



**Semiannual Report to the U.S. Congress
April 1, 2025 – September 30, 2025**

Contents

MESSAGE FROM THE INSPECTOR GENERAL.....	3
EXECUTIVE SUMMARY	4
INTRODUCTION.....	6
The Equal Employment Opportunity Commission.....	6
The EEOC Office of Inspector General.....	6
THE AUDIT PROGRAM	7
Completed Audit Activity	7
Completed Other Audit Activity.....	7
Ongoing Audit Activities.....	7
Other Ongoing Audit Activities	8
THE EVALUATION PROGRAM.....	9
Completed Evaluation Activities	9
Ongoing Evaluation Activities.....	9
Cancelled Evaluation	10
AUDIT AND EVALUATION FOLLOW-UP	11
Audit and Evaluation Reports Issued During This Reporting Period	11
Recommendations for Which Corrective Actions Have Not Been Completed.....	12
Audit and Evaluation Reports for Which no Management Decision has been Made by the End of the Reporting Period.....	18
THE INVESTIGATION PROGRAM	19
APPENDICES	21
Appendix Ia. Final Audit/Evaluation/Inspections Reports	21
Appendix Ib. Previous Audit/Evaluation Report with Funds Put to Better Use.....	21
Appendix II. Investigative Statistical Report	21
Appendix III. A Report on Each Investigation Conducted by the Office Involving a Senior Government Employee Where Allegations of Misconduct Were Substantiated.	22
Appendix IV. A Detailed Description of Any Instance of Whistleblower Retaliation.	22
Appendix V. A Detailed Description of Any Attempt by the Establishment to Interfere with the Independence of the Office of Inspector General.....	22
Appendix VI. Detailed Descriptions of the Particular Circumstances.	23
Appendix VII. Significant Management Decisions.....	23

Appendix VIII. Index of Reporting Requirements23
Appendix IX. Single Audit Act Reporting25
Peer Reviews.....26

MESSAGE FROM THE INSPECTOR GENERAL

I am pleased to submit our Semiannual Report to the U.S. Congress, summarizing the work and accomplishments of the Equal Employment Opportunity Commission (EEOC), Office of Inspector General (OIG) for the period of April 1, 2025, to September 30, 2025.

During this reporting period, the OIG continued to accomplish its primary objective to detect and prevent fraud, waste, and abuse within the EEOC. We will continue to work internally in our office and with our external stakeholders to identify areas of change associated with mission attainment and strategic vision.

I want to thank OIG's dedicated team of talented professionals. Their resilience and flexibility during the reporting period enabled the OIG to maintain vigilance in detecting and preventing waste, fraud, and abuse, and to enhance effectiveness and efficiency in the Agency's operations and programs. Finally, I would like to thank Chair Andrea Lucas, the EEOC Commissioners, senior Agency leadership, and their staff for their ongoing cooperation and Congress's continuing support of the OIG's mission.

Respectfully submitted,

Joyce T. Willoughby,
Inspector General

EXECUTIVE SUMMARY

This Semiannual Report summarizes the Office of Inspector General's activities and accomplishments from April 1, 2025, to September 30, 2025.

The Office of Inspector General issued **one** audit report, **one** evaluation report and **two** special projects. The Office of Inspector General received **304** hotline inquiries during the reporting period.

Completed and ongoing activities include the following:

Completed Audit Activities

- 2025 Inspector General Cyberscope reporting metrics for the Equal Employment Opportunity Commission Ongoing Audit Activities
- An independent audit of EEOC's compliance with the Payment Integrity Information Act of 2019 for FY 2024

Ongoing Audit Activities

- An audit regarding compliance with the Federal Information Security Modernization Act of 2014 for FY 2025
- An audit of the Agency's financial statements for FY 2025
- A review of the Agency's compliance with the Federal Managers' Financial Integrity Act of 1982
- An audit of the Agency's charge card

Completed Evaluation Activities

- An evaluation regarding Agency data reliability and governance
- A Congressional request for information regarding EEOC's Anti-gag practice

Ongoing Evaluation Activities

- An evaluation of the Agency's tribal program
- A review regarding FY 2025 Agency management challenges
- An evaluation of the Agency's locality pay process
- A Congressional request regarding the Department of Government Efficiency (DOGE) activities at EEOC

Cancelled Evaluation Activity

- An evaluation of the Agency's intake process.

Closed Investigative Activities

- An investigation regarding an internal breach

Ongoing Investigations Activities

- Alleged employee misconduct – aggravated domestic assault
- Alleged employee misconduct – domestic assault
- Alleged infiltration of an Agency information system
- Submission of sensitive material to the Agency Portal
- Alleged violation of 18 U.S.C. § 207 (Post-Employment Conflict of Interest)

INTRODUCTION

The Equal Employment Opportunity Commission

The US Equal Employment Opportunity Commission (EEOC) 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, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. The EEOC is a bipartisan commission comprised of five presidentially appointed members, including the Chair, Vice-Chair, and three Commissioners. The Chair is responsible for administering and implementing policy and the Commission's financial management and organizational development of the Commission. The Vice-Chair and the Commissioners participate equally in developing and approving Commission policies, issuing charges of discrimination where appropriate, and authorizing the filing of lawsuits. In addition to the Commissioners, the President of the United States appoints a General Counsel to support the Commission and provide direction, coordination, and supervision to the EEOC's litigation program.

The EEOC Office of Inspector General

The US Congress established an Office of Inspector General at the EEOC through the 1988 amendment of the Inspector General Act of 1978. The Office of Inspector General supports the Agency by conducting audits, investigations, and program evaluations intended to prevent and detect fraud, waste, and abuse. The Office of Inspector General 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 the Office of Inspector General from conducting an audit, investigation, or other work.

The Office of Inspector General includes a deputy inspector general, auditors, evaluators, investigators, chief technology officer, information technology specialist, independent counsel, and administrative staff.

THE AUDIT PROGRAM

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

Completed Audit Activity

U.S. Equal Employment Opportunity Commission Payment Integrity Information Act of 2019 for FY 2024

On May 22, 2025, the Office of Inspector General issued its review of the EEOC's compliance with the Payment Integrity Information Act (PIIA) of 2019 for FY 2024. The OIG contracted with the certified public accounting firm, Harper, Rains, Knight & Company, PA, to conduct the audit. Harper, Rains, Knight & Company, PA determined that EEOC was compliant with PIIA annual reporting consistent with Appendix C of OMB Circulars A-123 and A-136.

Completed Other Audit Activity

Issuance of Inspector General Federal Information Security Modernization Act FY 2025 Cyberscope Reporting Metrics for the Equal Employment Opportunity Commission.

On July 26, 2025, the Office of Inspector General issued its FY 2024 Inspector General, Federal Information Security Modernization Act Cyberscope reporting metrics review. The Office of Inspector General contracted with Harper, Rains, Knight & Company, PA to complete our metrics review. Harper, Rains, Knight & Company, PA found EEOC's information security program effective.

Ongoing Audit Activities

Audit of the EEOC's FY 2025 Financial Statements

The Office of Inspector General has contracted with the public accounting firm Harper, Rains, Knight & Company, PA to audit the EEOC's financial statements for FY 2025 and 2024 as required by the Accountability of Tax Dollars Act of 2002. Harper, Rains, Knight & Company, PA will examine the Agency's financial statements and accompanying disclosures.

The OIG will issue the final report no later than November 15, 2025.

Audit of the EEOC's Compliance with Provisions of the Federal Information Security Modernization Act of 2014

The Office of Inspector General has contracted with Harper, Rains, Knight & Company, PA to perform an independent audit of the Equal Employment Opportunity Commission's information security program and practices as required by the Federal Information Security Modernization Act of 2014.

The OIG will issue the final report no later than the first quarter of FY 2026.

Audit of the EEOC Charge Card Program

The Office of Inspector General has contracted with Harper, Rains, Knight & Company, PA to conduct a performance audit of the EEOC charge card program, which includes both purchase and travel cards. EEOC uses purchase cards to reduce the administrative cost of processing small dollar purchases and travel cards to reduce the cost of official travel and for the convenience of the traveler.

The OIG will issue the final report no later than the second quarter of FY 2026.

Other Ongoing Audit Activities

EEOC's Compliance with the Federal Managers' Financial Integrity Act of 1982 for FY 2025

The Office of Inspector General is reviewing the Agency's compliance with the Federal Managers' Financial Integrity Act of 1982 for FY 2025. Our office will issue an independent report describing whether the Agency's management control review was conducted in accordance with applicable EEOC Order 195.001, federal law, and applicable Office of Management and Budget guidance.

The OIG will issue its report no later than the first quarter of FY 2026.

THE EVALUATION PROGRAM

The Evaluation Program supports the U.S. Equal Employment Opportunity Commission Office of Inspector General's missions by executing ambitious, high-value evaluations and special assessments. OIG evaluations analyze the management, effectiveness, and efficiency of EEOC programs that have the most significant impact on mission accomplishment.

Completed Evaluation Activities

Evaluation of Data Governance, Management, and Validity

On June 27, 2025, the Office of Inspector General issued its Evaluation of Data Governance, Management, and Validity. This evaluation, conducted by Elder Research on behalf of the OIG, assessed the effectiveness of the EEOC's data stewardship across the Agency. Effective data stewardship is critical for supporting mission-critical decisions and ensures that decision-makers rely on accurate data for enforcement, reporting, and policy decisions that align with Agency objectives. Overall, the EEOC has a solid foundation for data governance, management, and validity with regard to its central records management system called ARC, and its central data repository. However, opportunities exist for continued improvement that could further develop data capabilities. While the EEOC maintains strong data management practices, the ARC data validity has the most room for improvement. EEOC management recognizes the shortcomings and is working to address them.

U.S. Equal Employment Opportunity Commission Office of Inspector General Update on EEOC Implementation of Federal Anti-Gag Regulations

On July 21, 2025, the Office of Inspector General received a phone call from Landon Strober, a law clerk with the Senate Judiciary Committee and Chairman Chuck Grassley's Oversight Investigation Unit, asking for an update on the Equal Employment Opportunity Commission's implementation of the anti-gag provision in its nondisclosure written policies, forms, and agreements. Since our original response on November 7, 2024, the Agency directed appropriate offices to include in all settlements or other nondisclosure agreements involving any EEOC employee or applicant anti-gag language that it developed is consistent with the anti-gag requirements established in 5 USC § 2302(b).

Ongoing Evaluation Activities

Evaluation of EEOC's Tribal Program

The Office of Inspector General is currently conducting an evaluation of EEOC's management of the Tribal Program to assess the strategic management of key program activities.

The OIG will issue the final report no later than the fourth quarter of FY 2026.

Congressional Information Request Regarding Department of Government Efficiency Activities at the Equal Employment Opportunity Commission

The Office of Inspector General was contacted by the Honorable Richard Blumenthal Ranking Member, Permanent Subcommittee on Investigations to review the financial impact of the Department of Government Efficiency (DOGE) activities at the U.S Equal Employment Opportunity Commission.

The OIG will issue the final report no later than the second quarter of FY 2026.

Cancelled Evaluation

Evaluation of EEOC's Intake Process

The Office of Inspector General cancelled its scheduled contract evaluation of the EEOC intake process. The Agency is currently revamping its intake program and the OIG determined that it was no longer an appropriate time to conduct this evaluation. The OIG plans to reschedule this evaluation.

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** evaluation reports with **nine** recommendations.

Fiscal Year	Report Number	Report Title	Date Issued	Number of Recommendations
FY 2025	2024-004-EOIG	<i>Evaluation of Data Governance, Management, and Validity</i>	June 27, 2025	-9-
FY 2025	2025-004-AOIG	<i>US Equal Employment Opportunity Commission Payment Integrity Information Act of 2019 (PIIA) for FY 2024</i>	July 25, 2025	-0-

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

NAME	RECOMMENDATION
<p>Management Letter Report for the Audit of the EEOC's FY 2024 Financial Statements (OIG Report No. 2024-003-AOIG), November 21, 2024</p>	<p>Recommend EEOC ensures the existing policy in place is followed and documentation of the process is reviewed by the CFO or their designee on a quarterly basis.</p>
<p>FINAL Report: Federal Information Security Modernization Act of 2014 (FISMA) Fiscal Year 2024 Performance Audit (OIG Report No. 2024-002-AOIG), November 4, 2024</p>	<p>2. Recommend that EEOC continue its full implementation, in accordance with its plan. For the ZTA Identify pillar, to better meet ZT requirements for all agency-provided devices. EEOC should continue implementation of its password-less Multi-Factor Authentication (MFA) strategy-providing a strong, non-impersonable authentication process for all agency resources access. EEOC should continue implementation of its FIDO2/WebAuthn-compliant devices and services for workstation logon, remote desktop (RDP) sessions, network device login, and cloud application access. EEOC should continue its implementation of its secure sign-in-service integration via Login.Gov for the public with its MFA and phishing-resistant authentication methods for EEOC's public-facing systems.</p> <p>3. 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>

	<p>4. EEOC should develop an executable plan to meet the requirements of OMB M-21-31 and ensure the plan is properly supported.</p> <p>5. Immediate Actions:</p> <ul style="list-style-type: none"> a. Change SNMP Community Strings: Immediately replace default or simple community strings with complex, unique passwords. b. Implement SNMPv3: Upgrade to SNMPv3 to utilize its enhanced security features, including authentication and encryption. c. Changing all passwords identified in the affected device's configuration files due to the Cisco Type 7 encoding/encryption method being easily reversed. d. Review the configuration for any unauthorized changes that may have occurred. <p>Long-Term Actions:</p> <ul style="list-style-type: none"> a. Regular Configuration Audits: Schedule regular audits of network device configurations to ensure compliance with security best practices. b. Access Control Lists: Restricting SNMP access to trusted management stations only. c. Security Awareness: Train network administrators on the risks of default settings and secure configurations' importance. <p>6. Recommend that EEOC:</p> <ul style="list-style-type: none"> a. Update to a recent BIRT viewer component, well past version 4.12. b. Determine if the application should be publicly available. If not, implement NSG rules within Microsoft Azure or ACLs within firewalls to limit or block or external access to the site. c. Remove default and un-needed “. rptdesignm” files that allow for passing a parameter with attacker-controlled input. d. 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. f. Ensure procedures are written in such a way to accomplish what is written in the policy. g. Ensure it has people in an assigned role to remediate flaws in accordance with its policy and risk tolerance. h. Consider how new or existing technologies it has can assist in these efforts: <ul style="list-style-type: none"> 1. Tracking all new systems and software being deployed; 2. Require the evaluation of the specific policy addressing NIST 800-53, Rev 5, SI-2); 3. Create, at least monthly, a review of all flaw remediations that meet the risk tolerance threshold and have not been remediated, to include explanations for the deviation from policy. <p>7. Recommend EEOC OIT:</p> <ul style="list-style-type: none"> a. Ensure it has a policy in place to address NIST 800-53, Rev 5, SI-2, Flaw Remediation.
--	--

	<p>b. Ensure procedures are written in such a way to accomplish what is written in the policy, for example:</p> <ol style="list-style-type: none"> 1. Procedures to address high risk vulnerabilities defined by the CVSS score, the severity of the vulnerability, and how many systems/endpoints are impacted. 2. Procedures to review, at least monthly, with the CIO and CISO; 3. Procedures to review all vulnerabilities meeting the EEOC determined criteria and exceeding the EEOC remediation schedule, be further discussed at least on a monthly basis to better identify how to address the vulnerabilities, why they have not been patched, and if OIT has risk accepted the vulnerability; 4. Procedures to document all risk accepted vulnerabilities that meet EEOC defined criteria for high/critical; and 5. Procedures for an annual review of the metrics created to address flaw remediation to address any changes to EEOC systems, risks, and processes. <p>c. Ensure it has people assigned roles to remediate flaws in accordance with its policy and risk tolerance.</p> <p>d. Consider how new or existing technologies it has can assist in these efforts:</p> <ol style="list-style-type: none"> 1. Tracking all new systems and software being deployed; 2. Require the evaluation of the specific policy addressing NIST 800-53, Rev 5, SI-2); and 3. Create, at least monthly, a review of all flaw remediations that meet the risk tolerance threshold and have not been remediated, to include explanations for the deviation from policy. <p>e. EEOC should create a process to review all vulnerabilities identified either by internal or external scans to ensure vulnerabilities are fully addressed and the combination of vulnerabilities cannot be exploited on EEOC's systems.</p>
<p>Federal Information Security Modernization Act of 2014 (FISMA) FY 2023 Performance Audit, (OIG Report No. 2023-002-AOIG) November 20, 2023</p>	<p>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 Multi-Factor Authentication (MFA) strategy - providing a strong, non-impersonable authentication process for all agency resource access.</p> <p>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.</p> <p>4. EEOC should develop an executable plan to meet the requirements of OMB M-21-31 and ensure the plan is properly supported.</p>

	<p>7. 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 application 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...</p> <p>13. • 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, for example...</p>
<p>Final Report Transmittal for Customer Service Portals Evaluation (OIG Report No. 2022-001-EOIG), September 12, 2023</p>	<p>5. Ensure that the design and function of all portals accurately reflect EEOC’s business rules and applicable laws.</p>
<p>Final Report Transmittal for the OIG Digital Process Transformation and Automation (DPTA) Evaluation (OIG Rpt. 2021-002-EOIG) January 20, 2023</p>	<p>7. Develop an EEOC Organizational Communication Strategy and Plan. 8. Develop a Target-State Architecture Plan. 9. Inventory and plan the decommissioning of outdated technologies and online content.</p>
<p>FISMA FY 2022 Performance Audit (OIG Rpt. 2022-001-AOIG)</p>	<p>2. 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 Identify Assurance Level (IAL)3/Authenticator Assurance Level (AAL) 3 credential of the agency’s networks, including remote access sessions, in accordance with Federal</p>

November 3, 2022	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.
Evaluation of EEOC’s Management of Private Sector Customer Service (OIG Report No. 2021-001-EOIG) , October 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 gals, ad 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.
FISMA FY 2021 (OIG Report No. 2021-004-AOIG) , March 15, 2022	<ol style="list-style-type: none"> 2. Recommend that EEOC plan 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 TYIC 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.
Performance Audit Report – USA Charge Card Program for FYs 2019 & 2020 (OIG Report No. 2020-004-AOIG) , March 24, 2021	<ol style="list-style-type: none"> 2. Recommend EEOC ensure that emailed policy memos are promptly updated in the appropriate EEOC Directives Transmittal Order. 3. We recommend that the Office of the Chief Financial Officer of the U.S. Equal Employment Opportunity Commission enhance the documentation and monitoring of controls over the validation process of charge card transactions. <ul style="list-style-type: none"> • For purchase cards, EEOC management should create a control where management reviews, on a sample basis, purchase cards transactions to ensure all obligatory 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 4. 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. 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.

<p>Evaluation of EEOC’s Contracts Administration Activities (OIG Report No. 2019-001-EOIG) March 11, 2020</p>	<p>4. OCFO review EEOC Order 360.001 as needed to assist CORs in performing their duties. Include implementation guidance for contract administration activities, such as submitted contract modification.</p>
<p>Evaluation of EEOC Hearings and Appeals Processes (OIG Report No. 2018-01-EOIG), March 27, 2020</p>	<p>4.3 OFO should assign a target amount of days for intake so that management can determine if changes implemented impact the efficiency of the process. Goals or measures that involve targeted timeframes allow for assessment of the productivity of the office overall and provide a data-driven analysis to determine if additional staffing is needed for OFO units.</p>

NAME	RECOMMENDATION
<p>FY 2017/2018 Performance Audit of the EEOC Charge Card Program (OIG Report No. 2018-007-AOIG), May 31, 2019</p>	<p>1. OCFO enhance the documentation, monitoring, and enforcement of its controls over the closure of charge card accounts.</p> <p>a. <i>Purchase Cards</i>: The AO or 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 and/or Agency Alternative Coordinator and appropriate disciplinary action for non-compliance.</p> <p><i>Travel Cards</i>: For travel cards, the Charge Card Program Manager 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 CCPM and appropriate disciplinary actions for noncompliance.</p>

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 most significant 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 304 investigative contacts between April 1, 2025, and September 30, 2025, resulting in the following:

Investigative Inquiries Received April 1, 2025. Through September 30, 2025	
Allegations	Number
Fraud	8
Title VII	1
Other Statutes	2
Other Criminal Allegations	6
Title VII	1
Ethics Violations	15
Charge Processing	34
Mismanagement	17
Threats	1
N/A	3
Hotlines Rejected	207
Total	304

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

Internal Breach of Confidential Information

The OIG received a complaint alleging that an EEOC employee had leaked a confidential internal complaint to an external source. Although an internal investigation was conducted, no viable leads were found. The matter was closed.

Ongoing Investigations:

- Alleged employee misconduct – aggravated domestic assault.
- Alleged employee misconduct – domestic assault.
- Alleged infiltration of an Agency information system.
- Submission of sensitive material to the Agency Portal.
- Alleged violation of 18 U.S.C. § 207 (Post-Employment Conflict of Interest.)

APPENDICES

Appendix Ia. Final Audit/Evaluation/Inspections Reports

Report Title	Date Issued	Questioned Costs	Funds Put to Better Use	Unsupported Costs
<i>Evaluation of Data Governance, Management, and Validity</i>	June 27, 2025	-0-	-0-	-0-
<i>US Equal Employment Opportunity Commission Payment Integrity Information Act of 2019 (PIIA) for FY 2024</i>	July 25, 2025	-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	12-17
Section 5(a)(4)	Matters Referred to Prosecutorial Authorities	21
Section 5(a)(5)	Summary of Instances Where Information Was Refused	22
Section 5(a)(6)	List of Reports	21

Section 5(a)(7)	Summary of Significant Reports	7-10
Section 5(a)(8)	Questioned and Unsupported Costs	21
Section 5(a)(9)	Recommendations That Funds Be Put to Better Use	21
Section 5(a)(10)	<p>Summary of each audit report, inspection, evaluation report(s) 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 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>	21
Section 5(a)(11)	Significant Management Decisions That Were Revised During the Reporting Period	23
Section 5(a)(12)	Significant Management Decisions with Which the Office of Inspector General is in disagreement	23
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>	21

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> <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>	23
Section 5(a)(20)	<p>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.</p>	22
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>	22
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) an investigation conducted by the Office involving a senior Government employee that is closed and was not disclosed to the public.</p>	23

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 auditors.

Peer Reviews

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.

Contact Us

The Office of Inspector General is at the forefront of the Nation's efforts to fight waste, fraud and abuse in EEOC programs and operations. If your question refers to programs that are not part of EEOC you can find contacts for all Federal agencies on the USA.gov website's <https://www.usa.gov/federal-agencies>



For general inquiries, please visit:

<https://oig.eeoc.gov/contact>

To electronically report fraud, waste, abuse, and potential wrong-doing please visit:

<https://oig.eeoc.gov/hotline>



Toll-free Number:

1-800-840-3237

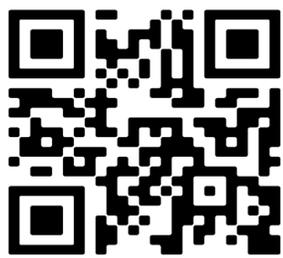
For written inquiries, please send mail to:

Office of Inspector General

Equal Employment Opportunity Commission

131 M. St. Suite 6NE23M

Washington, DC 20507



Contact Us QR code



SCAN ME



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

OFFICE OF INSPECTOR GENERAL

Your identity when contacting the OIG is fully protected and confidential