



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

OFFICE OF INSPECTOR GENERAL



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

October 1, 2024, to March 31, 2025



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

OFFICE OF 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

CORE VALUES

Integrity Accountability
Excellence Collaboration
Innovation

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MESSAGE FROM THE INSPECTOR GENERAL

I am pleased to submit this semiannual report to Congress highlighting the activities of the Equal Employment Opportunity Commission (EEOC), Office of Inspector General (OIG) for the six-month period ending on March 31, 2025.

The OIG employs modern technologies and tools to ensure good financial management of American taxpayers' investment in the OIG. I have tasked my staff to develop a structured process to identify and perform our high-risk evaluation work. In order to do so, I have also implemented an Effectiveness and Efficiency Review Initiative within OIG. This initiative allows senior OIG staff to collaborate on enhancing our efforts to identify the highest mission-related risk areas, and ultimately conduct targeted evaluations of such areas. This initiative is manned by senior OIG staffers who work together to identify better high-risk areas associated with the Agency's mission-critical programs and conduct targeted reviews to address risk areas and identify effective and efficient solutions. Applying this new concept within the OIG while merging technologies and other innovative approaches and ideas to our work has aided in improved performance regarding the OIG's core mission of providing independent, objective, standards-based oversight, and enforcement to protect EEOC programs and the people they serve from fraud, waste, and abuse.

Furthermore, the OIG staff has fully returned to the office as required by President Donald Trump's Executive Order. Our employees have effectively transitioned to in-office posture and continue to maintain high individual and team productivity. I would like to personally thank the OIG's dedicated team of talented professionals who have demonstrated resilience and flexibility during this time of transition.

Finally, I would like to congratulate former Commissioner Andrea R. Lucas for being named by President Trump to serve as the Agency's Acting Chair. We look forward to working with Acting Chair Lucas and her staff in helping to make the EEOC a model workplace. We would also like to thank the EEOC senior leadership for their ongoing cooperation, and Congress for its continuing support of the OIG's mission.

Respectfully Submitted,



Joyce T. Willoughby
Inspector General



EXECUTIVE SUMMARY

This Semiannual Report summarizes the U.S. Equal Employment Opportunity Commission (EEOC or Agency) Office of Inspector General's (OIG) activities and accomplishments from October 1, 2024, to March 31, 2025.

The OIG issued two audit reports, one completed other audit activity, two special project reports, and four investigative activities. The OIG responded to 185 hotline contacts during the reporting period. Completed and ongoing activities include the following:

Completed Audit Activities

- An audit of the fiscal years (FY) 2024 and 2023 financial statements.
- An audit of the Agency's FY 2024 information security program and practices.

Completed Other Audit Activities

- A report regarding EEOC's compliance with the internal control policies.

Ongoing Audit Activities

- An audit of the FY 2025 and 2024 financial statements.
- An audit of the Agency's FY 2025 information security program and practices.
- An audit of the Agency's credit card program.

Completed Special Projects

- An inquiry regarding political bias against EEOC employees.
- A congressional inquiry regarding how OIG handles sexual harassment claims.

Ongoing Evaluation Activities

- An evaluation of the Agency's data governance, management, and validity.
- An evaluation of the Agency's tribal program.
- An evaluation of the Agency's improper payments process.
- An evaluation of the Agency's locality pay program.

Completed Investigative Activities

- An investigation regarding worker's compensation fraud.
- Two investigations regarding conflicts of interest.
- An investigation regarding an individual impersonating an EEOC investigator.

Ongoing Investigative Activities

- Alleged leak of privileged information by an EEOC employee.
- Alleged misuse of a government travel card.
- Alleged infiltration of an Agency information system.



- Alleged employee misconduct – aggravated domestic assault.
- Alleged harassment by an EEOC employee.
- Alleged personal business use of government resources.

INTRODUCTION

The Equal Employment Opportunity Commission

The U.S. Equal Employment Opportunity Commission is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, childbirth, or related conditions, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labor unions and employment agencies are also covered. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

The U.S. Equal Employment Opportunity Commission (EEOC) is a bipartisan Commission comprised of five presidentially appointed members, including the Chair, Vice Chair, and three Commissioners. The Chair is responsible for the administration and implementation of policy for and the financial management and organizational development of the Commission. The Vice Chair and the Commissioners participate equally in the development and approval of Commission policies, issue charges of discrimination where appropriate, and authorize the filing of suits. In addition to the Commissioners, the President appoints a General Counsel to support the Commission and provide direction, coordination, and supervision to the EEOC's litigation program. To learn more about the EEOC please visit www.EEOC.gov,

The EEOC Office of Inspector General

The U.S. Congress established an Office of Inspector General (OIG) at the EEOC through the 1988 amendment of the Inspector General Act of 1978. The OIG supports the Agency by carrying out its legislative mandate to independently and objectively conduct audits, evaluations, investigations, and other projects intended to prevent and detect fraud, waste, and abuse; and to promote economy, effectiveness, and efficiency in EEOC programs and operations.

The OIG is under the leadership of the Inspector General, who provides overall direction, coordination, and supervision to staff. In the EEOC, a designated federal entity, the Inspector General is appointed by and is under the general supervision of the Commission Chair. Even so, the Inspector General has a dual role since they also report directly to Congress. The EEOC leadership cannot prevent or prohibit the OIG from conducting an audit, evaluation, investigation, or special project. The OIG consists of a deputy inspector general, auditors, evaluators, investigators, information technology specialist, independent counsel, and administrative staff. To learn more about the OIG please visit www.OIG.EEOC.gov.



THE AUDIT PROGRAM

The Audit Program supports the mission of EEOC and OIG by conducting reviews that improve the Agency's economy, efficiency, and effectiveness regarding EEOC programs, operations, and activities.

Completed Audit Activities

Audit of the U.S. Equal Employment Opportunity Commission's Fiscal Year 2024 and 2023 Financial Statements

On November 15, 2024, the Office of Inspector General (OIG) issued the audit report of the Equal Employment Opportunity Commission's Fiscal Year 2024, and 2023 financial statements. The OIG contracted with the independent certified public accounting firm of Harper, Rains, Knight & Company, P.A. to perform a financial audit of the financial statements.

Harper, Rains, Knight & Company, P.A. reported that:

- EEOC's financial statements present fairly, in all material respects, EEOC's financial position as of September 30, 2024, and 2023, and its net cost of operations, changes in net position, and budgetary resources for the fiscal years then ended, in accordance with accounting principles generally accepted in the United States of America;
- they did not identify any deficiencies in internal control over financial reporting that they consider to be material weaknesses. However, material weaknesses may exist that have not been identified; and
- their tests for compliance with selected provisions of applicable laws, regulations, and contracts disclosed no instances of noncompliance for fiscal year 2024 that would be reportable under Generally Accepted Government Auditing Standards (GAGAS) or OMB Bulletin 24-02, Audit Requirements for Federal Financial Statements.

Federal Information Security Modernization Act of 2014 (FISMA) Fiscal Year 2024 Performance Audit

On December 13, 2024, the Office of Inspector General (OIG) issued the audit report of the Agency's compliance with the Federal Information Security Modernization Act of 2014 for Fiscal Year 2024. The OIG contracted with the independent certified public accounting firm of Harper, Rains, Knight & Company, P.A. to conduct the independent performance audit. The results of the Harper, Rains, Knight & Company, P.A. independent audit concluded that the EEOC established and maintained a consistently implemented information security program and practices in accordance with applicable: FISMA requirements; Office of Management and Budget policy and guidance; Department of Homeland Security guidance; and National Institute for Standards and Technology standards and guidelines.



Completed Other Audit Activities

U.S. Equal Employment Opportunity Commission Fiscal Year 2024 Compliance with the Federal Managers' Financial Integrity Act

On November 8, 2024, the Office of Inspector General (OIG) issued a report to the Chair describing whether the Agency's management controls were conducted by the Federal Managers' Financial Integrity Act of 1982 (FMFIA), P.L. 97-255, and the Office of Management and Budget's Circular A-123, Management's Responsibility for Enterprise Risk Management and Internal Control, Memoranda-16-17. The EEOC Order 195.001, Management Accountability and Controls, requires the OIG to conduct a review and submit a report to the Chair describing whether the Agency's management controls review was conducted in accordance with applicable laws and guidance. The OIG's review concluded that the Agency's management controls review process was conducted in accordance with applicable laws and guidance.

Ongoing Audit Activities

Audit of the U.S. Equal Employment Opportunity Commission's Fiscal Year 2025 and 2024 Financial Statements

The Office of Inspector General (OIG) contracted with the public accounting firm Harper, Rains, Knight & Company, P.A. to conduct the performance audit and render an opinion on the EEOC's Fiscal Year 2025 financial statements.

During the first quarter of Fiscal Year 2026, the OIG will issue the financial audit report regarding the Fiscal Year 2025, and 2024 financial statements, as required by the Accountability of Tax Dollars Act of 2002.

Performance Audit Report on the U.S. Equal Employment Opportunity Commission Federal Information Security Modernization Act for Fiscal Year 2025

The Office of Inspector General (OIG) contracted with the public accounting firm Harper, Rains, Knight & Company, P.A. to conduct an independent performance audit on EEOC's compliance with the Federal Information Security Modernization Act of 2014 for Fiscal Year 2025. During the fourth quarter of Fiscal Year 2025, the OIG will issue the cyberscope metrics review as required by the Office of Management and Budget and the Department of Homeland Security. During the first quarter of FY 2026, the OIG will issue the performance audit report regarding the Agency's compliance with the Federal Information Security Modernization Act of 2014 for FY 2025.



Evaluation of the U.S. Equal Employment Opportunity Commission's Compliance with Payment Integrity Information Act of 2019 for Fiscal Year 2024

The Office of Inspector General (OIG) contracted with the public accounting firm Harper, Rains, Knight & Company, P.A. to evaluate the Agency's compliance with the Payment Integrity Information Act of 2019 for FY 2024.

The OIG will issue the audit report of the Payment Integrity Information Act of 2019 for Fiscal Year 2024 during the third quarter of FY 2025.

Audit of U.S. Equal Employment Opportunity Commission Charge Card Program

The Office of Inspector General contracted with the public accounting firm Harper, Rains, Knight & Company, P.A. to conduct an audit of EEOC's charge card program. The purpose of this audit is to evaluate the effectiveness and efficiency of the processes and procedures of the EEOC charge card program. The audit will also determine whether internal controls are in place to detect and prevent fraud, waste, and abuse in the EEOC charge card program.

The EEOC plans to issue the final report during the first quarter of FY 2026.

THE EVALUATION PROGRAM

The Evaluation Program supports the missions of EEOC and the Office of Inspector General by executing ambitious, high-value evaluations and special assessments. OIG evaluations analyze the management, effectiveness, and efficiency of programs with the greatest effect on mission accomplishment.

Ongoing Evaluation Activities

Evaluation of U.S. Equal Employment Opportunity Commission Employee Locality Pay Program for Remote Workers

The Office of Inspector General (OIG) is evaluating EEOC's locality pay program for remote workers. The purpose of this is to determine whether EEOC ensured remote workers were paid the correct locality pay in accordance with applicable regulations and policies.

The OIG plans to issue its final report during the fourth quarter of FY 2025.

Evaluation of EEOC's Tribal Program

The Office of Inspector General (OIG) is conducting an evaluation of EEOC's Tribal Employment Rights Offices (TEROs) program. The purpose of the evaluation is to assess the Agency's strategic management of the TERO program and the management of key TERO activities.

The OIG plans to issue its final report during the second quarter of FY 2026.



Evaluation of Data Governance, Management, and Validity

The Office of Inspector General (OIG) contracted with the Elder Research to conduct an evaluation of EEOC's data governance, management, and validity. This purpose of this evaluation is to:

- Assess the EEOC's management and oversight for ensuring data validity and reliability.
- Assess the efficacy of the EEOC's efforts to ensure the validity of information entered and maintained in the Agency Records Center (ARC) and the Enterprise Data Warehouse, focusing on the most critical data.
- Assess how well the EEOC establishes, measures, and tests the validity and reliability of Agency mission critical data.
- Assess the efficacy and efficiency of EEOC's data governance and management efforts.

The OIG will issue the final report during the third quarter of FY 2025.

OFFICE OF INSPECTOR GENERAL SPECIAL PROJECTS

Special Projects are often one-time projects (e.g., Management Advisories, Congressional Inquiries) that may or may not be performed using Government Auditing Standards or Council of the Inspectors General Quality Standards for Inspections and Evaluations.

Completed Special Projects Activities

Review of Employee Bias Based on Political Affiliation

The Office of Inspector General (OIG) conducted an inquiry regarding concerns raised by several Commission employees or members that certain EEOC officials were showing bias against other EEOC employees based on political affiliation. The OIG has completed and closed this project during the third quarter of FY 2024.

Congressional Request – How the Office of Inspector General Handles Investigations and Settlements of Sexual Harassment Claims

The Office of Inspector General was requested by the Honorable Charles E. Grassley, Ranking Member of the U.S. Senate Committee on the Budget, to provide information regarding how the Office of Inspector General handles investigations and settlements of sexual harassment claims. We reported to Senator Grassley that the Office of Inspector received zero complaints regarding investigations and settlements of sexual harassment claims.



AUDIT AND EVALUATION FOLLOW-UP

Audit and Evaluation Follow-up is an integral part of effective management. It is a shared responsibility of agency management officials, auditors, and evaluators. Corrective action taken by management to resolve findings and recommendations is essential to improving agency operations, effectiveness, and efficiency.

Audit and Evaluation Reports Issued During This Reporting Period

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 Office of Inspector General during the reporting period. The Office of Inspector General issued **two** audit reports with eight recommendations.

Fiscal Year	Report Number	Report Title	Date Issued	Number of Recommendations
2025	2024-003-AOIG	Audit of the U.S. Equal Employment Opportunity Commission's Fiscal Year 2024 Financial Statements-Management Letter	11/20/24	1
2025	2024-002-AOIG	U.S. Equal Employment Opportunity Commission's FY2024 Federal Information Security Modernization Act of 2014 Performance Audit	12/13/2024	7

Recommendations for Which Corrective Actions Have Not Been Completed

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.

The Office of Inspector General reports audit and evaluation reports with open recommendations for this reporting period. The following table shows those recommendations for which corrective actions have not been completed. There are **eleven** Office of Inspector General reports and with **thirty-six** open recommendations.



Fiscal Year	Report Number	Report Name	Date Issued
2024	2023-002-AOIG	FY 2023 Federal Information Security Modernization Act Independent Evaluation	11/20/2023
<ol style="list-style-type: none"> 1. We recommend that EEOC communicates and implements an organization-wide SCRM and CSCRM strategy to guide supply chain analyses, provide communication channels with internal/external partners and stakeholders, and assist in building consensus regarding the appropriate resources for SCRM and C-SCRM. We recommend that EEOC offices of the Chief Financial Officer and the Chief Information Officer identify SCRM/C-SCRM as a risk to be included in their respective ERM risk registers until the issue is resolved so that commission management understand that SCRM/C-SCRM is a commission-wide requirement. 2. We recommend that EEOC continue its full implementation in accordance with their plan. For the ZTA Identity pillar, to better meet ZT requirements for all agency-provided devices, the EEOC made a strategic decision to move away from the prior PIV-based device-login solution to a new password-less Multifactor Authentication (MFA) strategy - providing a strong, non-impersonable authentication process for all agency resource access. 3. We recommend that EEOC plans and prepares to meet the goals of the TIC initiative, consistent with OMB M-19-26. The Agency should define and customize, as appropriate, a set of policies, procedures, and processes to implement TIC 3.0, including updating its network and system boundary policies, in accordance with OMB M-19-26. This includes, as appropriate, incorporation of TIC security capabilities catalog, TIC use cases, and TIC overlays. 4. EEOC should develop an executable plan to meet the requirements of OMB M-21-31 and ensure the plan is properly supported. 5. We recommend that EEOC's information security team should, in conjunction with other EEOC offices: a. Identify and document all applicable policies and procedures to cybersecurity and information security; b. Develop and use an accessible repository, such as SharePoint, for all identified documents, regardless of what office they reside in; c. Design a risk-based approach to review and update all identified documents in the repository, including who is responsible for reviewing and updating each document. d. Document the review/update in each document, as well as the responsible party within the information security team who ensures that each document has been updated per the documented procedure for review. e. Designate a responsible official within the OIT to review and update the process as necessary on an annual basis. 6. We recommend that EEOC: • Update to a recent BIRT viewer component, well past version 4.12. • Determine if the application should be publicly available. If not, implement NSG rules within Microsoft Azure or ACLs within firewalls to limit or block 			

all external applications to the site. • Remove default and un-needed. rptdesign files that allow for passing a parameter with attacker controlled input. • Ensure BIRT viewer component is proxied through an authenticated connection and not via direct calls to the NXG servers. Implement the use of complex credentials for all systems. • Ensure it has a policy in place to address NIST 800-53, Rev 5, SI-2. • Ensure procedures are written in such a way to accomplish what is written in the policy. • Ensure it has people in assigned a role to remediate flaws in accordance with its policy and risk tolerance. • Consider how new or existing technologies it has can assist in these efforts.

7. We recommend that the EEOC ensure it has a policy in place to address NIST 800-53, Rev 5, SI-2, Flaw Remediation. • Ensure procedures are written in such a way to accomplish what is written in the policy.

Fiscal Year	Report Number	Report Name	Date Issued
2022	2022-001-AOIG	FY 2022 Federal Information Security Modernization Act Independent Evaluation	11/3/2022
<ol style="list-style-type: none"> 1. We recommend that EEOC defines, communicates, and implements an organization-wide SCRM strategy to guide supply chain analyses, provide communication channels with internal/external partners and stakeholders, and assist in building consensus regarding the appropriate resources for SCRM. 2. We recommend that EEOC implement strong authentication mechanisms for privileged and non-privileged users in accordance with Federal guidance, to meet the required use of PIV or an Identity Assurance Level (IAL)3/Authenticator Assurance Level (AAL) credential of the Agency's networks, including remote access sessions, in accordance with Federal targets. The Agency should continue developing their plans for organization-wide use of strong authentication mechanisms for non-privileged users and require multifactor authentication to network access for all user accounts. 3. We recommend that EEOC review and remediate the level 4 severity vulnerabilities identified during internal vulnerability scanning to avoid compromises to agency systems. (See Attachment B for the full list of vulnerabilities identified, including those identified as Level 4.); <ul style="list-style-type: none"> • To remediate vulnerabilities and prevent further exploitation, the Agency should implement risk mitigation procedures such as: performing system updates, operating systems with administrative rights, downloading patches, uninstalling unprotected applications, etc; 			

- Where risk acceptance is required for vulnerabilities based on EEOC's network operations and risk assessments, we recommend that EEOC formally document the risk acceptance along with any associated mitigation activities;
- 4. We recommend that EEOC review and remediate the level 5 severity vulnerabilities identified during internal vulnerability scanning to avoid compromises to agency systems. (See Attachment B for the full list of vulnerabilities identified, including those identified as Level 5.);
- To remediate vulnerabilities and prevent further exploitation, the Agency should implement certain user access rights, upgrading to the latest supported version, and removing vulnerable/obsolete hardware from its network.
- These vulnerabilities should be added and tracked on POAMS.
- Where risk acceptance is required for vulnerabilities based on EEOC's network operations and risk assessments, we recommend that EEOC formally document the risk acceptance along with any associated mitigation activities.

Fiscal Year	Report Number	Report Name	Date Issued
2022	2021-004-AOIG	Performance Audit Report US Equal Employment Opportunity Commission Federal Information Security Modernization Act of 2014 (FISMA)	3/15/2022
<p>1. We recommend that EEOC plans and prepares to meet the goals of the TIC initiative, consistent with OMB M-19-26. The Agency should define and customize, as appropriate, a set of policies, procedures, and processes to implement TIC 3.0, including updating its network and system boundary policies, in accordance with OMB M-19-26. This includes, as appropriate, incorporation of TIC security capabilities catalog, TIC use cases, and TIC overlays.</p>			

Fiscal Year	Report Number	Report Name	Date Issued
2021	2020-004-AOIG	Performance Audit of the EEOC Commercial Charge Card Program	3/24/2021
<ol style="list-style-type: none"> 1. We recommend EEOC ensure that emailed policy memos are promptly updated in the appropriate EEOC Directives Transmittal Order. 2. For purchase cards, EEOC management should create a control where management reviews, on a sample basis, purchase cards transactions to ensure all obligating documents and purchase orders are in conformity with EEOC Directives Transmittal Order 360.003, Commercial Purchase Charge Card Program Practical User's Guide. For travel cards, EEOC management should create a control where management reviews, on a sample basis, travel card transactions to ensure all travel authorization or vouchers and receipts are in conformity with EEOC Directives Transmittal Order 345.001, Travel and Transportation Administrative Policies and Procedures Manual. 3. We recommend EEOC management update its policies and procedures to include all required safeguards and internal controls to be compliant with the Government Charge Card Abuse Prevention Act of 2012. In addition, EEOC should create a monitoring control to review the policy when changes or updates are made to federal law or Office of Management and Budget or General Services Administration guidance. 			

Fiscal Year	Report Number	Report Name	Date Issued
2019	2018-007-AOIG	FY 2017 and FY 2018 Performance Audit of the US Equal Employment Opportunity Commission Commercial Charge Card Program	5/31/2019
<ol style="list-style-type: none"> 1. We recommend that the Office of the Chief Financial Officer of the US Equal Employment Opportunity Commission enhance the documentation, monitoring, and enforcement of its controls over the closure of charge card accounts. <ul style="list-style-type: none"> • For purchase cards, the Administrative Officer (AO) or District Resources Manager (DRM) should maintain documentation of all account closures electronically or in hard copy. Documentation should include evidence of the name of the AO or DRM who received the employee's charge card, the date the card was turned in, the date the card was physically destroyed, and the date that account closure was confirmed by the Charge Card Vendor. The policy or procedure should include monitoring by the Agency/Organization Program Coordinator (A/OPC) and/or Agency 			

Alternative/Organization Program Coordinator (AA/OPC) and appropriate disciplinary actions for noncompliance.

- For travel cards, the Charge Card Program Manager (CCPM) should maintain documentation of all account closures electronically or in hard copy. Documentation should include evidence of the name of the immediate supervisor and/or servicing personnel officer who received the employee's charge card, the date the card was turned in, the date the card was cut in half, and the date that account closure was confirmed by the Charge Card Vendor. The policy or procedure should include monitoring by the CCPM and appropriate disciplinary actions for noncompliance. (Repeat Finding)

EVALUATION OPEN RECOMMENDATIONS

Fiscal Year	Report Number	Report Name	Date Issued
2024	2023-003-EOIG	Evaluation of the Fair Employment Practices Agencies Evaluation	8/19/2024

1. Review and update process and procedures for communication and working with FEPAs that inquire about certification. This includes the processes and procedures for new certification inquiries from non-certified FEPAs, as well as inquiries from certified FEPAs concerning problems with their certification.
2. Review and update processes, procedures, and tools for reevaluating certified FEPAs. Specify and/or clarify: (a) the timeline for reevaluation, (b) required tool(s) and/or mechanism(s) for reevaluation, (c) HQ, State, Local, and Tribal (SLTP) roles and responsibilities for conducting or contributing to the process of reevaluation, and (d) the purpose of technical assistance reviews (TARs) and how they formally relate (or not) to the process of reevaluation.
3. Clearly describe and label FEPA Program performance goals and metrics in the SLTP Handbook.
4. Provide standardized onboarding and refresher training to SLTP Coordinators/Managers (C/Ms) to ensure more consistent practices across District Offices. Include training on practices to utilize performance goals and metrics for oversight and management of FEPA case quality.
5. Work with the OIT to generate more useful reports from the Agency Records Center (ARC) that are needed to monitor performance.
6. Reinforce Substantial Weight Review (SWR) as the primary tool and method for case quality oversight by: (a) documenting in the SLTP Handbook how SWR is utilized to

ensure case quality, and (b) training both SLTP and FEPA staff on SWR processes and criteria to ultimately improve case quality.

7. Improve the feedback loop for TARs to include written documentation of findings that are shared with FEPAs, EEOC District Directors, and SLTP C/Ms for continuous quality improvement and learning.

8. Improve SLTP's current mixed-modality training for the FEPA Program to address training needs for both EEOC and FEPA staff. Include an "on demand" digital training video library that provides FEPAs with open access to foundational training content.

Fiscal Year	Report Number	Report Name	Date Issued
2023	2021-002-EOIG	Digital Process Transformation and Automation Evaluation	1/20/2023
<ol style="list-style-type: none"> 1. Consider formulating a Digital Transformation Strategy, either as a strategic goal in the EEOC Strategic Plan for Fiscal Years 2023 – 2027 or as a standalone document. 2. Task OEDA with a goal of building a Data Analytics Plan for EEOC. 3. Develop an EEOC Organizational Communication Strategy and Plan. 4. Develop a Target-State Architecture Plan. 5. Inventory and plan the decommissioning of outdated technologies and online content. 			

Fiscal Year	Report Number	Report Name	Date Issued
2023	2022-001-EOIG	Customer Service Portals Evaluation	9/12/2023
<ol style="list-style-type: none"> 1. Include requirements to use the US Web Design System in the Agency's Project Plan for designing, developing, and implementing the next generation of portals. 2. Implement mechanisms to ensure that the design and management of the portals are responsive to customer needs. 3. Ensure that the design and function of all portals accurately reflect EEOC's business rules and applicable laws. 4. Make targeted improvements to address accessibility issues on the existing portals. 			

Fiscal Year	Report Number	Report Name	Date Issued
2023	2021-001-EOIG	Evaluation of EEOC's Management of Private Sector Customer Service Program	10/18/2022
<ol style="list-style-type: none"> 1. EEOC should develop a customer service plan to include establishing goals and objectives, developing performance metrics that target the goals, and measuring performance against the goals. This plan must include goals and metrics for the IIG. 2. EEOC must manage customer expectations by making customer service standards available to the public. 			

Fiscal Year	Report Number	Report Name	Date Issued
2020	2019-001-EOIG	Evaluation of EEOC's Contract Administration Activities	11/19/2019
<ol style="list-style-type: none"> 1. OCFO should revise EEOC Order 360.001 as needed to assist in performing their duties. Include implementation guidance for contract administrative activities such as submitting contract modifications. 			

Fiscal Year	Report Number	Report Name	Date Issued
2020	2018-001-EOIG	Evaluation of EEOC's Federal Hearings and Appeals Processes	3/27/2020
<ol style="list-style-type: none"> 1. Assign a target amount of days for intake so that management can determine if changes implemented impact the efficiency of the process. 			

Audit and Evaluation Reports for Which no Management Decision has been Made by the End of the Reporting Period

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 Office of Inspector General has no audit or evaluation reports issued before the reporting period began, for which no management decision was 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
2025	0	0	0	N/A

THE INVESTIGATION PROGRAM

The Investigation Program supports the Office of Inspector General's strategic goal by focusing its 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.

The Office of Inspector General responded to 185 investigative contacts between October 1, 2024, and March 31, 2025, resulting in the following:

Investigative Inquiries Received October 1, 2024, through March 31, 2025	
Allegations	Number
Fraud	4
Title VII	1
Mismanagement	11
Ethics Violations	15
Threats	2
Charge Process	30
Outside OIG purview	121
Background	1
Total	185

Office of Inspector General Hotline

The Office of Inspector General Hotline is a clearinghouse for receiving and handling allegations regarding fraud, waste, abuse, mismanagement, or misconduct affecting EEOC programs and operations. Examples of allegations that should be reported to the Office of Inspector General hotline include misuse, embezzlement, or theft of government property or funds; contract or procurement fraud; contractor misconduct; employee misconduct, such as misuse of official position; bribes or unauthorized acceptance of gifts; conflicts of interest and other ethical violations.

Closed Investigative Activities

The Office of Inspector General (OIG) has closed the following investigative matters:

Financial Conflict of Interest

The OIG received a complaint alleging that an EEOC employee participated in an EEOC charge in which he had a financial interest, thus creating a conflict of interest under 18 U.S.C. § 208. Because the stock was valued in excess of \$15,000, at the time of the participation, signing a Dismissal and Notice of Rights, the manager's actions were not excused by the exemption in 5 C.F.R. § 2640.202(a).

A concern was raised as to whether this individual participated in charges involving said company. OIG investigated and determined that the individual had not committed the alleged violation. The matter was closed.

Financial Conflict of Interest

The OIG received a complaint alleging that an enforcement manager participated in an EEOC charge in which he had a financial interest, thus creating a conflict of interest under 18 U.S.C. § 208.

OIG investigated and determined that the individual had not committed any violation related to this investigation, and the matter was closed.

Impersonation of EEOC Investigator

The OIG received a complaint alleging that an unknown individual represented themselves as an EEOC Investigator. OIG investigated the matter and determined that no administrative action could be taken, as the individual was not an EEOC employee. As such, the matter was closed.

Workman's Compensation Violation

The OIG received a complaint alleging that an EEOC Investigator filed false claims and reports through the Department of Labor, Office of Workman's Compensation Program. OIG investigated



the matter and determined that the employee had not committed any violation alleged in this investigation. The matter was closed.

Ongoing Investigative Activities

- Alleged leak of privileged information by an EEOC employee.
- Alleged misuse of a government travel card.
- Alleged infiltration of an Agency information system.
- Alleged employee misconduct – aggravated domestic assault.
- Alleged harassment by an EEOC employee.
- Alleged personal business use of government resources.

APPENDICES

Appendix Ia. Final Audit/Evaluation/Inspections Reports

Report Title	Date Issued	Questioned Costs	Funds Put to Better Use	Unsupported Costs
Audit of the U.S. Equal Employment Opportunity Commission's Fiscal Year 2024 and 2023 Financial Statements (OIG Report No. 2024-001-AOIG)	November 15, 2024	-0-	-0-	-0-
Federal Information Security Modernization Act of 2014 (FISMA) Fiscal Year 2024 Performance Audit (OIG Report Number 2024-002-AOIG)	December 13, 2024	-0-	-0-	-0-

Appendix Ib. Previous Audit/Evaluation Report with Funds Put to Better Use

Report Title	Date Issued	Questioned Costs	Funds Put to Better Use	Unsupported Costs
N/A	N/A	-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 III. A Report on Each Investigation Conducted by the Office Involving a Senior Government Employee Where Allegations of Misconduct Were Substantiated.

Facts and circumstances of the investigation	(B) the status and disposition of the matter, including- (i) if the matter was referred to the Department of Justice, the date of the referral; and (ii) if the Department of Justice declined the referral, the date of the declination
No	N/A

Appendix IV. A Detailed Description of Any Instance of Whistleblower Retaliation.

Information about the official was found to have engaged in retaliation.	Consequences the establishment imposed to hold that official accountable.
No	N/A

Appendix V. A Detailed Description of Any Attempt by the Establishment to Interfere with the Independence of the Office of Inspector General.

Issue	Description
Budget constraints designed to limit the capabilities of the Office	No
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	No

Appendix VI. Detailed Descriptions of the Particular Circumstances.

Issue	Description
Inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public	No
An Investigation conducted by the Office involving a senior Government employee that is closed and was not disclosed to the public	No

Appendix VII. Significant Management Decisions

Issue	Description
Significant Management Decisions That Were Revised During the Reporting Period	N/A
Significant Management Decisions with which the Office of Inspector General is in disagreement	N/A

Appendix VIII. 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	N/A
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	11-18
Section 5(a)(4)	Matters Referred to Prosecutorial Authorities	24
Section 5(a)(5)	Summary of Instances Where Information Was Refused	25
Section 5(a)(6)	List of Reports	23
Section 5(a)(7)	Summary of Significant Reports	7-10
Section 5(a)(8)	Questioned and Unsupported Costs	23
Section 5(a)(9)	Recommendations That Funds Be Put to Better Use	23
Section 5(a)(10)	Summary of each audit report, inspection, evaluation report(s) issued before the commencement of the reporting period: (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	19

	<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	25
Section 5(a)(12)	Significant Management Decisions with Which the Office of Inspector General is in disagreement	25
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>	24

Section 5(a)(19)	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: (A) the facts and circumstances of the investigation; and (B) the status and disposition of the matter, including: (i) if the matter was referred to the Department of Justice, the date of the referral; and (ii) if the Department of Justice declined the referral, the date of the declination.	24
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.	24
Section 5(a)(21)	A detailed description of any attempt by the establishment to interfere with the independence of the Office, including: (A) with budget constraints designed to limit the capabilities of the Office; and (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.	25
Section 5(a)(22)	Detailed descriptions of the particular circumstances of each: (A) inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public; and (B) an investigation conducted by the Office involving a senior Government employee that is closed and was not disclosed to the public.	25

Appendix IX. Single Audit Act Reporting

The Single Audit Act of 1984—Public Law No. 98-502 and its Amendments of 1996—Public Law No. 104-156, established a standardized and uniform audit process for non-Federal entities that receive and expend Federal funds to administer various Government programs and initiatives. The type of audit created by the Single Audit Act is commonly referred to as a Single Audit.

The provisions of the Single Audit Act were codified by the Office of Management and Budget (OMB) in the Uniform Guidance, Subpart F—Audit Requirements. The Department of Health and Human Services (HHS) implemented the Uniform Guidance in Title 45 CFR Part 75, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for HHS Awards.

A Single Audit is an audit of a non-Federal entity's financial statements and of its expenditures of Federal awards. Single Audits are conducted in accordance with Generally Accepted Auditing Standards, Generally Accepted Government Auditing Standards (GAGAS) issued by the Comptroller General of the United States, and the requirements of the Uniform Guidance.

The OIG received no single audit reports issued by independent auditor reports.

Appendix X. Peer Review Reporting (Audit and Evaluations)

In accordance with the Government Auditing Standards and the Quality Standards for Inspection and Evaluation (Blue Book), the Office of Inspector General Audit and Evaluation programs must have an external peer review of its quality control system every three years.

On November 6, 2023, the Federal Maritime Commission, Office of Inspector General, issued its peer review report on our Audit program to determine if established policies and procedures were current and consistent with applicable professional standards. Based on the peer review, the established policies and procedures for the audit function at March 31, 2023 were current and consistent with applicable professional standards, as stated.

On March 15, 2023, the Pension Benefit Guaranty Corporation, Office of Inspector General, issued its modified peer review report on our Evaluation program. The review team determined that the Office of Inspector General evaluation section policies and procedures generally were consistent with the Blue Book standards addressed in the external peer review. Of the three reports reviewed, all of them generally complied with the Blue Book standards.



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