

Message from Commissioner Holloway

DEP's Equal Employment Opportunity Office was recently audited by the Equal Employment Practices Commission (EEPC), the oversight agency charged with monitoring all City agencies' compliance with EEO laws and policies. This audit covered the time period of January 1, 2008 through December 31, 2009.

The audit highlighted DEP's accomplishments as well as areas we are enhancing or improving. One such area is compliance with the Americans with Disabilities Act (ADA) of 1990.

The EEO Office, in conjunction with Facilities Management and Construction Services, Human Resources, the Office of Environmental Health and Safety, and agency management, have conducted EEO and ADA facility compliance evaluations at approximately 40% of our staffed facilities within the five boroughs and upstate. We have already addressed several compliance and accessibility issues including the installation of ramps, replacement of doorknobs with lever handles, installation of grab bars in restrooms and showers, creation of restroom and shower facilities, assignment of handicapped parking spaces, widening of doorways, and reconfiguration of workspaces to allow proper access and egress.

In our effort to aggressively promote EEO awareness, the agency's intranet site, *Pipeline*, features an EEO webpage. The Citywide EEO Policy, the booklet *About EEO: What you May Not Know*, Complaint-of-Discrimination forms, and forms to request a medical, religious or domestic violence accommodation are all available for download from *Pipeline*. In addition to EEO Officer Martha Osenni the EEO Office is comprised of two investigators, a 55a/Limited Duty Coordinator, and 20 Bureau EEO Liaisons. The EEO team has recently been profiled in "Getting to Know the Faces of EEO", which can also be downloaded from *Pipeline*. *EEO Views*, EEO's quarterly newsletter, can also be found on their webpage. Martha will continue to be involved in critical human resources decisions and serve as a resource for agency managers by assessing employment decisions, such as conducting Adverse Impact studies of the agency's workforce and its recruitment and hiring efforts, auditing civil service hiring pools and participating in panel interviews for discretionary hires and promotions. Along with members of human resources, the EEO team assists with the development of pre-employment interview questions, monitors termination and layoff procedures, and participates in career fairs to ensure a diverse population is afforded the opportunity to learn

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The City of New York's 55-a Program for Persons with Disabilities

The City of New York encourages employment of and promotional opportunities for persons with disabilities. Where agency needs and availability permit, qualified persons with disabilities may be appointed to civil service positions within City government without taking a written or oral examination pursuant to Section 55-a of the New York State Civil Service Law.



Right now, New Yorkers are working for the City in 55-a positions in jobs as diverse as clerical associates, caseworkers, auto mechanics, staff analysts, electricians, investigators, stock workers, office machine aides, plumber's helpers, and sanitation workers.

If you are interested in being considered for a 55-a appointment, you should find job openings for which you are qualified. You may wish to contact the personnel offices of City agencies or you may wish to conduct a computer search for openings. If you do not have access to a computer, you may use one at your local library. We suggest that you log on to www.nyc.gov/workingfornyc. Scroll down to "Find a job with New York City"; and then, click on the link, "Learn about available City jobs" to see current job vacancies. Make sure you follow all instructions for the jobs you are interested in and then state in your cover letter that you are seeking a position through the 55-a Program.

We also strongly urge all 55-a applicants to take civil service examinations, if possible, since most City jobs are filled through the examination process. Passing a civil service exam and being appointed from a civil service eligible list remains the best route to a permanent position. The same link, www.nyc.gov/workingfornyc, will take you to civil service examination information. Be sure to ask for a reasonable accommodation for the examination process if you need one and be sure to file any necessary documents in a timely manner.

Source: DCAS 55a Program

To discuss EEO related concerns or learn about the resources available through this office, you may contact the EEO Office at (718) 595-3400 or EEOoffice@dep.nyc.gov or visit us on Pipeline.

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about and apply for positions within the agency.

Representatives of the EEO Office are also members of the agency's Diversity Committee, which highlights achievements by members of different cultures, genders, ethnicities, and national origins.

The EEO Office continues to provide mandated EEO training to all Agency employees. In 2009, a Computer Based Training (CBT) module for refresher EEO training was implemented in addition to live presentations for new hires. Approximately 2,500 managers and supervisors here successfully completed the EEO CBT training. A more comprehensive CBT program was recently launched as a refresher to Managers and Supervisors. Over 700 have now successfully completed the refresher. I expect that this program will be launched citywide for all other employees this fall.

Complaints of discrimination will continue to be prepared in accordance with the Discrimination Complaint Procedures Guidelines. As part of our ongoing efforts to more efficiently investigate employee concerns, an electronic program will soon be launched to allow electronic complaint filing, and employees will be able to track the status of any complaint filed online. Investigations and their outcome will continue to be reviewed by me and appropriate measures will be taken as necessary. In the event that a complaint investigation is delayed, written notification of the delay will be made to concerned parties.

DEP is committed to promoting diversity, ensuring equal employment opportunities throughout the agency, and maintaining a workplace where all employees are treated with respect. If you believe you have experienced discrimination, harassment, or retaliation, or if you have witnessed or have knowledge of such acts within the agency, you should contact DEP's Equal Employment Opportunity Office at 718-595-3400 or EEOffice@dep.nyc.gov. You can also contact any of the Bureau EEO Liaisons, or report such matters directly to your supervisor who is required to immediately report your concerns to the EEO Office.

Recent Discrimination Lawsuits

- [Taco Bell Owner Sued by EEOC for Religious Discrimination](#)
- [Bank Of The West To Pay \\$48,000 To Settle EEOC Sex Bias Hiring Lawsuit](#)
- [Verizon to Pay \\$20 Million to Settle Nationwide EEOC Disability Suit](#)



Diversity Awareness

September—*Hispanic Heritage Month*

October—*National Disability Awareness Month, Domestic Violence Awareness Month, Italian-American Heritage Month*

Marriage Equality Law Passed

On June 24, 2011, Governor Andrew M. Cuomo announced passage of the Marriage Equality Act, granting same-sex couples the freedom to marry under the law, as well as hundreds of rights, benefits, and protections that have been limited to married couples of the opposite sex.



The Marriage Equality Act amends New York's Domestic Relations Law to state:

A marriage that is otherwise valid shall be valid regardless of whether the parties to the marriage are of the same or different sex; No government treatment or legal status, effect, right, benefit, privilege, protection or responsibility relating to marriage shall differ based on the parties to the marriage being the same sex or a different sex; No application for a marriage license shall be denied on the ground that the parties are of the same or a different sex.

The Marriage Equality Act was amended to include protections for religious organizations. The Act states that no religious entity, benevolent organization or not-for-profit corporation that is operated, supervised or controlled by a religious entity, or their employees can be required to perform marriage ceremonies or provide their facilities for marriage ceremonies, consistent with their religious principles. In addition, religious entities will not be subject to any legal action for refusing marriage ceremonies. The Act will grant equal access to the government-created legal institution of civil marriage while leaving the religious institution of marriage to its own separate and fully autonomous sphere. Additionally, the Act was amended to include a clause that states that if any part is deemed invalid through the judicial process and after all appeals in the courts, the entire Act would be considered invalid.

Source: www.governor.ny.gov

A Message from Deputy Commissioner

Zoe Ann Campbell



I would like to take this opportunity to remind DEP employees of the career counseling service available to you. The purpose and focus of this service is to prepare valued employees to meet future agency needs and provide employees with career growth and development tools in a civil service environment. The Career Counselor, Herbert Roth, provides direction on civil service career opportunities, identifies advancement opportunities within the agency and provides information on civil service titles, salaries, upcoming examinations, current vacancies, job specifications and requirements, and training opportunities.

Employees seeking career counseling are encouraged to first contact their respective Bureau Administrator and if further information and guidance is needed, we encourage employees to contact the agency's representative, Herbert Roth, at (718) 595-3377 or HRoth@dep.nyc.gov.