

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

RESOLUTION #98/02-032: Preliminary Determination Pursuant to the Audit of the Department of Investigation and its compliance with the City Charter-mandated Affirmative Employment Plan from April 1, 1994 to September 30, 1996.

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 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 Department of Investigation's compliance with the Affirmative Employment Plan; 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 Department of Investigation (DOI) and its compliance with the City Charter-mandated Affirmative Employment Plan (AEP), the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. DOI did not periodically monitor agency bulletin boards to insure posting of EEO policy statements.
2. The AEP was not distributed or otherwise made available to employees during the audit period.
3. The EEO Officer did not meet with the agency's supervisors and managers to discuss their rights and responsibilities under the AEP.
4. Supervisors were not directed to, and did not, hold meetings with their staffs to discuss the AEP.
5. The AEP was not available in formats accessible to disabled applicants and employees.
6. Not all DOI facilities were accessible to and usable by persons with disabilities.
7. The agency's Discrimination Complaint Procedure did not indicate a time frame for completing

discrimination investigations.

8. No preventive sexual harassment training was conducted during the audit period.
9. The agency did not routinely advertise job vacancies in minority- and female-oriented newspapers.
10. Not all employees involved in the interviewing process received structured interview training.
11. DOI did not regularly maintain racial and sexual data on all job applicants.
12. The EEO Officer did not conduct adverse impact studies.
13. The EEO Officer did not maintain documentation of her meetings with the First Deputy Commissioner regarding EEO matters.
14. The EEO Officer was not a member of the agency's Recruitment Committee.
15. The EEO Officer did not spend 100% of her time on EEO issues.
16. The EEO Officer did not hold regularly scheduled meetings with the EEO Counselors to discuss EEO matters.
17. Forty-one percent of employees surveyed by the EEPD do not know who is the EEO Officer.

Be It Finally Resolved,

that the Commission authorizes the Chairman to forward a letter to the Commissioner of the Department of Investigation, Edward Kuriansky, 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 latter indicating what corrective actions the Department of Investigation will take to bring the agency in compliance with the New York City Equal Employment Opportunity Policy.

Approved unanimously on April 9, 1998.

Angela Cabrera
Commissioner

Manuel A. Mendez
Commissioner

Jeannette Diaz, Esq.
Commissioner

Frank R. Nicolazzi
Vice-Chairman

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

RESOLUTION #99/05-032C. Determination of implementation by the Department of Investigation of recommended corrective actions made by the EEPC pursuant to its audit of the New York City Department of Investigation's Affirmative Employment Plan from April 1, 1994 to September 30, 1996.

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 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 Department of Investigation, the Equal Employment Practices Commission issued a preliminary determination letter, dated April 9, 1998 setting forth its findings and recommended corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC monitored the New York City Department of Investigation for a ten months, from July 1998 through December 1998, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, all of the aforementioned recommended corrective actions are required by the City's Equal Employment Opportunity Policy which replaced the former Affirmative Employment Plan (AEP). Now, Therefore,

Be It Resolved,
that, as of March 1999, the New York City Department of Investigation has fully implemented all recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapter 35 and 36 of the City Charter.

Be It Finally Resolved,
that the Commission authorizes the Vice-Chairman to forward a letter to the Commissioner of the New York City Department of Investigation, Edward Kuriansky, formally informing him that the agency has implemented all recommended corrective actions to the Commission's satisfaction.

Approved unanimously on April 22, 1999.

Manuel Mendez
Commissioner

Angela Cabrera
Commissioner

Jeanette Diaz
Commissioner

Frank Nicolazzi
Commissioner

A handwritten signature in black ink, appearing to read "Charles Hughes", written over a horizontal line.

Charles Hughes
Chairman