

## EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

**RESOLUTION #06/21-NYCHA:** Preliminary Determination Pursuant to the Audit of the New York City Housing Authority's (NYCHA) Equal Employment Opportunity Program from July 1, 2003 to June 30, 2005.

**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**, the Equal Employment Practices Commission audited the New York City Housing Authority'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 New York City Housing Authority'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 NYCHA did not ensure that its policies are available in formats accessible to all applicants and employees with disabilities; specifically, to persons with visual impairments (e.g., large print, audio cassette or Braille). (Sect. V(C)(4), Citywide EEOP, 2005)
2. One of the NYCHA's Associate Investigators did not complete standard training. (Sect. IV and V(C)(1), Citywide EEOP, 2005)
3. The Director of the Department of Equal Opportunity did not memorialize meetings with the Chair confirming that the Chair has reviewed employment discrimination complaint investigations, and approved or disapproved, of the recommendations.
4. Several complaint investigations were not completed within 90 business days of filing. (Sect. IV(A)(2), the NYCHA's Investigator's Manual)
5. In cases where complaint investigations were not completed within 90 business days, the reason for delay was not noted in the OEO case file. (Sect. IV(A)(2), the NYCHA's Investigator's Manual)

6. The NYCHA did not include a tagline indicating the agency is an equal opportunity employer on internal job vacancy notices. (Sect. IV, Citywide EEOP, 2005)

**Be It Finally Resolved,**

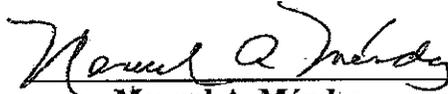
that the Commission authorizes the Vice-Chairman to forward a letter to the NYCHA Chair, Tino Hernandez, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipt of the letter indicating what corrective actions the NYCHA will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on August 3, 2006.

**Chereé A. Buggs, Esq.**  
**Commissioner**

**Angela Cabrera**  
**Commissioner**

**Veronica Villanueva, Esq.**  
**Commissioner**

  
**Manuel A. Méndez**  
**Vice-Chair**

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

**RESOLUTION #07/09-NYCHA/C:** Determination of implementation by the New York City Housing Authority of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the New York City Housing Authority's Charter-mandated Equal Employment Opportunity Program from July 1, 2003 to June 30, 2005.

**Whereas**, pursuant to Chapter 36, Sections 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 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 its audit of the New York City Housing Authority (NYCHA), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated August 3, 2006, setting forth its findings and recommended corrective actions; and

**Whereas**, the NYCHA submitted its responses to EEPC's preliminary determination letter, on September 28, 2006; and

**Whereas**, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its final determination letter on December 6, 2006 identifying those recommendations accepted and rejected by NYCHA; and

**Whereas**, in response to EEPC's final determination letter, NYCHA submitted its response on March 2, 2007; and

**Whereas**, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the NYCHA for a period not to exceed six months, from April 2007 through September 2007, to determine whether it implemented the aforementioned recommended corrective actions; and

**Whereas**, the New York City Housing Authority submitted its Final Compliance Report on June 28, 2007; 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 New York City Housing Authority 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, Ernest F. Hart, Esq. to forward a letter to the Chairman of the New York City Housing Authority, Tino Hernandez, formally informing him that the NYCHA has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on July 12, 2007.

**Chereé A. Buggs, Esq.**  
Commissioner

**Angela Cabrera**  
Commissioner

**Manuel A. Méndez**  
Vice-Chair

**Veronica Villanueva, Esq.**  
Commissioner



---

**Ernest F. Hart, Esq.**  
Chair

NEW YORK CITY HOUSING AUTHORITY  
EXECUTIVE DEPARTMENT

MEMORANDUM

TO: Distribution D

FROM: Tino Hernandez, Chairman 

DATE: June 20, 2007

SUBJECT: NEW YORK CITY EQUAL EMPLOYMENT PRACTICES  
COMMISSION AUDIT

---

The New York City Equal Employment Practices Commission has completed an audit of NYCHA's equal employment opportunity programs, policies and procedures for the period covering July 1, 2003 through June 30, 2005 and randomly surveyed NYCHA employees about NYCHA's equal employment opportunity programs, policies and procedures.

I am pleased to announce that NYCHA's equal employment opportunity programs, policies and procedures are in compliance with the New York City Equal Employment Opportunity Policy. Further, in compliance with a recommendation by the Commission, the NYCHA non-discrimination policies are available by audio recording. NYCHA employees may listen to an audio recording of the NYCHA non-discrimination policies by dialing 212-306-4600.

As Chairman, I reaffirm NYCHA's strong commitment to maintaining fair employment practices for all employees and job applicants. Any employee or job applicant, who believes she/he may have been the victim of discrimination based on any federal, state or local equal employment opportunity law, may file a complaint with the Department of Equal Opportunity, Office of Employment Opportunities, located at 250 Broadway, 27<sup>th</sup> floor. Please call 212-306-4468 for additional information.