



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

Office of Inspector General

March 15, 2022

MEMORANDUM

TO: Charlotte A. Burrows
Chair

Bryan Burnett
Chief Information Officer

FROM: Milton A. Mayo, Jr.
Inspector General

A handwritten signature in black ink, appearing to read "Milton Mayo", with a long horizontal stroke extending to the right.

SUBJECT: Final Report: Performance Audit of the U.S. Equal Employment Opportunity Commission (EEOC) Federal Information Security Modernization Act of 2014 (FISMA) For Fiscal Year 2021 (OIG Report Number 2021-004-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 conduct the audit in accordance with U.S. 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, 2020 through September 30, 2021. HRK found that EEOC has established and maintained an effective information security program and practices, consistent with applicable guidance. HRK has identified areas of improvement in the form of findings and recommendations. EEOC's management was given the opportunity to review the draft report. Management's 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 March 9, 2022, and the conclusions expressed therein.

The OIG will post on its website a redacted version of this report for the public to review. The OIG requests that you refrain from distributing the attached unredacted version of this report to anyone other than those who have a job-related need to review the report in its entirety.

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.

cc: Elizabeth Fox - Solomon
Chief of Staff

Cynthia Pierre
Chief Operating Officer

Mona Papillon
Deputy Chief Operating Officer

Pierrette McIntire
Deputy Chief Information Officer

Jamell Fields
Chief Information Security Officer

Donnie Landon
Audit Follow-Up Coordinator