIGIE) website, on October 12, 1978 the Inspector General Act of 1978 was enacted by President Jimmy Carter, who signed the Act and described the new statutory Inspectors General (IGs) as "perhaps the most important new tools in the fight against fraud." President Carter charged the IGs always to remember that their ultimate responsibility is not to any individual but the public interest.

On October 18, 1988, the IG Act was amended, creating 30 additional Offices of Inspector General (OIG) for certain designated federal entities (DFE), including an OIG for U.S. Equal Employment Opportunity Commission (EEOC). These DFE IGs were provided substantially the same powers and duties as those IGs appointed by the President. Since our creation, we have been part of a community that has grown to include 73 statutory Inspectors General who collectively oversee the operations of nearly every aspect of the Federal government.

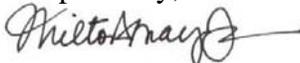
As required by the IG Act, as amended, every six months we provide the United States Congress with a report summarizing our independent oversight of the EEOC during the reporting period. This report is our 59th Semiannual Report, and it contains a summary of our activities for the period April 1, 2018, through September 30, 2018.

We appreciate the continued support for our oversight activities from the EEOC's senior leadership. We note the Acting Chair's leadership and support for our evaluation of the Agency's emerging data analytics program. While there was some disagreement on certain aspects of the report's findings and recommendations, in areas where the Agency concurred with the report, it pursued the development and execution of corrective actions plans to address those recommendations.

We believe that by leveraging data analytics, artificial intelligence, and related cutting-edge tools, the EEOC will increase its effectiveness and efficiency in efforts to realize its vision of ***“Respectful and inclusive workplaces with equal employment opportunity for all.”*** Thus, we are encouraged by the Agency's commitment to data analytics and its candor and willingness to act promptly on those recommendations with which it concurs and where it has the resources to do so.

We remain committed to providing independent, fair and professional oversight of EEOC operations, programs, and personnel. In doing so, we resolve to seek and sustain the highest level of integrity in our organization to fulfill our mission and provide value in the public interest.

Respectfully,



Milton A. Mayo Jr.
Inspector General

Executive Summary

This Office of Inspector General's (OIG) semiannual report to the U.S. Congress summarizes OIG's activities and accomplishments for the period April 1, 2018 through September 30, 2018.

During this period, the OIG issued two reports from the audit and evaluation program. The audit report found that the EEOC complied with the Improper Payments Elimination and Recovery Improvement Act of 2012. We also issued a report on the EEOC's data analytic activities which included 11 recommendations.

The OIG also initiated two projects. One of the projects is an evaluation of the EEOC's hearings and appeals activities, which is being conducted by The Center for Organizational Excellence, Inc. The purpose of the evaluation is to identify opportunities to improve the effectiveness and efficiency in the planning and execution of these activities. The other project initiated by the OIG is an audit of the EEOC's commercial purchase card program. That audit is being conducted by the public accounting firm Harper, Rains, Knight & Company, P.A.

We received 467 hotline inquiries, of which 192 were charge processing issues, 145 were complaints related to Title VII of the Civil Rights Act of 1964, as amended, and 130 were other investigative allegations. We did not complete any investigations during the period, nor issue any investigative reports.

The OIG continues its audit and evaluation work on the Independent Evaluation of the U.S. Equal Employment Opportunity Commission's Compliance with Provisions of the Federal Information Security Modernization Act of 2014 (FISMA), and the EEOC's compliance with the Federal Managers' Financial Integrity Act of 1982 and the Accountability of Tax Dollars Act of 2002 during FY 2018.

During the reporting period, the OIG conducted recruitment activities resulting in the selection of a staff evaluator and a staff auditor. Both are expected to be onboarded during the 1st quarter of FY 2019.

Introduction

The Equal Employment Opportunity Commission

The Equal Employment Opportunity Commission (EEOC) is the Federal agency responsible for enforcement of Title VII of the Civil Rights Act of 1964, and related statutes. These statutes prohibit employment discrimination based on race, sex, color, religion, national origin, age, disability, or genetic information.

The EEOC is also responsible for carrying out Executive Order 12067, which promotes coordination and minimizes conflict and duplication among Federal agencies that administer statutes or regulations involving employment discrimination.

The EEOC is a bipartisan commission composed of five presidentially appointed members. The President designates a Chair and Vice Chair. The Chair is responsible for the administration and implementation of policy and the Commission's financial management and organizational development. The Commissioners participate equally in developing and approving EEOC policies, issuing charges of discrimination where appropriate, and authorizing the filing of lawsuits. Also, the President appoints a General Counsel, who is responsible for conducting litigation under the laws enforced by the Commission. Currently, the Agency has an Acting Chair, two vacant Commissioner positions, and the General Counsel position is vacant. President Donald J. Trump has nominated two new Commissioners, one of whom is designated to be the Chair. The President has also nominated a General Counsel. These nominations were pending confirmation by the U.S. Senate at the close of the reporting period.

The Office of Inspector General

The U.S. Congress established the Office of Inspector General at EEOC through the 1988 amendments to the Inspector General Act of 1978. These amendments expanded the authority of designated Federal entities to create independent and objective OIGs. Under the direction of the Inspector General (IG), the OIG meets this statutory responsibility by conducting and supervising audits, evaluations, and investigations relating to Agency programs and operations. The OIG provides leadership, coordination, and recommendations concerning policies for activities designed to promote economy, efficiency, and effectiveness in administering programs and operations.

President George W. Bush enacted the IG Reform Act of 2008. It established, among other things, the Council of Inspectors General for Integrity and Efficiency (CIGIE) as the unified council of all statutory Inspectors General. The CIGIE's mission is to address integrity, economy, and effectiveness issues that transcend individual Government agencies. It is also responsible for facilitating federal IGs in increasing the professionalism and effectiveness of personnel by developing policies, standards, and approaches to aid in the establishment of a well-trained and highly skilled workforce in the offices of the Inspectors General.

President Barack Obama enacted the Inspector General Empowerment Act of 2016. Among its provisions, this Act confirms that IGs are entitled to full and prompt access to agency records, thereby eliminating any doubt about whether agencies are legally authorized to disclose potentially

sensitive information to IGs. In so doing, this Act ensures that IGs can conduct audits, reviews, and investigations independently and efficiently.

The IG provides overall direction, coordination, and leadership to the OIG. The IG is the principal advisor to the Chair regarding all audit, evaluation, and investigative matters relating to the prevention, identification, and elimination of fraud, waste, and abuse in any EEOC program or operation. The IG strives to ensure the effectiveness and efficiency of Agency programs and operations and recommends the proper boundaries of audit and investigative jurisdiction between the OIG and other EEOC organizations. The IG also develops a separate and independent annual budget for the OIG, responds directly to inquiries from the public, the U. S. Congress, the news media, and prepares press releases, statements, and other information about the OIG's activities.

The Deputy Inspector General (DIG) serves as the IG's alter ego and participates fully in policy development and execution. The DIG is the second-line supervisor for the OIG's audit, evaluation and investigation program activities, and has primary supervisory responsibility for the information technology program. The Assistant Inspector General for Audits and Evaluations (AIGA) manages the OIG's audit and evaluation programs and is the first-line supervisor for the staff auditor and staff evaluators.

The Counsel to the Inspector General is the sole legal advisor for the OIG, providing day-to-day supervision of the OIG's investigative work, and is the primary liaison with Agency legal components and the U. S. Department of Justice. Since January 2010, the Counsel to the IG has served and continues to serve as the Acting Deputy Inspector General.

During the reporting period the OIG conducted recruitment activities resulting in the selection of a staff evaluator and a staff auditor. Both are expected to be onboarded during the 1st quarter of FY 2019. As of the close of the reporting period, the OIG non-managerial staff consisted of a chief technology officer, an evaluator, two criminal investigators, and an administrative specialist.



The Audit and Evaluation Program

The Audit and Evaluation Program supports the OIG's strategic goal of improving the economy, efficiency, and effectiveness of EEOC programs, operations, and activities.

New and Ongoing Audit & Evaluation Projects

FY 2018 Audit of the Consolidated EEOC Financial Statements

The OIG contracted with Harper, Rains, Knight & Company, P.A., of Ridgeland, Mississippi, to perform the 2018 financial statement audit of the EEOC, which is required by the Accountability of Tax Dollars Act of 2002. Fieldwork is ongoing, and the audit opinion is expected to be issued by November 15, 2018, to meet the Office of Management and Budget's (OMB) deadline for inclusion in the Agency's 2018 Performance and Accountability Report. Additionally, a management letter report will be issued shortly after the financial statement audit, identifying any internal control weaknesses.

FY 2018 Agency Compliance with the Federal Managers' Financial Integrity Act of 1982

The OIG is completing its annual advisory to the Chair concerning the Agency's compliance with the management control evaluation process. The OIG advisory will report whether the Agency's management control evaluation process was conducted in accordance with Federal Managers' Financial Integrity Act (FFMIA) guidelines.

The OIG will issue the advisory to the Chair in November 2018 for inclusion in the Agency's 2018 Performance and Accountability Report.

FY 2017-2018 Audit of the EEOC Purchase Card Program

The OIG contracted with Harper, Rains, Knight & Company, P.A., of Ridgeland, Mississippi, to perform an audit of the FY 2017 and 2018 commercial purchase card program. In compliance with OMB Memorandum M-13-21 "Implementation of the Government Charge Card Abuse Prevention Act," issued September 6, 2013, each agency head shall provide an annual certification that the appropriate policies and controls are in place or that corrective actions have been taken to mitigate the risk of fraud and inappropriate charge practices. This certification shall be included in the annual statement of assurance under FMFIA. The OIG expects to issue a report in February 2019.

FY 2018 Independent Evaluation of the U.S. Equal Employment Opportunity Commission's Compliance with Provisions of the Federal Information Security Modernization Act of 2014

The public accounting firm of Brown and Company (Brown and Company), CPAs PLLC., is performing, under contract with the OIG, the FY 2018 Independent Evaluation Audit of the Agency's Adherence to the Federal Information Security Modernization Act (FISMA). In compliance with OMB requirements, Brown and Company will prepare OIG's CyberScope metrics evaluation which will provide the status of EEOC's information security program. The metrics will be submitted by October 31, 2018.

Brown and Company's complete report on the EEOC's information security program, with corresponding findings and recommendations, will be issued in November 2018.

Evaluation of Federal Hearings and Appeals Activities

During the fourth quarter of FY2018, we engaged the services of The Center for Organizational Excellence, Inc., to conduct a program evaluation of the EEOC's federal hearings and appeals activities. The purpose of the evaluation is to identify opportunities to improve the effectiveness and efficiency in the planning and execution of these activities. The draft and final reports are scheduled to issue during the third and fourth quarters of FY 2019.

Completed and Pending Projects

FY 2017 Compliance with the Improper Payments Elimination and Recovery Improvement Act of 2012

The OIG issued a report stating that the Agency complied with the Improper Payments Information Act of 2002, as amended by the Improper Payments Elimination and Recovery Act of 2012.

Evaluation of the EEOC's Data Analytics Activities – Report 2017-002-EOIG

Elder Research conducted this evaluation of the EEOC's data analytics activities on behalf of the OIG. The three primary objectives of the assessment were to:

1. Assess the strengths and weaknesses of the EEOC's data analytics culture, strategy, tactics, and capabilities (people, processes, technologies, financial resources, etc.).
2. Assess EEOC's strategies for ensuring the validity and accuracy of critical databases.
3. Identify improvements, opportunities, and best practices regarding EEOC's data analysis and predictive analytics activities.

During this engagement, the assessment team relied on interviews/walkthroughs that were supplemented, as needed, by EEOC strategic plans, reports, and reviews. The evaluation focused on data flows and usage of data within the organization to guide decision-making processes. The evaluation team conducted 26 meetings with a diverse group of stakeholders at EEOC headquarters and two district offices (Charlotte, Chicago) to inform its evaluation.

We issued the report in September 2018. It contained 11 recommendations in the areas of culture, people, process, analytics capability, and infrastructure. In summary, the report recommends that EEOC:

- Establish data analytics governance infrastructure.
- Engender trust in enterprise-wide steering committees and governance boards.
- Establish tone advocating for analytics in strategic planning and reviewing recommendations of data analytics governance bodies.
- Consider new approaches, such as web-enabled and cloud-based solutions, to support expanding IT infrastructure needs of both the analytics team as well as analytical product users.
- Establish a centralized, enterprise-wide analytics team or Analytics Center of Excellence.
- Designate an analytics champion to foster and evaluate cultural awareness of analytics.
- Invest in modern reporting and visualization tools that allow for automated, customizable, visualization-enhanced reporting that effectively leverage a data warehouse.
- Establish a data warehouse to address data retention, versioning, and reporting needs.
- Support analytics projects through governance of the Analytics Center of Excellence, promoting awareness of iterative analytical project processes and usage of Agile-friendly project management tools.
- Invest in the generation of new metrics that quantify opportunity costs and corresponding benefits of data collection and data assurance.
- Adopt proven modeling approaches and model management techniques.

Evaluation of Interagency and Other Special Agreements

In the previous reporting period, OIG initiated an evaluation of the Agency's interagency and other special agreements. These agreements include memoranda of understanding, memoranda of agreement, joint project documents, and the work-sharing arrangements with the Fair Employment Practice Agencies. OIG's work will not include contracts, grants, or cooperative agreements. The purpose of the evaluation is to provide EEOC leadership and stakeholders with data and, perhaps, recommendations that may increase its efficiency in managing these agreements.

During this reporting period, OIG suspended this project to devote resources to higher priority work. In the first quarter of FY 2019, OIG will decide if and when to resume the project.

Audit Follow-Up

Audit follow-up is an integral part of good management and is a shared responsibility of Agency management officials and auditors. Corrective action taken by management to resolve findings and recommendations is essential to improving the effectiveness and efficiency of Agency operations.

Section 5(a)(1) of the Inspector General Act of 1978, as amended, requires that semiannual reports include a summary description of significant problems, abuses, and deficiencies relating to the Agency's administration of programs and operations disclosed by the OIG during the reporting period. Two reports were issued during this reporting period (April 1, 2018–September 30, 2018) and one of these reports contained findings and recommendations.

Reports Issued During This Reporting Period

Fiscal Year	Report Number	Report Title	Date Issued	Findings and Recommendations
2018	2018-03-AOIG	FY 2017 Compliance with the Improper Payments Elimination and Recovery Improvement Act	May 3, 2018	No
2018	2017-002-EOIG	Evaluation of the EEOC's Data Analytics Activities	September 5, 2018	Yes

As required by Section 5(a)(3) of the Inspector General Act of 1978, as amended, semiannual reports shall provide an identification of each significant recommendation described in previous semiannual reports for which corrective action has not been completed. OIG staff met with the Agency Audit Follow-up Official in September 2018. The OIG is reporting a total of six reviews with a total of 12 open recommendations for this reporting period. The following table shows those recommendations for which corrective actions have not been completed.

Recommendations for Which Corrective Actions Have Not Been Completed

Fiscal Year	Report Number	Report Title	Date Issued
2017	2017-07-AOIG	Independent Evaluation of the U.S. Equal Employment Opportunity Commission’s Compliance with Provisions of the Federal Information Security Modernization Act of 2014	12/18/17
		<ul style="list-style-type: none"> • EEOC should implement an automated solution that provides a centralized, enterprise-wide view of risk across the agency. • EEOC should develop a Trusted Internet Connection (TIC) program that meets OMB requirements to improve the agency’s security posture. • EEOC should conduct an e-authentication risk assessment for its digital systems and has not fully implemented multifactor authentication for logical and remote access for privileged and non-privileged users. (Repeat finding since FY 2008) 	

Fiscal Year	Report Number	Report Title	Date Issued
2017	2017-06-AOIG	Performance Audit of the Compliance with the Financial and Award Data Submissions for the Second Quarter of Fiscal Year 2017	11/15/17
		<ul style="list-style-type: none"> • EEOC’s Senior Accountability Officer (SAO), or their designee, should create a quarterly assurance package that includes all the necessary elements in the OMB guidance. • EEOC should perform additional reconciliations over Files C and D1 to determine the root cause of their differences, whether it is the known issue or a potential control issue with the data being submitted from the Contract Lifecycle Management (CLM) module. 	

Fiscal Year	Report Number	Report Title	Date Issued
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2016	2016-08-EOIG	Independent Evaluation of the U.S. Equal Employment Opportunity Commission's Compliance with Provisions of the Federal Information Security Modernization Act of 2014 (FISMA)	1/4/17
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- EEOC OIT should review and analyze critical, high, and medium vulnerabilities. These vulnerabilities should be resolved to avoid compromise of EEOC's systems; or the agency should document acceptance of the risk or reclassification of the risk.

Fiscal Year	Report Number	Report Title	Date Issued
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2016	2015-01-LIT	An Exploratory Evaluation of EEOC's Litigation Activities	7/8/16
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- Examine whether ORIP and Research and Analytic Services (RAS) should continue to be siloed in their efforts to provide expert statistical analysis and investigate the reported concerns about the timeliness and, in some cases, the substance of statistical analyses prepared during the investigative process.
- Investigate options for addressing the inefficiencies inherent in the rigid separation of ORIP and RAS statistical analytic services.
- Reexamine the EEOC's performance measurements.

Fiscal Year	Report Number	Report Title	Date Issued
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2015	2014-03-OE	Evaluation of EEOC's Outreach and Education Program	5/8/15
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- EEOC and its district and field offices should routinely conduct follow-up through surveys with partners, perhaps three months after events.

Fiscal Year	Report Number	Report Title	Date Issued
2015	2014-08-EOIG	FY 2014 Federal Information Security Management Act Report	12/16/14

- Implementation of background checks for student interns to ensure that international visas are current.
- Development of policies and procedures to properly manage physical security access cards.

As required by Section 5(a)(10) of the Inspector General Act of 1978, as amended, semiannual reports must include a summary of each audit report issued before the start of the reporting period for which no management decision has been made by the end of the reporting period. The OIG has no audit or evaluation reports that were issued before the reporting period began for which no management decision has been made.

Fiscal Year	Number of Reports with Unimplemented Recommendations (such as report title, report number, hyperlink to report, etc.)	Number of Unimplemented Recommendations	Dollar Value of Aggregate Potential Cost Savings	For which no establishment comment was returned within 60 days of providing the report to the establishment
2018	0	0	0	N/A

During this reporting period, management decisions were implemented for all audits, evaluations, and review reports. We do not issue inspection reports.



The Investigation Program

The Investigation Program supports the OIG's strategic goal to focus limited investigative resources on issues that represent the greatest risk and offer the maximum opportunity to detect and prevent fraud, waste, and abuse in EEOC programs and operations.

Investigative Activities

Investigative Inquires Received April 1, 2018 – September 30, 2018	
Allegations	Number
Charge Processing	192
Other Statutes	108
Title VII	145
Mismanagement	4
Ethics Violations	2
Backgrounds	3
Theft	0
Threats	1
Fraud	1
Other Criminal Allegations	10
Congressional Inquiries	1
Total	467

OIG HOTLINE

The OIG Hotline exists to enable EEOC employees, EEOC contractors, and the public to have direct and confidential contact with the OIG. We do not investigate every hotline complaint we receive. OIG policy requires that hotline complaints be evaluated on specific criteria, including the merits of the allegation, the availability of evidence, and the priorities, commitments, and resources of the OIG. During the reporting period, OIG received 3,489 contacts in the form of hotline calls, faxes, email, and calls to our mainline.

ONGOING INVESTIGATIVE ACTIVITY

The OIG has ongoing investigations in several field offices involving ethics violations, conflicts of interest, fraud, mismanagement, falsification of government records, impersonation of a Federal official, misuse of travel and purchase cards, theft of government property, misuse of computers and threats against the Agency. OIG's ongoing investigative activities include, but are not limited to the following allegations:

- That an employee misused their government-issued computer to establish an internet website to demean, belittle and harass a former partner. Possible violations of cyber-bullying.
- Conflict of interest by an employee who operates a private software company, and engaged in a contract negotiation with the Agency.
- Misuse of position by employees engaged in obtaining information on individuals through Agency database access, in violation of Agency internet policy and procedures and alleged Privacy Act violations.
- Misuse of the Agency seal by a private company.
- Investigation of alleged false statements made by an employee who provided testimony before the Merit System Protection Board against a former employee.
- Misuse of an Agency email address by a charging party who has used the email address in contacts with state and federal agencies and private businesses.
- Investigation of multiple allegations of managerial misconduct in a field office.

The OIG did not close any investigations during this reporting period.

Appendices

Appendix I.

Final OIG Audit and Evaluation Reports

Report Title	Date Issued	Questioned Costs	Funds Put to Better Use	Unsupported Costs
FY 2017 Compliance with the Improper Payments Elimination and Recovery Improvement Act	05/03/18	\$0	\$0	\$0
Evaluation of the EEOC's Data Analytics Activities	09/05/18	\$0	\$0	\$0

Appendix II.

Investigative Statistical Report

Report Title	Number
Total number of investigative reports	0
Total number of persons referred to the Department of Justice for criminal prosecution during the reporting period	0
Total number of persons referred to State and local prosecuting authorities for criminal prosecution during the reporting period	0
Total number of indictments and criminal information during the reporting period that resulted from any prior referral to prosecuting authorities	0

Appendix V.

A detailed description of any attempt by the establishment to interfere with the independence of the Office.

Issue	Description
With budget constraints designed to limit the capabilities of the Office	N/A
Incidents where the establishment has resisted or objected to oversight activities of the Office or restricted or significantly delayed access to information, including the justification of the establishment for such action	N/A

Appendix VI.

Detailed descriptions of particular circumstances.

Issue	Description
Inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public	N/A
Investigation conducted by the Office involving a senior Government employee that is closed and was not disclosed to the public	N/A

Appendix VII.

Index of Reporting Requirements

Inspector General Act Citation	Reporting Requirements	Page
Section 4(a)(2)	Review of Legislation and Regulations	N/A
Section 5(a)(1)	Significant Problems, Abuses, and Deficiencies	10
Section 5(a)(2)	Recommendations with Respect to Significant Problems, Abuses, and Deficiencies	N/A
Section 5(a)(3)	Significant Recommendations Included in Previous Reports on Which Corrective Action Has Not Been Completed	11
Section 5(a)(4)	Matters Referred to Prosecutorial Authorities	19
Section 5(a)(5)	Summary of Instances Where Information Was Refused	N/A
Section 5(a)(6)	List of Audit Reports	10
Section 5(a)(7)	Summary of Significant Reports	7
Section 5(a)(8)	Questioned and Unsupported Costs	17
Section 5(a)(9)	Recommendations That Funds Be Put to Better Use	17
Section 5(a)(10)	<p>Summary of each audit report, inspection reports, and evaluation reports issued before the commencement of the reporting period:</p> <p>(A) for which no management decision has been made by the end of the reporting period (including the date and title of each such report), an explanation of the reasons such management decision has not been made, and a statement</p>	17

	<p>concerning the desired timetable for achieving a management decision on each such report;</p> <p>(B) for which no establishment comment was returned within 60 days of providing the report to the establishment; and</p> <p>(C) for which there are any outstanding unimplemented recommendations, including the aggregate potential cost savings of those recommendations.</p>	
Section 5(a)(11)	Significant Management Decisions That Were Revised During the Reporting Period	N/A
Section 5(a)(12)	Significant Management Decisions with Which the Office of Inspector General Disagreed	N/A
Section 5(a)(17)	<p>Statistical tables showing:</p> <p>(A) the total number of investigative reports issued during the reporting period;</p> <p>(B) the total number of persons referred to the Department of Justice for criminal prosecution during the reporting period;</p> <p>(C) the total number of persons referred to State and local prosecuting authorities for criminal prosecution during the reporting period; and</p> <p>(D) the total number of indictments and criminal information during the reporting period that resulted from any prior referral to prosecuting authorities.</p>	17
Section 5(a)(19)	<p>A report on each investigation conducted by the Office involving a senior Government employee where allegations of misconduct were substantiated, including a detailed description of:</p> <p>(A) the facts and circumstances of the investigation; and</p> <p>(B) the status and disposition of the matter, including:</p>	18

	<p>(i) if the matter was referred to the Department of Justice, the date of the referral; and</p> <p>(ii) if the Department of Justice declined the referral, the date of the declination.</p>	
Section 5(a)(20)	A detailed description of any instance of whistleblower retaliation, including information about the official found to have engaged in retaliation and what, if any, consequences the establishment imposed to hold that official accountable.	18
Section 5(a)(21)	<p>A detailed description of any attempt by the establishment to interfere with the independence of the Office, including</p> <p>(A) with budget constraints designed to limit the capabilities of the Office; and</p> <p>(B) incidents where the establishment has resisted or objected to oversight activities of the Office or restricted or significantly delayed access to information, including the justification of the establishment for such action.</p>	19
Section 5(a)(22)	<p>Detailed descriptions of the particular circumstances of each:</p> <p>(A) inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public; and</p> <p>(B) investigation conducted by the Office involving a senior Government employee that is closed and was not disclosed to the public.</p>	19

Appendix VIII.

Single Audit Act Reports

During the reporting period, OIG received no audit reports issued by public accounting firms concerning Fair Employment Practice Agencies that have work-sharing agreements with EEOC

Appendix IX.

Peer Review Reporting

Offices of Inspectors General are required to include their peer review results as an appendix in semiannual reports to Congress in accordance with Section 989C of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Public Law 111-203).

Peer Review of the OIG Audit Function

The National Endowment for the Arts (NEA) conducted a peer review of OIG's system of quality controls. The peer review covered the period ending April 1, 2017. The NEA issued its report on September 19, 2017. OIG received a Modified Opinion that the audit function policies and procedures were current and consistent with applicable professional standards. The peer review report did not include any recommendations.



EEOC-OIG The Hotline

The EEOC Hotline Program was established for Agency employees, other Government employees, contractors, and the general public to report fraud, waste, abuse, or wrongdoing by phone, website form, or by U.S. mail.

What Should you Report

You should report any concern you may have over a situation in which EEOC is the potential victim of fraudulent acts by employees, contractors, or others. It includes any violations of laws, rules, regulations, gross mismanagement, gross waste or misappropriation of funds, and abuses of authority.

OIG Hotline Contact Information



To contact our OIG Hotline please call:
Toll-free 1-800-849-4230



For general information inquiries please visit our Contact webpage:
[HTTPS://OIG.EEOC.GOV/CONTACT](https://oig.eeoc.gov/contact)
To submit report fraud/waste/ abuse please visit our Hotline webpage:
[HTTPS://OIG.EEOC.GOV/HOTLINE](https://oig.eeoc.gov/hotline)



Write:
Equal Employment Opportunity Commission
Office of Inspector General
PO Box 77067
Washington, DC 20013-7067

Identities of Writers, E-mailers, and Callers are always Fully Protected