



Privacy Impact Assessment Template

MICROPACT I-COMPLAINTS
(SYSTEM NAME)

11/7/2018

DATE

This template is used when the Senior Agency Official for Privacy determines that an IT System contains Personally Identifiable Information and a more in-depth assessment is required.

Complete and sign this template and forward to the Senior Agency Official for Privacy.

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Guidance for Completing the Privacy Impact Assessment

A Privacy Impact Assessment (PIA) is an analysis of how Personally Identifiable Information (PII) is collected, stored, maintained, and shared. A PIA must be completed when FHFA: 1) develops or procures an IT System or project that collects, maintains, or disseminates PII from or about members of the public; or 2) initiates a new electronic collection of PII for 10 or more members of the public. System Owners are primarily responsible for completing the PIA with assistance from IT developers, IT security officers, and the Privacy Office.

OVERVIEW SECTION

- Provide a thorough, complete, and clear overview of the System and give the reader the appropriate context to understand the responses. Some questions to consider include:
 - What is the purpose of the System?
 - What will be the primary uses of the System?
 - How will this support the Division's/Office's/Program's mission?
- This section fulfills the E-Government Act's requirement for an introduction to members of the public who may be reading the PIA. PIAs may be made publicly available unless a determination is made to not make the PIA available because publication would raise security concerns and/or reveal classified or sensitive information.

SECTION 1.0 CHARACTERIZATION OF THE INFORMATION

- Identify if the System contains information about individuals, versus statistical, geographical, or financial information, with no link to a name or other identifier, such as, home address, social security number, account number, home, mobile or facsimile telephone number, or personal e-mail address.
- Examples of sources of the information include information that comes from an individual applying for a loan or mortgage, or other forms that an individual completes. A question to consider:
 - Where does the data originate? (e.g., FHFA, Office of Personnel Management, Regulated Entities, other Financial Institutions, or third parties). A third party is usually a non-Federal person or entity, which may be a source of data/information (e.g., a bank, an internet service provider, or a private organization).
- If the System collects information from 10 or more members of the public, ensure that FHFA has received prior approval from OMB to do so or determine whether OMB's approval is needed to collect the information in accordance with the Paperwork Reduction Act. If you are unsure of this last requirement, contact the Office of General Counsel for assistance.

SECTION 2.0 USES OF THE INFORMATION

- Identify the primary uses of the information and how the information supports FHFA's or the Office's/Division's/Program's mission.
- Identify the controls that are in place to ensure the information will be used for the manner for which it was collected. For example, access to the information will be restricted to a limited number of staff who use the data for their specific program use.

SECTION 3.0 RETENTION

- The Privacy Act requires an agency to address the retention and disposal of information about individuals. This retention information is published in the Privacy Act System of Record Notice (SORN).

- The retention periods for data/records that FHFA manages are contained in either the National Archives and Records Administration (NARA) General Records Schedule (GRS) or FHFA's Records Schedule. For the data being created/ maintained in the System, these records schedules are the authoritative sources for this information. For assistance, contact FHFA's Records Management Office.
- Disposing of the data at the end of the retention period is the last state of life-cycle management. Records subject to the Privacy Act have special disposal procedures (e.g. shredding of paper documents).

SECTION 4.0 NOTICE, ACCESS, REDRESS AND CORRECTION

- The Privacy Act requires that "each agency that maintains a System of records shall maintain in its records only such information about an individual as is relevant and necessary to accomplish a purpose of the agency required to be accomplished by statute or by executive order of the President." 5 U.S.C. 552a(e)(1).
- Data can be retrieved in a number of ways, but there is usually a personal identifier associated with a record. If the System retrieves information by an individual's name or other unique identifier (e.g. social security number) it is a Privacy Act System and will need a SORN published in the Federal Register. The System may already have a Privacy Act SORN. If you do not have a published SORN, or are unsure whether one exists, contact FHFA's Privacy Office.
- If a name or other unique identifier is not used to retrieve information, it is possible that the System is not a Privacy Act System. However, even though information may not fall under the Privacy Act's protection and requirements, certain information may still be protected from disclosure under the Freedom of Information Act.
- The agency has developed and published an agency specific Privacy Act Rule in the Federal Register (12 CFR Part 1204) that explains how individuals can gain access to information about themselves and correct errors, if appropriate.
- Any employee who knowingly and willfully maintains a System of Records without meeting the Privacy Act notice requirements (5 U.S.C. 552a(e)(4)) is guilty of a misdemeanor and may be fined up to \$5,000.

SECTION 5.0 SHARING AND DISCLOSURE

- If you do not know whether or not Systems share data, contact either the business owner of the data, or the IT specialist who knows what interfaces exist between the Systems/applications. As an example, if your System/application shares data with another System/application, ask yourself whether you have access to the data in the interfaced System/application. If so, then your answer is yes and an explanation is needed.
- Also consider "other" users who may not be obvious as those listed, such as GAO, or FHFA's Office of Inspector General. "Other" may also include database administrators or IT Security Officers. Also include organizations listed in the Privacy Act SORN under the "Routine Use" section when a Privacy Act SORN is required. The more comprehensive the list, the better it is.
- You must first review the SORN to determine whether any information that may come from an existing SORN allows that information to be exchanged and used for these new purposes or uses. There are restrictions on the use and disclosure of information that are set forth in a SORN.

SECTION 6.0 ACCESS AND SECURITY

- Access to data by a user (i.e. employee or contractor personnel) within FHFA is determined on a "need-to-know" basis. This means to authorized employees or contractor personnel who have a need for the information to perform their duties may be granted access to the information. Factors

to consider in making this determination include the user's job requirements including supervisory responsibilities.

- The criteria, procedures, controls and responsibilities regarding access must be documented in order to comply with the intent of the Federal Information Security Management Act of 2002 for standards and guidelines on security and privacy.
- The System owner is responsible for ensuring that access to information and data is restricted to authorized personnel. Usually, a user is only given access to certain information that is needed to perform an official function. Care should be given to avoid "open Systems" where all information can be viewed by all users. System administrators may be afforded greater access – i.e. to all of the data – depending upon the System and/or application. However, restrict access when users do not need to have access to all the data.
- When a contract provides for the operation of a System on behalf of FHFA, the Privacy Act requirements must be applied to such a System. Contact the Contracting Officer or Contracting Officer's Representative to determine whether the contract contains the Privacy Act clause and the requirements thereunder.
- The Security Assessment and Authorization (SA&A) process requires a System security plan that identifies the technical controls associated with identification and authentication of users. Certain laws and regulations require monitoring of Systems to ensure that only authorized users can access the System for authorized reasons. In doing so, consider what controls are in place to ensure that only those authorized to monitor the System can in fact monitor use of the System. For example, business rules, internal instructions, and posting Privacy Warning Notices address access controls and violations for unauthorized monitoring. System Owners are responsible for ensuring that no unauthorized monitoring is occurring.
- The IT Security Plan describes the practice of applying logical access controls. Logical access controls are System-based means by which the ability to access a System is either explicitly enabled or restricted. System Owners are responsible for ensuring that no unauthorized access is occurring.
- The IT Security Plan describes the practice of audit trails. An audit trail maintains a record of System activity and user activity including invalid logon attempts, access to data and monitoring. The SA&A process requires a System security plan outlining the implementation of the technical controls associated with identification and authentication.
- Every System/application/process that uses data must have controls in place to prevent the misuse of the data by those having access to the data. For instance, in computerized Systems, the Security Information Record (SIR) is part of the Core Storage Terminal Table. The SIR is the automated tool that identifies and authenticates an individual for the System and is transparent to the user.
- All employees, including contractors, have requirements for protecting information in Privacy Act Systems. Describe the controls in place, including any privacy and security awareness controls such as training materials, to protect the information.

PIA FORM

Overview

This section provides an overview of the System and addresses the following:

- The System name and the division/office that owns the System;
- The purpose of the program, System, or technology and how it relates to the agency’s mission; and
- A general description of the information in the System.

Date submitted for review: October 29, 2018

System Owner(s)			
Name	E-mail	Division/Office	Office Phone Number
Brian Guy	Brian.guy@fhfa.gov	OMWI/EEO Services	202-649-3019
System Overview: Briefly describe the purpose of the program, System, or technology, and the information in the System, and how it relates to the agency’s mission.			
<p>The software organizes, tracks, and allows employees to update data required for the EEOC’s Form 462 Report as well as the No FEAR Act Report. It also tracks all aspects of the EEO complaint process through unique case identifiers, and a schedule of important processing events related to a case. The captured data consists of information regarding employees and former employees, applicants, and contractors involved in the EEO process. The database contains information regarding the names of individuals involved in the case, issues, and related factors such as race, national origin, disability, etc. It also contains intake forms, correspondence, investigative reports, settlement agreements, and case decisions. These documents may contain social security numbers, personal addresses and telephone numbers, and employment records including disciplinary files.</p> <p>The Agency is charged with preventing and addressing discrimination. This software allows the Agency to file reports, manage cases, and identify trends which can be subsequently addressed.</p>			

Section 1.0 Characterization of the Information

The following questions define the scope of the information requested and/or collected as well as reasons for its collection as part of the program, System, or technology being developed. The questions address all information collected, with more emphasis provided on the collection of PII, such as name, address, social security number, date of birth, financial information, etc.

#	Question	Response
1.1	What information is being collected, used, disseminated, or maintained in the System?	Equal Employment Opportunity (EEO) complaints, settlements, medical records/diagnoses, personnel records, disciplinary records, names, addresses, phone numbers, date of birth information, Social Security numbers, age and ethnicity and Alternative Dispute Resolution matters.
1.2	What or who are the sources of the information in the System?	Agency officials, applicants for employment, OHRM records, employee testimony, medical professionals, current and former employees, EEO Counselors/Investigators, investigative reports documentation and witness affidavits.
1.3	For what purpose is the information being collected, used, disseminated, or maintained?	Equal Employment Opportunity Commission (EEOC) complaint and hearing process. Statutory Reports.
1.4	How is the information provided to FHFA?	Through document request as part of investigations, witness interviews, EEO investigators, EEO counselors, employees, and applicants.
1.5	Given the amount and type of information collected, what are the risks to an individual’s privacy that are associated with collection of the data? Explain in detail how the loss, or compromise of the information will/can affect an individual’s privacy.	If files are accessed by inappropriate personnel or if EEO case information is obtained, sensitive data about Agency management decisions concerning disciplinary actions or performance actions taken against the employee and employee EEO activity may become available to those outside the EEO process. Such a breach would compromise the employee’s privacy and confidentiality. We redact PII and sensitive data in complaint files to reduce the potential for identity theft. In most instances, case numbers are used in lieu of complaint names.

#	Question	Response
1.6	If Social Security numbers are being collected, provide the legal authority for the collection. In addition, describe in detail the business justification for collecting SSNs, what the consequences would be if SSNs were not collected, and how the SSNs will be protected while in use, in transit and in storage.	We do not collect Social Security numbers. However, sometimes older personnel records may contain the Social Security numbers of employees or applicants. In that situation, we redact that portion of the document and place it in the system.

Section 2.0 Uses of the Information

The following questions delineate the use of information and the accuracy of the data being used.

#	Question	Response
2.1	How will the information be used and for what purpose?	The information is used for reporting complaint data to the EEOC, DOJ, OPM, and Congress. We also use the data to resolve complaints, complete hearing records, and for training purposes.
2.2	Describe any types of controls or safeguards in place to ensure that information is only used in the manner for which it was collected.	Specific case information is redacted or omitted for reporting purposes. We submit case information to the EEOC directly through their secure portal. Any training scenarios leave out relevant identifying details. The software has security features in place. Only a few users have access to the system.

Section 3.0 Retention

The following questions outline how long information will be retained after the initial collection.

#	Question	Response
3.1	How long is the information retained?	This will depend on the case. Once the case is resolved the record should be destroyed four years after case resolution.
3.2	Has a retention schedule been approved by FHFA's Records Management Office and NARA? If yes, provide the corresponding GRS or FHFA specific Records Schedule number.	Yes. 5.3b Human Resource Record
3.3	Discuss the risks associated with the length of time data is retained and how those risks are mitigated.	If files are accessed by inappropriate personnel or if EEO case information is obtained, sensitive data about Agency management decisions, disciplinary actions and employee EEO activity may become available to those outside the EEO

#	Question	Response
		process. Such a breach would compromise trust in the EEO process and the confidentiality of that process. We redact PII and sensitive data in complaint files. In most instances, case numbers are used in lieu of complaint names. Data is stored securely in the electronic format and access to the I-complaints system is limited to those with a password. Only a few employees have access to EEO materials.

Section 4.0 Notice, Access, Redress and Correction

The following questions are directed at notice to the individual, the individual’s right to consent to uses of the information, the individual’s right to decline to provide information, and an individual’s ability to ensure the accuracy of the information collected about them.

#	Question	Response
4.1	Has a System of Record Notice (SORN) been created? If so, provide the SORN name and number. If one has not, and one is required, provide the name of the SORN and the expected publication date in the Federal Register.	Yes. EEOC/GOVT-1 Equal Employment Opportunity in the Federal Government Complaint and Appeals Records
4.2	Was notice provided to the individual prior to collection of information? If so, what type of notice was provided?	Yes. The written notice is provided to the employees on counseling forms and investigative affidavit forms.
4.3	Do individuals have the opportunity and/or right to decline to provide information? What are the consequences if an individual declines to provide the information?	Yes. However, if the complainant fails to provide information it may impact the ability to process their complaint. Sometimes it may lead to the dismissal of their complaint.
4.4	What are the procedures that allow individuals to gain access to their information?	They get a copy of the Counselor’s report and the Report of Investigation (ROI) as part of the EEO case process. Also, they may file a request under the Privacy Act using the procedures set forth in FHFA’s Privacy Act regulation – 12 CFR 1204.
4.5	What are the procedures for correcting inaccurate or erroneous information?	The reports are reviewed by the employee and they can request changes with the Agency. At the hearing stage the employee can request changes to the record with the Administrative Judge. Changes may also be made under the procedures set forth in FHFA’s Privacy Act regulation – 12 CFR 1204.

Section 5.0 Sharing and Disclosure

The following questions define the content, scope, and authority for information sharing.

#	Question	Response
5.1	With which internal organization(s) is the information shared? What information is shared and for what purpose?	If a hearing is requested OGC is provided with the ROI and complaint file, as they defend the Agency in EEO matters and OHRM is provided with the name of the employee for data requests. Settlement agreements are shared with OHRM and OBFM for processing. The Agency Director is aware of settlement agreements and the facts of high profile cases. Management officials and witness of various offices become aware of pending investigations and the alleged issues when their testimony is required for those cases.
5.2	With which external organization(s) is the information shared? What information is shared, and for what purpose? External organization(s) include Federal, state and local government, and the private sector.	EEOC is provided with complaint files, reports which include Agency demographics, case type, complaint issues, settlement/ADR and case processing times. Congress, DOJ, and OPM also receive reports with similar information. Federal courts may also receive the complaint file. OIG gains access to EEO information during audits and investigations. For conflict cases FDIC or CFPB would be provided with all complaint information.
5.3	Is the sharing of PII outside the agency compatible with the original information collection? If so, is it covered by an appropriate routine use in a SORN? Describe such use. If not, describe the legal authority that permits PII to be shared outside of FHFA.	Yes. This information may be disclosed to the appropriate federal state or local agency. It may be disclosed to Congressional offices. The contract investigator and/or counselor is authorized by the Agency to carry out its responsibilities under 29 CFR section 1614. Former employees and applicant witnesses may become aware of information under this CFR as well. We have existing MOUs with CFPB and FDIC to handle our conflict matters.
5.4	Given the external sharing, explain the privacy risks to the individual and describe how those risks are mitigated.	The risks to the individual include the loss of control of sensitive data about Agency decisions such as disciplinary actions. At risk information such as contact information, medical documentation and employee EEO activity may become available to those outside the EEO process. Pertinent information is redacted. Complaint files are sent securely to the EEOC portal via electronic means. Investigation information is sent via the Agency's secured e-mail system. In addition, documents investigative reports are password-protected.

Section 6.0 Technical Access and Security

The following questions describe technical safeguards and security measures.

#	Question	Response
6.1	What procedures are in place to determine which users may access the System? Are these procedures documented in writing?	The MicroPact iComplaints Access Control and Audit Procedures define procedures for requesting and granting access to the system, and for assigning roles based on the concept of least privilege.
6.2	Will non-FHFA personnel (e.g. contractor personnel, regulated entity personnel) have access to the System and information contained therein? If yes, how will they gain access to the System? How will the agency control their access and use of information? Are there procedures documented in writing?	Only FHFA employees and when necessary, EEO contractors specifically authorized by the iComplaints system owner will have access to the data. Access will be granted in accordance with the MicroPact iComplaints Access Control and Audit Procedures. Additionally, Micropact representatives may have access to the system in order to perform maintenance and troubleshoot technical issues.
6.3	Describe the type and frequency of training that is provided to users either generally or specifically that is relevant to the program or System?	Micropact provides training as needed. They also have an annual 462 conference which provides training on the Micropact system. They provide both functional and technical end user training or train the trainer.
6.4	Describe the technical/administrative safeguards in place to protect the data?	The MicroPact iComplaints system completed the Federal Risk and Authorization Management Program (FedRAMP) and received a FedRAMP authorization on June 6, 2014. The system was assessed at the FIPS-199 Moderate Impact level. FedRAMP requires that all cloud vendors implement a set of controls beyond the requirements of NIST SP 800-53 Revision 4. Further, FHFA has developed the MicroPact iComplaint Access Control and Audit Procedures to define how FHFA privileged users securely manage user accounts and monitor user behavior.
6.5	What auditing measures are in place to protect the data? Who reviews these measures and how frequently are they reviewed?	As described in the MicroPact iComplaints Access Control and Audit Procedures, the iComplaints system captures logs of all user actions on the system, and at least monthly, the system owner will review events from the last 30 days and notify IT Security when the logs have been reviewed, noting if any unusual activity was observed.

#	Question	Response
6.6	Has a SA&A been completed for the System or Systems supporting the program? If so, provide the date the last SA&A was completed. If not, and one is required, provided the expected completion date of the SA&A.	iComplaints received its initial FedRAMP Authorization on June 6 th , 2014. It is in the continuous monitoring phase of the FedRAMP program and FHFA reviews the status of ongoing assessments at least annually. FHFA assesses and authorizes iComplaints annually, and the most recent assessment was completed on July 16, 2018.
6.7	Has an Authority to Operate (ATO) been issued for this System? If so, what date was it issued, and for how long was it issued? If not, when do you anticipate such ATO being issued?	Yes. The most recent ATO for iComplaints was signed on September 12, 2018.