

NYC
**Equal Employment
Practices Commission**

Cesar A. Perez, Esq.
Chair

May 9, 2013

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Janette Sadik-Khan
Commissioner
Department of Transportation
59 Maiden Lane, 17th Floor
New York, NY 10038

Charise L. Hendricks, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Agency Counsel

Re: Resolution #13/10-841C: Determination of Agency Compliance

253 Broadway
Suite 602
New York, NY 10007

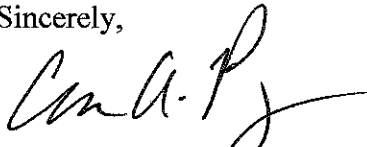
Dear Commissioner Sadik-Khan:

212. 615. 8951 tel.
212. 615. 8931 fax

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to formally inform you that the Commission has issued the attached Determination of Compliance to New York City Department of Transportation (DOT). This Commission has determined that the DOT has implemented the recommended corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Assistant Commissioner/ EEO Officer Ann Williams for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,



Cesar A. Perez, Esq.
Chair

c: Ann Williams, Assistant Commissioner/ EEO Officer, DOT
Judith García Quiñonez, Esq., Counsel/Compliance Director

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

RESOLUTION #13/10-841C: Determination of **Compliance** by the Department of Transportation 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 Transportation's (DOT) EEO Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated October 18, 2012, setting forth its findings and recommended corrective actions; and

Whereas, the DOT submitted its response to the EEPC's preliminary determination letter, on November 19, 2012 with documentation of its actions to rectify four of five areas of non-compliance identified in the preliminary determination; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a final determination on December 6, 2012; and

Whereas, the DOT submitted its response to the EEPC's final determination letter, on January 2, 2013; and

Whereas, at the EEPC's request, pursuant to Section 815.a.(15) of the New York City Charter, on April 17, 2013, the DOT 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 Transportation 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 Janette Sadik-Khan, Commissioner of the Department of Transportation.

Approved unanimously on May 9, 2013.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair