

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

RESOLUTION #13/214C: Determination of Compliance (Monitoring Period Not Required) by the Office of Labor Relations with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its Equal Employment Opportunity Program from January 1, 2011 through June 30, 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 Office of Labor Relations (OLR) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination dated October 15, 2013, setting forth the following findings and required corrective actions:

1. Redistribute the name and contact information of the Disability Rights Coordinator.
2. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity.

Whereas, the OLR submitted its response to the EEPC's Preliminary Determination on October 31, 2013 with documentation of its actions to rectify all of the required corrective actions;

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on November 14, 2013 which agreed and accepted documentation for implementation of the aforementioned corrective actions and no corrective actions were remaining;

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the OLR submitted a copy of the agency head's memorandum to staff dated October 28, 2013, 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 Office of Labor Relations has implemented the required corrective actions 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 Commissioner, James F. Hanley of the Office of Labor Relations.

Approved unanimously on November 14, 2013.

Arva R. Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner



Angela Cabrera
Commissioner



THE CITY OF NEW YORK
OFFICE OF LABOR RELATIONS

40 Rector Street, New York, NY 10006-1705

<http://nyc.gov/olr>

NOV 7 2013 AM 10:19

JAMES F. HANLEY
Commissioner

To: All Employees

FROM: James F. Hanley

A handwritten signature in cursive script that reads "James F. Hanley".

SUBJECT: EEPC Audit

DATE: October 28, 2013

The Office of Labor Relations is committed to compliance with the City's Equal Employment Opportunity Policy. As Commissioner, I reaffirm OLR's strong commitment to maintaining fair employment practices for all of its employees:

Recently, OLR was audited by the Equal Employment Practices Commission (EEPC) to ensure compliance with Equal Employment policies.

The agency's adherence with EEO policies and procedures was found to be in compliance. However, there are some areas that the Commission has requested we enhance to ensure that all employees understand their rights and responsibilities under equal employment.

Missing reports were submitted to the EEPC and a memo was distributed to OLR employees on October 25, 2013 with the name and location of the agency's Disability Rights Coordinator.

Any employee who has questions or concerns regarding Equal Employment policies is encouraged to speak with their supervisor, EEO Officer, Andrea Beach or EEO Counselors, Roseann Bucchino and Sang Hong.

c: Richard Yates
Andrea Beach