



EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

253 Broadway, Suite 602, New York, New York 10007

Telephone: (212) 615-8939 Fax: (212) 615-8931

Cesar A. Perez, Esq.
Chair

Angela Cabrera

Malini Cadambi Daniel

Elaine S. Reiss, Esq.

Arva R. Rice

Commissioners

Abraham May, Jr.

Executive Director

Charise Hendricks, PHR

Deputy Director

Judith Garcia Quiñonez

Counsel

February 24, 2012

Commissioner Robert W. Walsh
Department of Small Business Services
110 William Street
New York, NY 10038

Re: Resolution #12/02-801C: Implementation of Corrective Actions Pursuant to the Audit of Compliance by the Department of Small Business Services (SBS) with the City's Equal Employment Opportunity Policy (EEOP) from January 1, 2006 to December 31, 2008.

Dear Commissioner Walsh:

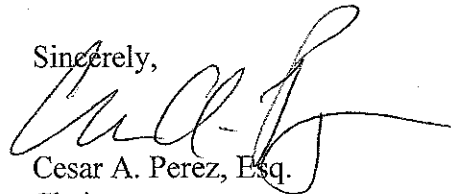
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the Equal Employment Practices Commission (EEPC) was required to monitor audit compliance by the Department of Small Business Services (SBS) for a period not to exceed six months. The compliance period was March 1, 2011 through August 31, 2011. A request for extension of compliance was submitted by you on November 28, 2011. The SBS' Final Compliance Report was submitted on December 13, 2011.

The goal of monitoring was to determine if the SBS implemented all recommended corrective actions pursuant to our audit of compliance by your agency with the City's Equal Employment Opportunity Policy from January 1, 2006 to December 31, 2008.

After completing its review of the Compliance Reports submitted by your agency, EEPC staff submitted a Compliance Summary Report for Commission review. This Commission has determined that the SBS has implemented the recommended corrective actions as required by Chapters 35 and 36 of the New York City Charter to the Commission's satisfaction. The Department of Small Business Services is now in compliance with the requirements of the City's Equal Employment Opportunity Policy and the Commission's positions.

On behalf of this Commission, I want to thank you and EEO Officer Nancy Gannie for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. A. Perez', with a long horizontal flourish extending to the right.

Cesar A. Perez, Esq.
Chair

C: Nancy Gannie, EEO Officer, SBS

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

RESOLUTION #12/02-801C: Determination of implementation by the Department of Small Business Services (SBS) of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Department of Small Business Services' Charter-mandated Equal Employment Opportunity Program from January 1, 2006 to December 31, 2008.

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

Whereas, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to ensure 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, pursuant to its audit of the Department of Small Business Services (SBS), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated August 6, 2010, setting forth its findings and recommended corrective actions; and

Whereas, the SBS submitted its response to EEPC's preliminary determination letter, on September 20, 2010; and

Whereas, the EEPC submitted its Final Determination letter on September 30, 2010; and

Whereas, the SBS submitted its response to EEPC's Final Determination letter, on November 15, 2010; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the SBS for a period not to exceed six months, from March 1, 2011 through August 31, 2011, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Department of Small Business Services submitted a request for extension of Compliance on November 28, 2011; and

Whereas, the Department of Small Business Services submitted its Final Compliance Report on December 13, 2011; 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 the EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,

that the Department of Small Business Services 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,

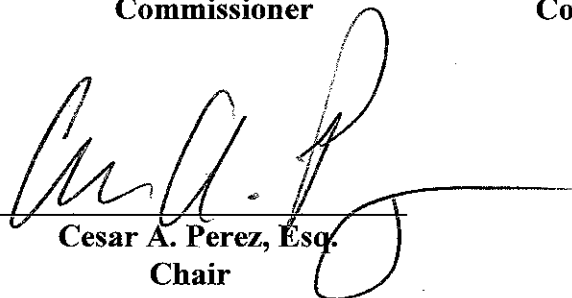
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Commissioner of the Department of Small Business Services, Robert W. Walsh, formally informing him that the SBS has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on February 24, 2012.

Malini Cadami Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner



Cesar A. Perez, Esq.
Chair