

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION # 11/22-942: Preliminary Determination Pursuant to the Audit of the Bronx County Public Administrator's (BCPA) Equal Employment Opportunity Program from January 1, 2008 to December 31, 2010.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy (EEO), a set of uniform standards and procedures designed to ensure the equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, the Equal Employment Practices Commission audited the BCPA's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved, that pursuant to the audit of the BCPA's compliance with its Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The agency's organization chart does not include the EEO Officer's title or its reporting relationship.
2. The agency did not appoint or designate persons of each gender (i.e. a male EEO representative) to receive and investigate discrimination complaints during the audit period. In October 2011, a male EEO representative was appointed. The male EEO representative did not receive basic training for EEO professionals on EEO laws/procedures and responsibilities under the EEO Policy.

Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Public Administrator, Bonnie Gould formally informing her of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, a response to these findings within thirty days of receipt of the letter indicating

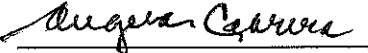
what corrective actions the BCPA will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on November 10, 2011.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner



Angela Cabrera
Chair for the Meeting

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #12/17-942C: Determination of implementation by the Office of the Bronx County Public Administrator of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Office of the Bronx County Public Administrator's compliance with the Citywide Equal Employment Opportunity Policy from January 1, 2008 to December 31, 2010.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to insure equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Office of the Bronx County Public Administrator (BxPA), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated November 10, 2011, setting forth its findings and recommended corrective actions; and

Whereas, the BxPA submitted its response to the EEPC's preliminary determination letter, on March 30, 2012; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the BxPA for a period not to exceed six months, from May 2012 through October 2012 , to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Office of the Bronx County Public Administrator submitted its Final Compliance Report on August 24, 2012; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,

that the Office of the Bronx County Public Administrator has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved,

that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Commissioner of the Office of the Bronx County Public Administrator, Bonnie Gould, formally informing her that the BxPA has implemented the recommended corrective actions to the Commission's satisfaction.

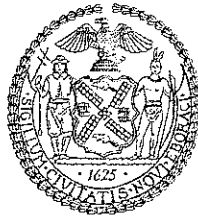
Approved unanimously on September 13, 2012.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner


Cesar A. Perez, Esq.
Chair

PUBLIC ADMINISTRATOR



BRONX COUNTY

BONNIE GOULD
PUBLIC ADMINISTRATOR

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ESTATE OF:

MICHAEL R. FUSILLI
DEPUTY PUBLIC ADMINISTRATOR

FILE NO:

- PLEASE POST -

To: All PA Employees
From: Bonnie Gould, Bronx P.A.
Date: May 24, 2012

The City of New York and the Bronx County Public Administrator is an equal opportunity employer.

The City's Equal Employment Opportunity (EEO) policy was created to provide equal opportunity for all employees by ensuring that all workplaces in City agencies (including the Bronx Public Administrator's Office) are free of illegal discrimination, including harassment based on race, color, national origin, religion, gender, age, disability, alienage or citizenship status, marital status, sexual orientation, or being a victim of domestic violence. The Office of the Bronx Public Administrator is strongly committed to insuring that our workplace is in full compliance with the City's EEO policy.

An EEO handbook is posted on the bulletin board near the inquiry window. This handbook discusses the EEO policy in detail. EEO training is conducted periodically so you can become familiar with EEO policy.

Pursuant to an Equal Employment Practices Commission (EEPC) audit of the Bronx Public Administrator's compliance with the City's EEO policy, Michael R. Fusilli, Deputy Public Administrator, received and completed Diversity and Equal Employment Opportunity Basic Training provided by the NYC Dept. Of Citywide Administrative Services (DCAS) on May 3, 2012. Deputy Fusilli is now fully trained in the City's EEO policy and will continue to serve as the male EEO representative to complement Kely Espinal as the dual EEO officers for the Office of the Bronx Public Administrator. You are urged to speak with either officer if you have any questions or believe that any type of discrimination is occurring in this office.

Christina...
MPA

Glenn...
Ellen...
Law...

John...
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