

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

RESOLUTION #11/20-059: Preliminary Determination Pursuant to the Audit of the Board of Standards and Appeals' (BSA) 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 (EEOP), 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 BSA'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 BSA's compliance with the city's 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 finding:

The BSA has established EEO compliance per the EEPC's *Audit for Small City Agencies*.

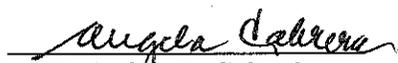
Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Chair/Commissioner Meenakshi Srinivasan formally informing her of the findings with appropriate explanations.

Approved unanimously on November 10, 2011.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner


Chair for the Meeting
Angela Cabrera

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

RESOLUTION #2014/059C-17: Determination of **Compliance** (Monitoring Period Not Required) by the Board of Standards and Appeals (BSA) with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and Evaluation of the Discrimination Complaint and Investigation Procedures of the from January 1, 2012 through December 31, 2013.

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 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 the Office of the Board of Standards and Appeals (BSA) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination dated June 27, 2014, setting forth findings and the following required corrective action:

1. Indicate the reporting relationship between the principal EEO Professional and Agency Head by including the title in the agency's organizational chart, EEO Policy and Annual EEO Plan.

Whereas, the BSA did not respond to the EEPC's preliminary determination and, consistent with the Commission's audit protocols, the EEPC's preliminary determination became its final determination; and

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the BSA submitted a copy of the agency head's memorandum to staff dated July 30, 2014, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or 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 the Board of Standards and Appeals has implemented the required corrective action deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Jeff Mulligan, Executive Director.

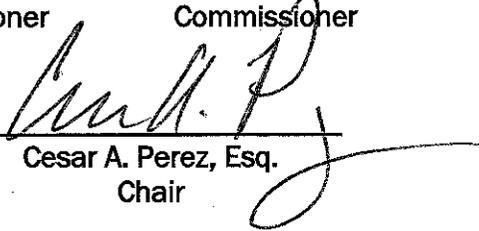
Approved unanimously on August 7, 2014.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Arva Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair



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MEMO

To: Commissioners and Staff
From: Jeff Mulligan, Executive Director
Re: Audit, Discrimination Complaint Investigation Procedures
Date: July 28, 2014

The Equal Employment Practices Commission (EEOC) has completed its audit of the Board's Discrimination Complaint and Investigation Procedures from January 1, 2012 to December 31, 2013. The EEOC identified the following one corrective action for the Board:

Identify the reporting relationship between the principal EEO Professional and the agency head by including the title in the agency's organizational chart, EEO Policy and Annual EEO Plan.

Attached is the corrected organization chart.

The Board is committed to preventing illegal discrimination by ensuring that all employees are aware of their rights and obligations under the EEO Policy, by maintaining fair employment practices for all of our employees, and by encouraging a work environment that tolerates and appreciates differences among employees. All personnel should work together to maintain an atmosphere of appreciation for the diversity reflected in our staff.