

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

RESOLUTION #13/11-032C: Determination of **Compliance** by the Department of Investigation 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, 2009 through December 31, 2011.

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 Department of Investigation's (DOI) EEO Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated March 19, 2013, setting forth its findings and recommended corrective actions; and

Whereas, the DOI submitted its response to the EEPC's preliminary determination letter, on April 5, 2013 with documentation of its actions to rectify all four areas of non-compliance identified in the preliminary determination; and

Whereas, at the EEPC's request, pursuant to Section 815.a.(15) of the New York City Charter, on May 1, 2013, the DOI submitted a copy of the agency head's memorandum to staff, which outlined the corrective actions implemented in response to the EEPC's audit; and

Whereas, all of the EEPC's recommended 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 Department of Investigation 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 this Determination to Rose Gill Hearn, Commissioner of the Department of Investigation.

Approved unanimously on May 9, 2013.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair



The City of New York
Department of Investigation

ROSE GILL HEARN
COMMISSIONER

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TO: ALL STAFF

FROM: ROSE GILL HEARN, COMMISSIONER *RGH*

DATE: MAY 1, 2013

SUBJECT: EQUAL EMPLOYMENT PRACTICES COMMISSION AUDIT

The Equal Employment Practices Commission (EEOC) recently completed an audit of the Department of Investigation's compliance with the City's Equal Employment Opportunity Program between January 1, 2009 and December 31, 2011. I am pleased to report that the EEOC found DOI to be in compliance overall with the City's Equal Employment Opportunity Program during this period. Equal opportunity for all employees has been a priority during this DOI administration and I am proud of the DOI staff for all of the efforts that have been made to ensure full compliance with both the letter and spirit of the law.

In an effort to enhance communication and improve our delivery of EEO services, the EEOC recommended that DOI take the following corrective actions, all of which have been implemented. First, the EEOC recommended that the DOI issue a general EEO Policy Statement to all employees and accordingly on March 27, 2013, DOI circulated a copy of DOI's EEO Policy to all employees along with an electronic link to the EEO Policy on the agency's intranet, along with the names and contact information for DOI's EEO Officer, EEO Counselors, Career Counselor and Disability Rights Coordinator. Second, the EEOC recommended that the agency's organizational chart posted on our intranet reflect that the agency's EEO Officer reports directly to the Commissioner. That has been done and you can now see it on DOI's website. Finally, since 77% of respondents to the EEOC's Employee Survey indicated that they did not know the name of the agency's Career Counselor and 83% said that they did not know the name of our Disability Rights Coordinator, DOI sent out a notice to the entire agency reminding everyone that Richard Natofsky is, along with his many other functions, the agency's Career Counselor and its Disability Rights Coordinator.

I would like to take this opportunity to reaffirm my commitment and that of DOI to being an equal opportunity employer and to enforcing the City's Equal Employment Opportunity Policy. Thank you for your important work in this regard.