



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

Office of Inspector General

February 6, 2026

MEMORANDUM

TO: Andrea R. Lucas
Chair

Sivaram Ghorakavi
Chief Information Officer

FROM: Joyce Willoughby
Inspector General

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

SUBJECT: Final Report: Federal Information Security Modernization Act of 2014 (FISMA) Fiscal Year 2025 Performance Audit (OIG Report Number 2025-002-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) for Fiscal Year 2025. 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, 2024, through September 30, 2025. HRK 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, and their 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 January 27, 2026, the conclusions expressed therein.

The OIG, along with HRK, will conduct a virtual exit conference on February 17, 2026, at 11:30am via Microsoft Teams where the auditors from HRK will discuss the results of the performance audit.

Audit Follow up

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.

If you have any questions, please contact Nina Murphy, Assistant Inspector General for Audits at 202-320-7201 or Nina.Murphy@EEOC.Gov.

Thank you for your assistance.

Attachment

cc:

Sharon Rose
Chief Operating Officer, Office of the Chair

Edmond Sims
Associate Deputy Chief Operating Officer, Office of the Chair

Shannon Royce
Chief of Staff, Office of the Chair

Jiashen You
Deputy Chief Information Officer, Office of the Chief Information Officer

Jamell Fields
Chief Information Security Officer, Office of the Chief Information Officer

Delphine Best
Audit Follow-Up Coordinator, Office of the Chief Financial Officer