

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #13/24-491: Determination Pursuant to the Audit and Analysis of the EEO Program of Staten Island Community Board No. 1 for compliance with the Equal Employment Practices Commission's *Minimum Standards for Equal Employment Opportunity for Community Boards*.

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 ensure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to ensure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, the Equal Employment Practices Commission conducted an audit and analysis of the Staten Island Community Board No. 1's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a 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 and analysis of the Staten Island Community Board No. 1's EEO Program for compliance with this Commission's *Minimum Equal Employment Opportunity Standards for Community Boards*, the Equal Employment Practices Commission hereby affirms and adopts the following determination:

Community Board No. 1 has established EEO compliance per the EEPC's *Minimum Standards for Community Boards*. ***No corrective action is required.***

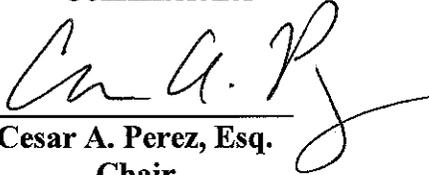
Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this determination to Chairperson Leticia Remauro.

Approved unanimously on June 20, 2013.

Angela Cabrera
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner



Cesar A. Perez, Esq.
Chair

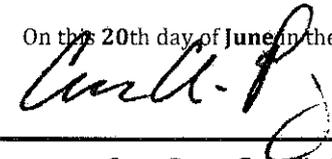
This
Determination of Compliance

is issued to

Staten Island Community Board No. 1

for its Compliance with the Equal Employment Practices Commission's Minimum Equal Employment Opportunity Standards for Community Boards for the period from January 1, 2009 to this date.

On the 20th day of June in the year 2013,



Cesar Perez, Esq., Chair



Charise L. Hendricks, PHR, Executive Director

In care of Chair Leticia Remauro and
District Manager Joseph Carroll

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #13/25-492: Determination Pursuant to the Audit and Analysis of the EEO Program of Staten Island Community Board No. 2 for compliance with the Equal Employment practices Commission's *Minimum Standards for Equal Employment Opportunity for Community Boards*.

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 ensure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to ensure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, the Equal Employment Practices Commission conducted an audit and analysis of the Community Board No. 2's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a 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 and analysis of the Staten Island Community Board No. 2's EEO Program for compliance with this Commission's *Minimum Equal Employment Opportunity Standards for Community Boards*, the Equal Employment Practices Commission hereby affirms and adopts the following determination:

Community Board No. 2 has established EEO compliance per the EEPC's *Minimum Standards for Community Boards*. ***No corrective action is required.***

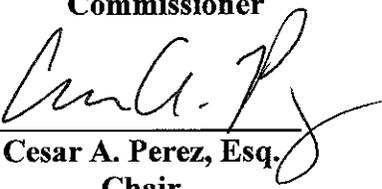
Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this determination to Chairperson Dana T. Magee.

Approved unanimously on June 20, 2013.

Angela Cabrera
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner


Cesar A. Perez, Esq.
Chair

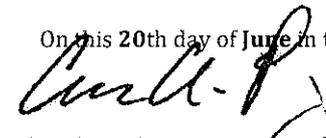
This
Determination of Compliance

is issued to

Staten Island Community Board No. 2

for its Compliance with the Equal Employment Practices Commission's Minimum Equal Employment Opportunity Standards for Community Boards for the period from January 1, 2009 to this date.

On this 20th day of ~~June~~ June in the year 2013.



Cesar Perez, Esq., Chair



Charise L. Hendricks, PHR, Executive Director

*In care of Chair Dana T. Magee and
District Manager Debra Derrico*

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

RESOLUTION #13/26-493: Determination Pursuant to the Audit and Analysis of the EEO Program of Staten Island Community Board No. 3 for compliance with the Equal Employment practices Commission's *Minimum Standards for Equal Employment Opportunity for Community Boards*.

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 ensure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to ensure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, the Equal Employment Practices Commission conducted an audit and analysis of the Community Board No. 3's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a 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 and analysis of the Community Board No. 3's EEO Program for compliance with this Commission's *Minimum Equal Employment Opportunity Standards for Community Boards*, the Equal Employment Practices Commission hereby affirms and adopts the following determination:

Community Board No. 3 must ensure that all individuals who work within the board, including managers and supervisors, receive training and/or a guide on EEO laws and their related rights and responsibilities.

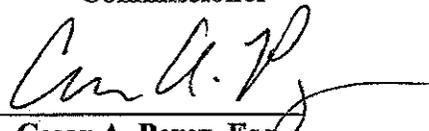
Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this determination to Chairperson Frank Morano.

Approved unanimously on June 20, 2013.

Angela Cabrera
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner



Cesar A. Perez, Esq.
Chair

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

RESOLUTION #13/26-493C: Determination of **Compliance** by Staten Island Community Board No. 3 with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its EEO Program for Compliance with the Equal Employment Practices Commission's *Minimum Standards for Equal Employment Opportunity for Community Boards*.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) 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 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 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of Staten Island Community Board No. 3's EEO Program, the Equal Employment Practices Commission issued a determination letter, dated June 20, 2013, setting forth its findings and required corrective actions; and

Whereas, Staten Island Community Board No. 3 submitted its response to the EEPC's determination letter, on July 30, 2013 with documentation of its actions to rectify the areas of non-compliance; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to consider Staten Island Community Board No. 3's response to the determination, and determine whether the corrective actions taken by the agency are sufficient to remedy non-compliance identified; and

Whereas, Staten Island Community Board No. 3 has implemented Corrective Action #1, which states: Community Board No. 3 must ensure that all individuals who work within the board, including managers and supervisors, receive training and/or a guide on EEO laws and their related rights and responsibilities; and

Whereas, all of the EEPC's required corrective actions are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that Staten Island Community Board No. 3 has implemented the required 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 this Determination to Chairperson Frank Morano.

Approved unanimously on August 15, 2013.

Arva R. Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Malini Cadambi Daniel
Commissioner


Cesar A. Perez, Esq.
Chair

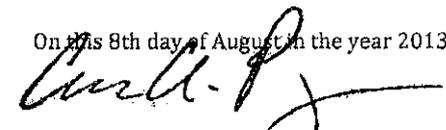
This
Determination of Compliance

is issued to

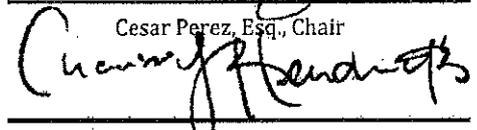
Staten Island Community Board No. 3

for successfully implementing 1 of 1 recommendations pursuant to the Equal Employment Practices Commission's Equal Employment Opportunity Program Audit.

On this 8th day of August in the year 2013,



Cesar Perez, Esq., Chair



Charise L. Hendricks, PHR, Executive Director

*In care of Chairperson Frank Morano
and District Manager Charlene Wagner*