

Diversity, Equity, Inclusion and Equal Employment Opportunity Plan (“EEO Plan”)

Fiscal Year 2026

**Special Commissioner of Investigation for the
New York City School District**



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I. Introduction

This Diversity, Equity, Inclusion and Equal Employment Opportunity Plan (“EEO Plan”) describes measures and programs that SCI will undertake in FY 2026 to ensure fair and effective efforts to provide equal employment opportunity, including for minority group members and women.¹

II. Annual Commitment, Accountability, and EEO Statement (EEO Policy Statement).

I serve as the Special Commissioner for the Office of the Special Commissioner of Investigation for the New York City School District (SCI). I am committed to supporting and enforcing the rights and protections afforded by the New York City Equal Employment Opportunity (EEO) Policy and all other relevant laws, for all SCI employees, applicants for employment, external contractors, consultants, agency partners, and members of the public served by our Agency. I will strive to promote an inclusive culture of respect, tolerance, and cooperation in our workplace, and I will endeavor to eliminate any obstacles to equal treatment in the recruitment, selection, development, advancement, and retention of our diverse workforce.

This policy statement affirms SCI’s commitment to providing a discrimination-free workplace to all individuals, and to promoting a workplace that values diversity, equity, and inclusion. All new employees and current employees are informed of their rights and obligations under the City’s EEO Policy. All SCI staff are responsible for complying with the City’s EEO Policy to prevent unlawful discrimination in the workplace. Consistent with our agency’s mission, SCI recognizes the value of maintaining a diverse and inclusive workforce and we affirm our commitment to integrating this EEO Plan into our agency’s strategic mission by promoting a work environment that appreciates differences among its employees. Our prior annual Diversity, Equity, Inclusion and Equal Employment Opportunity Plans have demonstrated this commitment. In Fiscal Year 2026, SCI will continue to create and implement measures and programs to effectuate fair and equitable employment practices for all SCI employees, applicants, vendors, and contracted employees, in compliance with all relevant federal, State, and City laws. By valuing and respecting each SCI employee, we can unlock the full potential of our agency and make a positive impact on the communities we serve across the City.

All senior executives, managers, supervisors, and employees in our Agency will be held accountable for upholding these values and for implementing SCI’s EEO Plan. I will involve the EEO Officer in critical Human Resources decisions, including recruitment and selection strategies, workforce projections, succession planning, promotion of training/career development opportunities, and strategic planning. Our leadership team will conduct discussions throughout the year regarding these strategies and plans to meet our strategic goals. Our leadership team will work towards implementing the objectives and actions of this plan, pursuant to the guidance provided by the Department of Citywide Administrative Services (DCAS), and its Office of Citywide Equity and Inclusion (CEI).

¹ See the Agency EEO Plans of the NYC EEO Policy (Section X) as well as the Agency Guide for preparing this template.

We will continue to report to DCAS on the steps undertaken to comply with all legal mandates, Executive Orders and laws prohibiting employment discrimination, and on our progress in implementing this Plan.

I will announce this Annual Commitment, Accountability and EEO Statement to our employees, and I will re-affirm SCI's dedication to a discrimination-free work environment and our values that drive us toward this goal. Our EEO officer is available to provide input on personnel matters in addressing equity, inclusion, and diversity issues, and to investigate EEO complaints. Our EEO Officer, Catherine Murphy Garcia, can be reached at cmurphygarcia@nycsci.org and (212) 510-1423.

☒ This statement is the same as last year. [Note: Minor edits from the 2025 Statement have been incorporated into this 2026 Statement].

NOTE: If this statement has been in use for more than **two** years the Agency Head should issue a revised statement.

☒ This statement will be disseminated to all employees in the agency, at least annually, as required by the EEO Policy.

☒ Agency fulfills its obligation to inform employees of their rights and protections under the New York City EEO Policy

III. Recognition and Accomplishments

In the past year, our agency accomplished the following as part of our commitment to DEI and EEO:

1. On December 12, 2024, SCI disseminated an Annual EEO Training Plan to all staff that required training completions of Sexual Harassment Prevention Cycle 7 and LGBTQI+ The Power of Inclusion.
2. All SCI staff not on an extended leave or recently hired completed Sexual Harassment Prevention training, Cycle 7. DCAS informed SCI that we had a 100 percent completion rate.
3. All SCI staff not on an extended leave or recently hired completed LGBTQI+ The Power of Inclusion training, Cycle 7. DCAS informed SCI that we had a 100 percent completion rate.
4. All SCI staff not on an extended leave or recently hired completed Everybody Matters – EEO and Diversity & Inclusion, Cycle 2, prior to March 31, 2025.
5. All requests for reasonable accommodation were reviewed promptly and resolved through an effective cooperative dialogue.
6. In FY 2025, eligible employees completed the DCAS provided “Structured Interviewing and Unconscious Bias” course as well as the “Structured Interviewing: Utilizing Follow Up and Probing Questions course.” Additional employees are registered for Structured Interviewing and Unconscious Bias in the first quarter of the 2026 Fiscal year. DCAS no longer offers the second part of the course, Utilizing Follow Up and Probing Questions.
7. SCI, along with NYC Conflicts of Interest Board (COIB) staff, held a professional development training session for all available staff on conflicts of interest matters in FY 2025. This initiative will continue in FY 2026. Additional professional development opportunities will be expanded in FY 2026 to our SCI investigative teams, which will include specialized workshops covering topics, for example, which may include, interviewing techniques for vulnerable student populations
8. All new hires participated in an SCI sponsored EEO and Diversity Orientation as part of the on-boarding process. The City’s EEO Policies are provided to new employees and are annually re-distributed to current employees.
9. In addition to the mandated training courses, all new SCI staff completed Disability Awareness and Etiquette training within 30 days of hire. These initiatives will continue in FY 2026.

10. At various times throughout FY 2025, the Special Commissioner acknowledged the productivity of its staff through direct electronic communications to all staff and onsite breakfast meetings to recognize, for example, an increase in team productivity, personal accomplishments and milestones, including, welcoming a new family member, retirement(s), etc. These initiatives will continue in FY 2026.
11. In connection with heritage months, the EEO Officer issued agency-wide emails in celebration of (a) National Hispanic Heritage month, (b) Black History month, and (c) Women's History month. These emails contained links to further information regarding city-wide events. These initiatives will continue in FY 2026.
12. SCI receives thousands of complaints each year from numerous sources, including DOE personnel, administrators, vendors, other government agencies, students, parents or caregivers. Our SCI website includes an online complaint form which can be processed through our portal. Complaints can also be phoned/mailed into our office. As a result of these outreach efforts, the total number of SCI complaints has increased each year. SCI will continue to update its website to inform the public about the important results of its investigations which affect students and the communities we serve in FY 2026.

IV. Workforce Review and Analysis

Please provide the total agency headcount as of 6/30/2025 as well as the number of employees in your agency whose demographic information is unknown.

[NOTE: These numbers are available on the total line for your agency in the FY 2025 Q4 EBEPR210 CEEDS report].

Total Headcount: 56

Unknown Race/Ethnicity: 0

Unknown Gender: 0

Unknown Both: 0

Pursuant to Local Law 27 (2023) ** provide an analysis of your agency's compensation data and measures to address pay disparity and occupational segregation in FY 2025. If your agency conducted such analysis in previous years, please describe agency actions undertaken as a result of the analysis.

*** Please note: The agency is responsible for providing the above information regarding pay equity analysis. In addition, it is the agency's responsibility to prepare and submit a separate report pursuant to Local Law 27 (2023).²*

Occupational segregation is deemed to exist when a group is under-represented or over-represented in any job type or field of work, when such group is protected by the employment related provisions of the City's Human Rights law, and such group does not benefit from greater pay, responsibility, flexibility, stability, prestige, or other indicators of job desirability within the job type or field of work. Occupational segregation may appear in lower paying as well as higher paying job types.

1. [While DCAS has engaged an external vendor to conduct a citywide job evaluation pay equity analysis of the city government workforce, pursuant to Local Law 27 (2023), agencies must conduct their own analysis of compensation practices and measures to address pay disparity and occupational segregation with regard to the various titles they use.
 - Describe below your agency's analysis of compensation data, including conformity with collective bargaining agreements and Mayor's Personnel Orders (MPO).
 - Also describe possible indicators of occupational segregation such as significant over- or under-utilization of certain ethnic or gender categories in major Job Groups.
 - If such analysis was conducted in previous years, describe actions undertaken to reduce occupational segregation.]

² Local Law 27 (2023) requires that a separate report be submitted by September 30 annually to the Mayor, the Speaker of the Council, the Department of Citywide Administrative Services, and the Equal Employment Practices Commission.

a) Analysis of Agency Compensation Data:

SCI has reviewed the current pay structure and confirmed that any employee covered by a collective bargaining agreement is being paid in accordance with that agreement.

Senior Leadership, in collaboration with the EEO Office and HR, reviews the agency's pay structure to ensure that salary adjustments when required are made in conformity with Mayor's Personnel Orders where applicable, and in conformity with collective bargaining agreements. Such reviews are also conducted to ensure that staff regardless of job group, race or gender, are paid equitably.

In connection with pay equity reviews that were conducted in recent years, in FY 2024, SCI conducted a comprehensive review of every senior staff position, confidential staff position and all promotion increases were reviewed to determine whether pay disparities existed within the agency for underrepresented groups and women. After reviewing the pay data across all salary bands, the data showed no major disparities relating to race, gender, or any protected class. In FY 2025, all promotion increases were reviewed to determine whether pay disparities existed within the agency for underrepresented groups and women. After reviewing the pay data across all salary bands, the promotion increases showed no major disparities relating to race, gender, or any protected class. These reviews will continue in FY 2026.

b) Indicators of Occupational Segregation:

In FY 2026, SCI will continue to conduct analyses of compensation practices with the appropriate stakeholders, including the EEO Office and HR, to address any pay disparity and occupational segregation with regard to all SCI titles.

To address indicators of occupational segregation such as significant over or under-utilization of certain ethnic or gender categories in major Job Groups, EEO office will consult with HR regarding the review of objective criteria for evaluating candidates for hire/promotion and applying those criteria consistently to all candidates, make recommendations to post vacancies on diverse job recruitment boards, and ensure structured interviews are in place.

The employees of SCI are paid through the Department of Education (DOE) and therefore, according to DCAS, SCI's information cannot be run separately in CEEDS. DCAS developed a substitute ad hoc report for SCI, identifying our demographics, and has provided utilization reports for most identified job groups. According to the ad hoc report of demographic data we received from DCAS, there is only one job group which contains enough employees to determine if recruitment efforts have statistical significance, Job Group 10 – the Technician category – which includes several investigative titles including our field and intake investigators (but not Chief Investigator or Deputy Chief Investigator). Based upon a review of internal calculations, there are no indicators of significant over or under-utilization of certain ethnic or gender categories in Job Group 10.

c) Actions undertaken to reduce occupational segregation considering previous analyses:

As stated, SCI does not yet have access to CEEDS. In the event that the Agency is added to CEEDS reporting, SCI will analyze any pay disparity, if any; and will continue to identify, address, and close, if any, racial, gender, gender identity, age, and disability gaps existent in salaries for SCI staff to ensure ongoing equity and fairness. Setting this goal aligns with our commitment to maintaining transparency and fostering a culture of inclusion and trust, where all employees feel confident that their contributions are valued equitably.

2. [Indicate, below, all steps taken to encourage all employees at your agency to update self-ID information regarding race/ethnicity, gender, and veteran status through either NYCAPS Employee Self Service (ESS) or other means. Check all appropriate boxes.]

Staff reminders were issued electronically to SCI staff on November 4, 2024 and on December 23, 2024. In FY 2026, the agency will continue to remind and encourage its employees to update self-ID information regarding race/ethnicity, gender, and veteran status through any of the following means:

- ☒ NYCAPS Employee Self Service (by email; strongly recommended every year)
- ☐ Agency's intranet site
- ☐ On-boarding of new employees
- ☒ In FY 2026, the agency will inform and remind employees of the option to add preferred name in ESS.

3. Review and Analysis of Workforce Reports

As stated, SCI does not yet have access to CEEDS. In the event that the Agency is added to CEEDS reporting, SCI will analyze any pay disparity, continue to identify, address, and close, if any, racial, gender, gender identity, age, and disability gaps existent in salaries for SCI staff to ensure ongoing equity and fairness. Setting this goal aligns with our commitment to maintaining transparency and fostering a culture of inclusion and trust, where all employees feel confident that their contributions are valued equitably. In the interim, on an annual basis, SCI reviews ad hoc workforce reports which it requests from DCAS, and internal calculations are reviewed from such data.

- ☐ The agency conducts regular reviews of the CEEDS workforce reports, and the summary dashboard sent to the EEO Officer by DCAS' Citywide Equity and Inclusion (CEI) to provide demographic data and trends. The review includes an analysis of workforce composition by job title, job group, race/ethnicity, and gender for all employees; new hires, promotions, and separation data; and utilization analysis.

- ☐ The agency review entails a discussion concerning perceived workplace barriers for job groups that may surface in underutilization reports and for factors that may be creating these barriers (e.g. hiring patterns in specific job titles).

As noted above, the employees of SCI are paid through the DOE and therefore, according to DCAS, SCI's information cannot be run separately in CEEDS. As such, we do not receive a CEEDS Dashboard. Rather, Pursuant to SCI's requests, DCAS provides the ad hoc demographic report at least annually, and the information provided is reviewed and analyzed by the EEO Officer and then discussed with the agency head and Human Resource personnel at SCI.

The EEO officer conducts workforce review with the following agency units:

Agency Head

☐ Quarterly ☐ Semi-Annually ☒ Annually ☐ Other _____

Human Resources

☐ Quarterly ☐ Semi-Annually ☒ Annually ☐ Other _____

General Counsel

☐ Quarterly ☐ Semi-Annually ☐ Annually ☐ Other _____

Other (specify): _____

☐ Quarterly ☐ Semi-Annually ☐ Annually ☐ Other _____

V. EEO, Diversity, Inclusion, and Equity Initiatives for FY 2026

A. WORKFORCE

State your Agency's general goals and strategies to enhance DEI and EEO aimed to enhance your agency workforce.

1. Goals:

- a. Mitigate implicit bias in the hiring and selection process by continuing to mandate a structured hiring framework across the agency with the goal of increasing diversity across job groups within the agency.
- b. Align diversity recruitment, internal employee development and selection practices with current agency employment needs. The EEO Officer, Human Resources staff, and the Agency Head will continue to meet annually to review and discuss workforce composition data to assess demographic trends.
- c. Monitor and address underutilization and underrepresentation, if applicable, of a particular gender or demographic group in its job groups.

2. Strategies:

- a. To the extent that SCI is a small agency, it does not have significant underutilization in any job group. Therefore, our strategy is to expand all applicant pools to address any underutilization through outreach efforts to broaden recruitment yields.
- b. With respect to existing staff, our strategy is to regularly distribute DCAS's monthly OCR newsletter which includes job announcements, civil service exam alerts and information sessions to all staff.
- c. In connection with internal promotional strategies, SCI posts reminders to staff to check internal job postings. SCI regularly disseminates new job opportunities internally so that all staff are aware of advancement opportunities.
- d. The EEO Officer will continue to review and analyze trends to identify specific job groups if and where underutilization is identified, guide recruitment efforts where necessary; meet with Human Resources and the Agency Head at least annually to review and discuss workforce composition data to assess demographic trends and conduct assessments of interviewing and hiring practices.

Planned Programs, Initiatives, Actions aimed at Workforce:

Planned Program and New Initiatives:

1. For 2026, SCI staff will offer a professional development workshop to SCI's investigators on interviewing techniques on topics which may include, for example, interviewing students with cognitive impairments; and understanding how trauma-informed approaches improve interviewing outcomes.
2. In connection with its EEO staff, SCI's EEO Officer will enroll and complete refresher courses in 2026 on the following topics: Intersectionality training, Structured Interviewing and Unconscious Bias, and the CCHR overview of the City Human Rights Law.

In connection with new hires, SCI will continue to mandate structured interviewing and unconscious bias training for all new hiring managers involved in the recruitment, hiring, and promotion process with a goal of 100% of hiring managers completing such training within 90 days of hire. SCI will continue to provide hiring managers with standardized structured interview templates and structured interview questions for structured interviews to ensure hiring managers follow DEI-EEO best practices for structured interviewing and mitigating unconscious bias

3. Over the last few years, SCI has diversified our recruitment resources, and we will continue to periodically review the information provided by applicants with the goal of determining which recruitment resources produce the greatest diversity yields. Human Resource staff will continue to perform targeted recruitment outreach to diversity focused applicant pools, such as diversity-focused job boards, and professional organizations with a goal of broadening all external labor pools in FY 2026.

We have proactively monitored our law enforcement recruitment sources by adding diverse professional affinity groups and enforcement associations to our recruitment network, where identified. We will continue to periodically review the information provided by applicants about how they became aware of the job posting to evaluate the effectiveness of these recruitment sources.

4. In an effort to recognize and celebrate the unique contributions of our talented and diverse workforce, several times a year, SCI hosts breakfast meetings in order to acknowledge the achievements, backgrounds, and perspectives of our employees. By consistently bringing awareness to the strengths within our investigative teams, intake staff and other support staff, SCI can meet our development and retention goals, by fostering a sense of belonging, and ultimately creating a more inclusive and supportive work environment in FY 2026 where everyone can thrive.
5. We regularly forward DCAS's monthly OCR newsletter which includes job announcements, civil service exam alerts, and information sessions to all staff. Human Resources staff periodically remind staff to check the Agency website for current job

postings. All SCI staff involved in the hiring process have taken or are scheduled to take the DCAS sponsored Structured Interviewing and Unconscious Bias and the Structured Interviewing: Utilizing Follow Up and Probing Questions courses as well as the Disability Awareness and Etiquette training course. New staff, or anyone on track to become involved with hiring, will also take those courses.

B. WORKPLACE

State your Agency's general goals and strategies to enhance DEI and EEO aimed to enhance your agency workplace and cultural environment.

SCI is a law enforcement oversight agency, and it serves the public through its investigation work as an independent watchdog of the New York City schools. Thus, SCI values a strong and diverse workforce, especially among its confidential investigators, which is the largest part of its workforce. SCI has successfully maintained a diverse workforce by fostering a strong working relationship among its EEO Office, Human Resources and Executive Staff.

Planned Programs, Initiatives, Actions aimed at Workplace:

In FY 2026, we will continue to foster an environment that respects and promotes diversity, equity, and inclusion, and is free from all forms of discrimination and harassment prohibited by the City's EEO Policy through (a) our adherence to internal EEO compliance processes, and (b) our recruitment and selection strategies as follows:

1. **Compliance:** In FY 2026, the EEO Officer will continue to distribute annually SCI's EEO Policy Statement and EEO Policy, which includes the City's EEO Policy Handbook, to all employees by email, and any updates thereto. SCI's EEO Policy is also posted on SCI's intranet and on its bulletin boards in two employee copy room spaces. The EEO Officer will continue to distribute annually the DCAS EEO Complaint Procedural Guidelines, EEO Complaint Process at a Glance, and Reasonable Accommodations Procedural Guidelines to all employees by email.
2. **Heritage Months:** In FY 2026, the EEO Officer will continue to send emails to all employees in connection with heritage months, including Hispanic Heritage Month, Black History Month, and Women's History Month, and related City holidays to educate employees about the history of the month or holiday and provide information about ways to celebrate such heritage month or holiday.
3. **Recruitment:** HR will continue to perform recruitment outreach to diversity-focused applicant pools and professional organizations with the goal of increasing the number of law enforcement organizations from which we recruit. SCI's EEO Officer, HR Director, and Senior Leadership will review all hiring and promotional decisions to ensure that such decisions are made in compliance with proper hiring practices; and to minimize unconscious bias that hinders fair and equitable hiring practices; and to assess whether

the agency's recruitment efforts are yielding a sufficiently diverse applicant pool or if additional recruitment efforts are needed.

4. Demographics Analysis: The EEO Office, HR and Agency Head will meet in January 2026 to perform an analysis of SCI's demographics of all jobs groups to ensure that SCI is receiving applications from diverse candidates. The EEO Officer will continue to review the demographics of the applicants to assess whether the recruitment sources are yielding sufficiently diverse applicant pools and to expand them if necessary. The EEO Officer will continue to review and analyze trends and meet with Human Resources and the Agency Head to review and discuss workforce composition data to identify underrepresentation or underutilization to guide recruitment efforts.
5. Exit Interviews: In FY 2026, HR staff will endeavor to conduct exit interviews with all separating employees with a goal of gathering information about the workplace environment to ensure that any deficiencies are addressed.
6. SCI is a very small agency and, consequently, there are limited resources to lend organizational support to developing individual Employee Resource Groups, a Diversity Council, or other diversity programming within the Agency.

[Please select below the options that apply to your agency.]

- ☐ Promote employee involvement by supporting Employee Resource Groups (ERGs).
List below the names of existing ERGs:
- 1.
 - 2.
 - 3.
 - 4.
 - 5.
- ☒ Agency does not presently have any ERGs.
- ☐ Agency will create and leverage equity and inclusion programs through its Diversity and Inclusion Officer and/or a Diversity Committee
- ☐ Agency has an active Diversity Committee/Council
- ☐ Agency will sponsor focus groups, Town Halls and learning events on race, equity, and inclusion
- ☒ Agency will continue to fulfill its obligation to inform employees of their rights and protections under the New York City EEO Policy

- ☒ Agency will ensure that its workplaces post anti-hate or anti-discrimination posters

C. COMMUNITY and EQUITY, INCLUSION and ANTI-RACISM

State your Agency's general goals and strategies to enhance DEI and EEO in areas of Community and Anti-Racism.

General Goals: To promote diversity and inclusion in its interactions with the public by creating opportunities for community outreach in line with SCI's mission to investigate allegations of corruption, fraud, misconduct, and conflicts of interest within the public school system.

Planned Programs, Initiatives, Actions aimed at Community, Equity and Race Relations:

As a law enforcement oversight agency, SCI investigates crime, corruption, and misconduct within the New York City Department of Education (DOE), the largest school district in the nation. While SCI does not deliver services or programs directly to the public, our investigations of DOE employee and vendor misconduct impact students, parents and the school communities, including under-resourced districts and underrepresented communities. SCI will continue to create opportunities for community outreach in line with SCI's goal of ensuring safer and more productive and equitable learning environment for New York City's schoolchildren.

Planned Programs, Initiatives, Actions aimed at Community, Equity and Anti-Racism:

Complaints: SCI receives thousands of complaints each year from numerous sources, including DOE personnel, administrators, vendors, other government agencies, students, parents or caregivers. Our SCI website includes an online complaint form which can be processed through our online complaint portal. Complaints can also be phoned/mailed into our office.

Although a major portion of this office's work involves investigations of those who prey on students, SCI also works to uncover fraud and theft of DOE's funds and resources. The misappropriation of funds that are recovered from such investigations are filtered back into the school system. Such funds will continue to be recovered through our efforts in FY 2026.

Outreach: SCI's brochure, SCI's website, and the Department of Education's *InfoHub* site include an SCI *Community Involvement* information section which asks communities to "let us know what is happening in your school or district. Your information is vital to our success." More importantly, the *Community Involvement* statement we states, in part, that "everyone has a stake in our schools – administrators, teachers, parents, students, and all New Yorks – can help make our office and the entire school system more effective."

As a result of these outreach efforts, the total number of SCI complaints has increased each year. SCI will continue to update its website to inform the public about the important results of its investigations which affect our students and the communities we serve.

In FY 2026, the agency will:

- ☒ Continue or plan to promote diversity and EEO community outreach in providing government services
- ☒ Promote participation with minority and women owned business enterprises (MWBES)
- ☐ Expand language services for the public

VI. Recruitment

A. Recruitment Efforts

[Summary of Recruitment Efforts – Include proactive strategies and practices your agency will use to build and retain a diverse and inclusive workforce. Strategies should include steps that will be taken to promote discretionary positions, use of underutilization reports to inform recruitment efforts, and review of current policies, procedures, and practices related to recruitment generally, and training hiring managers and recruiters on DEI best practices.]

As noted above, SCI is very small law enforcement oversight agency, independent from the New York City Department of Education (DOE), and we serve the public through the investigative work of our confidential investigators, our largest job group. SCI's recruitment initiatives for FY 2026 will build upon our FY 2025 strategies of expanding our recruitment sources for our investigators and engaging in affinity groups and emailing promotional opportunities internally for all staff.

SCI will continue to seek to expand its recruitment sources to attract a larger pool of applicants so as to increase the diversity of prospective candidates. The EEO Officer will continue to review the demographics of the applicants to assess whether the recruitment sources are yielding sufficiently diverse applicant pools and to expand them if necessary. The EEO Officer will continue to review and analyze trends and meet with Human Resources and the Agency Head semi-annually to review and discuss workforce composition data to identify underrepresentation or underutilization to guide recruitment efforts.

We have proactively broadened our recruitment sources by adding diverse professional affinity groups and enforcement associations to our recruitment network. We will continue to periodically review the information provided by applicants about how they became aware of the job opportunity to evaluate the effectiveness of various recruitment sources.

We regularly forward DCAS's monthly OCR newsletter which includes job announcements, civil service exam alerts, and information sessions to all staff. Human Resources staff periodically remind staff to check the Agency website for current job postings. All SCI staff involved in the hiring process have taken or are scheduled to take the DCAS sponsored Structured Interviewing course as well as the Disability Awareness and Etiquette training course. New staff, or anyone on track to become involved with hiring, will also take those courses.

B. Recruitment for Civil Service Exams

[Summary of recruitment efforts that will be undertaken in FY 2026 to promote open competitive and promotion civil service exams.]

To the extent that SCI is a small agency which uses mostly non-competitive titles, the below section is inapplicable to SCI. However, our staff is encouraged to review all open civil service exam information and related events which are frequently disseminated by NYC Jobs.

List any planned recruitment events for FY 2026 that will be held by the agency to promote open-competitive civil service examinations. [This list should be updated in your quarterly reports]

Event Date	Event Name	Borough
N/A		

List planned expenditures for FY 2026 related to recruiting candidates for open-competitive and promotion civil service exams.

Borough	Approximate Dollar Amount (\$)
Bronx	0
Brooklyn	0
Manhattan	0
Queens	0
Staten Island	0
Other (include online)	0

C. Recruitment Sources

1. Monster.com, which includes postings with its Monster Diversity Job Network partners. This source has resulted in applications and previous hires.
2. Job vacancy notices for the investigative titles have been distributed to the NYC Agency Personnel Officers with a request that they post the notices. This has resulted in applications but not recent previous hires.
3. SCI posts the job with various professional and/or law enforcement affinity groups, such as Association of Certified Fraud Examiners ("ACFE"); Association of Inspectors General; National Association of Women in Law Enforcement, and the National Association of Black Law Enforcement Officers and request that the jobs be posted on other affinity group job boards such as National Organization of Black Women in Law Enforcement Inc.; Detective Endowment Association ("DEA"), Inc.; Haitian American Law Enforcement; Asian Jade Society; and Policewomen's Endowment Association. These sources have resulted in applications, and with respect to some affinity groups (DEA, for example), they have resulted in applications and in some cases, previous hires.

4. SCI was added as an agency to the NYC Jobs website and can be searched by agency name. If the SCI tab is clicked, the prospective applicant is taken to the employment page of SCI's website. This has resulted in applications.

5. City & State New York. This source has resulted in applications.

6. LinkedIn. This source has resulted in applicants and recent hires.

Internships and Fellowships

We are a small agency with limited staff and resources to supervise and direct interns. As such, SCI does not intend to offer internship opportunities at the present time.

The agency provided the following internship opportunities in FY 2025: N/A

Type of Internship\Fellowship	Total	Race/Ethnicity *[#s] * Use self-ID data	Gender * [#s] * Use self-ID data
1. Urban Fellows	0		M __ F__ Non-Binary __ Other __ Unknown __
2. Public Service Corps	0		M __ F__ Non-Binary __ Other __ Unknown __
3. Summer College Interns	0		M __ F__ Non-Binary __ Other __ Unknown __
4. Summer Graduate Interns	0		M __ F__ Non-Binary __ Other __ Unknown __
5. Civil Service Pathways Fellows	0		M __ F__ Non-Binary __ Other __ Unknown
6. Other (specify):	0		M __ F__ Non-Binary __ Other __ Unknown __

D. 55-a Program

Section 55-a of the New York State Civil Service Law allows a qualified person with a certified mental or physical disability to be hired into a competitive civil service position without having to

take and pass a civil service examination. The City encourages agencies to use the 55-a program as a tool to build a diverse workforce and create greater access to City employment for qualified candidates with disabilities.

- Presently, the agency employs 0 [number] 55-a participants. [Enter '0' if none]
- There are 0[number] participants who have been in the program less than 2 years.
- In the last fiscal year, a total of 0 [number] new applications for the program were received and 0 participants left the program due to [state reasons] N/A.

☒ Agency uses mostly non-competitive titles which are not eligible for the 55-a Program.

☐ Agency does not use the 55-a Program and has no participating employees.

VII. Selection (Hiring and Promotion)

A. Career Counselors

SCI is a non-mayoral agency.

The career counselor or designee will circulate information to staff about civil service examinations and citywide vacancies, encourage staff to take promotional exams where appropriate, and is available to assist staff with job applications. The career counselor circulates an email periodically to inform the staff to check the SCI website for new and updated job postings.

B. New Hires and Promotions

SCI publicly posts announcements for all positions, including senior level positions. We also review, on at least an annual basis, the demographics of those who received promotion/salary raises to ensure such practices are equitable and share the information with the Special Commissioner and Human Resources.

SCI ensures that members of the hiring panel and Human Resources are trained in structured interviewing techniques to avoid unintentional biases in the hiring process. In conducting job interviews, we ensure nondiscriminatory treatment by conducting a structured interview, where the same questions are asked of all applicants for a particular job or category of job and inquiring about matters directly related to the position in question.

C. EEO Role in Hiring and Selection Process

In FY 2026, the agency EEO Officer will do the following:

- ☒ Ensure that all vacancy announcements include the revised NYC EEO Anti-Discrimination Statement.
- ☒ Be available for consultation on vacancy postings to ensure elimination of language that has the potential for gender and age stereotyping and other unlawful discrimination. (It is recommended to use gender-neutral terms and pronouns as well as language that is age-inclusive).
- ☒ Refer hiring managers to Structured Interviewing and Unconscious Bias training.
- ☒ Collaborate with Human Resources to review workforce metrics that inform broader outreach in recruitment efforts and ensure recruitment strategy aligns with the diversity goals of the agency.
- ☒ Provide consultation regarding creation/review of objective criteria for evaluating candidates for hire or promotion and applying those criteria consistently to all candidates.
- ☒ In collaboration with the Director of Human Resources, review interview questions to ensure that they are EEO-compliant, job-related, and required by business necessity.
- ☒ Assist the hiring manager if a reasonable accommodation is requested for an interview.
- ☐ Advise Human Resources to use candidate evaluation form for uniform assessment and equity.
- ☒ Periodically review candidate evaluation forms and conduct a job applicant analysis via the NYCAPS eHire Applicant Interview Log and/or Smart Recruiter reports to advise Human Resources of any demographic trends and/or EEO concerns based on available self-ID data.
- ☒ Review hiring package to evaluate that the selection process was conducted in accordance with EEO best practices.
- ☐ Other: _____

D. Layoffs

During periods of layoffs, terminations, and demotions due to legitimate business/operational reasons, what is your protocol for analyzing the impact of such actions based upon gender, race, and age? *[It is most useful to conduct this analysis prior to finalizing the list of titles that will be impacted. Ensure that the Agency General Counsel and the Law Department are involved in the review.]*

- ☒ The agency will use the DCAS Layoff Procedure as guidance, should there be any layoffs, terminations, and demotions due to legitimate business/operational reasons in FY 2026.
- ☒ The agency will analyze the impact of layoffs or terminations on racial, ethnic, gender, age groups, and people with disabilities.
- ☒ Where layoffs or terminations would have a disproportionate impact on any protected category groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.
- ☐ The Agency Personnel Officer, EEO Officer and General Counsel will be involved in making layoff or termination decisions. It should be noted that layoffs must be conducted by seniority in compliance with civil service law (for competitive titles) and union contract (for non-competitive and labor class titles).

VIII. Training

Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participants	Projected Dates
1. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (e-learning)	All employees – Annually (Cycle 3 must be completed by June 30, 2026.)	56 (all staff/new staff will be required to take said training upon its re-launch)	For existing employees: within 90 days after beginning of cycle; for new employees within 30 days of hire.
2. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (classroom/live webinar)	All employees – Annually (Cycle 3 must be completed by June 30, 2026.)	N/A	
3. Sexual Harassment Prevention (e-learning)	All employees – Annually (Cycle 8 runs between November 1, 2025 and ??)	56	For existing employees: within 90 days after beginning of cycle; for new employees, within 30 days of hire. N/A
4. Sexual Harassment Prevention (classroom/live webinar)		N/A	
5. lgbTq – Power of Inclusion (e-learning)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees	56	For existing employees: within 90 days after beginning of cycle; for new employees within 30 days of hire.

6. IgbTq – Power of Inclusion (classroom/live webinar)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees	N/A	
7. Disability Awareness and Etiquette		New employees (existing employees have completed training)	While this course is not mandated, SCI internally requires new employees within 30 days of hire take such course.
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)		4 members of the interview panel are scheduled to take this course as a refresher; along with any new employee/recent hire who is appointed to such panel, will be required to apply for the course within 60 days of hire.	June 2026
9. Other (specify)			
10. Other (specify)			

IX. Reasonable Accommodation

- ☒ Managers, supervisors, human resources personnel and discipline personnel are required to report to the EEO Office any reasonable accommodation requests and needs that are received, observed, learned about, or suspected, so that the EEO Office may facilitate discussions, research appropriate accommodations, and assist with the resolution of the matter.
- ☒ Absent any undue hardship, the agency provides reasonable accommodations for disability; religious observances; victims of domestic violence, sex offenses and stalking; and pregnancy, childbirth, or related medical conditions.

- ☒ The agency follows the City's Reasonable Accommodation Procedure.
 - ☒ The agency adheres to the City's Reasonable Accommodation Procedural Guidelines published in July 2024.
 - ☒ The agency initiates the cooperative dialogue within 10 days from notice of a Reasonable Accommodation need or request.
 - ☒ The agency sends a written reminder to the individual at least 10 business days before an accommodation is set to expire.
 - ☒ The agency issues a written notice of any decision granting or denying an accommodation and all appeal rights within 15 days from the conclusion of the cooperative dialogue.
 - ☒ When necessary, in certain time-sensitive circumstances the agency conducts an expedited review and grants or denies request in less than 15 days.
 - ☒ The Agency Head or designee reviews and grant or deny issues a written determination on appeals within fifteen (15) business days after submission of the appeal.
 - ☐ If the review and decision on appeal is not done by the Agency Head.
Provide the name and title of the Agency Head's designee³ : _____
 - ☐ The designee reports directly to the Agency Head.
 - ☐ The agency enters all the Reasonable Accommodation requests and determinations in the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database and updates the information as needed.
- SCI does not currently have access to CAD and tracks such data internally.

X. Compliance and Implementation of Requirements Under Local Laws and Mayoral Executive Orders

A. Local Law 92 (2018): Annual Sexual Harassment Prevention training

- ☒ The agency plans to train all new employees on Sexual Harassment Prevention within 30 days of start date.
- ☒ The agency will train all current employees on Sexual Harassment Prevention (Cycle 7 – September 1, 2025 – August 31, 2026) as indicated in the Section VII Training above.

B. Local Law 97 (2018): Annual Sexual Harassment and Complaint Reporting

³ To avoid conflicts of interest, the EEO Officer or General Counsel cannot be designated to review appeals of reasonable accommodation decisions.

- ☒ The agency will ensure that sexual harassment complaints, and all other EEO complaints, are investigated and closed within 90 days.
- ☐ The agency will input sexual harassment complaint data, as well as all other types of complaints, on the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database, contemporaneously update the information, and affirm the data in a timely manner when requested by DCAS.
 - SCI does not have access to CAD and tracks such data internally.

C. Local Law 121 (2020): Age Discrimination Training; Local Law 14 (2024): Anti-racism and Anti-racial Discrimination Training

- ☒ The agency plans to train all new employees on Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees within 30 days of start date.
- ☒ The agency will train all current employees on Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (Cycle 3: July 1, 2025 – June 30, 2026) as indicated in the Section VIII Training above.

D. Local Law 27 (2023): Access to Workplace Facilities

- ☒ Employees have access to gender appropriate bathrooms and lactation rooms.
- ☒ Employees are provided with information on how to request workplace accommodations and has access to respective facilities, including access for individuals with disabilities.

[Local Law 27 requires listing a summary of schedule and workplace accommodations that are provided by your agency]. Select the types of accommodations that your agency has provided to your workforce in FY 2025.

- ☐ Reassignment
- ☒ Modification of Work Schedule [remote schedule]
- ☐ Flexible leave
- ☐ Modification or Purchase of Furniture and Equipment
- ☐ Modification of Workplace Practice, Policy and/or Procedure
- ☐ Grooming/Attire

E. Local Law 27 (2023): Diversity and Inclusion Training for FY 2026

- ☒ List of diversity and inclusion training for FY 2026 is included in section VII of this annual plan.

F. Local Law 27 (2023): Workforce Information Report for FY 2025

- ☒ The agency will submit the mandated annual report with workforce information to the Mayor, the Speaker of the Council, the Department of Citywide Administrative Services, and the Equal Employment Practices Commission by September 30, 2025.

G. Local Law 28 of (2023): Diverse Recruitment and Retention in City Government

Under Local Law 28 (2023), agencies must provide information about agency-specific training programs that are required for, or relevant to, an applicant's appointment to a position based on an open-competitive or promotional civil service examination. Additionally, agencies must provide information on expenditures related to recruiting candidates for open competitive and promotional civil service examinations, a list of recruiting events to promote open-competitive civil service examination and a list of any preparatory materials developed for applicants or potential applicants for open-competitive and promotional civil service examinations. The deadline for submission of this information is the same as for the submission of the Annual Plan].

- ☒ The agency submitted all information required by Local Law 28 for FY 2025 using the form and templates provided.

H. Executive Order 16: Training on Transgender Diversity and Inclusion

Under Executive Order No. 16 of 2016, the agency must provide supervisory and front-line staff training approved by DCAS on transgender diversity and inclusion. Pursuant to Executive Order No. 16, this training must be provided to all newly hired supervisory and managerial employees and line staff whose work tasks involve contact with the public. The current Cycle 5 runs from April 1, 2024, to March 31, 2026.

- ☒ The agency plans to train all new employees within 30 days of start date.
- ☒ All managers, supervisors, and front-line employees will be re-trained every two years, no later than the third quarter of the second year of the training cycle, as indicated in Section VII Training above.
- ☒ In addition, all other employees will be trained or re-trained every two years, as indicated in Section VII Training above.
- ☒ The agency will ensure that the single-sex facility (e.g., Restroom Access) notice/poster is posted where required, e.g., on bulletin boards, near restrooms and, in digital form, where other EEO notices and announcements can be found.

XI. Audits and Corrective Measures

- ☐ The agency is NOT currently subject of an audit conducted by NYC Equal Employment Practices Commission (EEPC) or another governmental agency specific to our EEO practices.
- ☐ The agency is currently being audited or preparing responses to an audit conducted by the EEPC or _____ [another governmental agency – please specify] specific to our EEO practices. Upon forwarding our responses to the recommendations issued by the EEPC, the agency will submit to CEI an amendment letter, which shall amend the agency plan for FY 2025 to include and implement EEPC recommendations that will be implemented during the fiscal year.
- ☐ The agency is subject to any other oversight or review by a federal, state or city civil rights agency [please specify] _____. [Please attach a copy of the document setting out the oversight parameters and the agency's most recent report to the oversight agency.]
- ☒ Within the last two years the agency was involved in an audit conducted by the EEPC or _____ [another governmental agency – please specify] specific to our EEO practices.
- ☐ The agency will continue/be required to implement corrective actions during the year that this plan is in effect [please attach a copy of the audit findings.]
- ☒ The agency received a Certificate of Compliance from the auditing agency. [Please attach a copy of the Certificate of Compliance from the auditing agency.]

XII. Agency Head Affirmation and Signature

This annual Diversity, Equity, Inclusion and Equal Employment Opportunity Plan ("EEO Plan") is hereby submitted and adopted for implementation pursuant to New York City Charter §815(a)(19)⁴

In addition, pursuant to New York City Charter § 815(i), the agency will submit quarterly reports reflecting the agency's efforts during the previous quarter to implement the agency's EEO Plan.

Special Commissioner Anastasia Coleman
Print Name of Agency Head

Anastasia Coleman
Signature of Agency Head

11/25/2025
Date

⁴ Agencies shall file copies of their finalized EEO Plans with the Mayor, City Council, Equal Employment Practices Commission (EEPC), and City Civil Service Commission, and make EEO Plans available for reasonable public inspection.

Appendix A: Contact Information for Agency EEO Personnel and Career Counselors*

Agency EEO Office mailing address:

Catherine Murphy Garcia, Esq.
 Special Commissioner of Investigation for the
 New York City School District – 20th Floor
 80 Maiden Lane
 New York, NY 10038

	Title/Function	Name	Email	Telephone
1.	Agency EEO Officer [indicate if 'Acting' or 'Interim']	Catherine M. Garcia	cmurphygarcia@nycsci.org	212.510.1423
2.	Agency Deputy EEO Officer [if appointed]	N/A		
3.	Agency (Chief) Diversity & Inclusion Officer [if appointed]	N/A		
4.	Chief Diversity Officer/Chief MWBE Officer per E.O. 59	Valerie Batista	vbatista@nycsci.org	212.510.1417
5.	ADA Coordinator	Kavita Persaud	kpersaud@nycsci.org	212.510.1420
6.	Disability Rights Coordinator	Catherine M. Garcia	cmurphygarcia@nycsci.org	212.510.1423
7.	Disability Services Facilitator	Catherine M. Garcia	cmurphygarcia@nycsci.org	212.510.1423
8.	55-a Coordinator	Kavita Persaud	kpersaud@nycsci.org	212.510.1420
9.	EEO Investigator(s)	Catherine M. Garcia	cmurphygarcia@nycsci.org	212.510.1423
10.	EEO Counselor(s)	Jessica Villanueva	jvillanueva@nycsci.org	212.510.1424
11.	EEO Training Liaison(s)	Catherine M. Garcia Valerie Batista	cmurphygarcia@nycsci.org vbatista@nycsci.org	212-510-1423 212-510-1417

12.	Career Counselor(s)*	Kavita Persaud	kpersaud@nycsci.org	212.510.1420
13.	Other (specify)			



Aldrin Rafael Bonilla, Ed.D., MPA
Chair/Commissioner

Elaine S. Reiss, Esq.
Vice-Chair/Commissioner

Minosca Alcantara, Ed.D.
Ngozi Okaro, Esq.
Nicole Yearwood, MPA
Commissioners

Vacant
Executive Director

Andreana Mirabella, Esq.
Executive Agency Counsel

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676. 2724 fax

BY EMAIL

July 7, 2025

Anastasia Coleman
Special Commissioner of Investigation
Office of the Special Commissioner of Investigation for the NYC School District
80 Maiden Lane, 20th Floor
New York, NY 10038

Re: Resolution #2025AP/281-740-(2025)C20
DETERMINATION: Compliance

Dear Special Commissioner of Investigation Coleman:

On behalf of the members of the Equal Employment Practices Commission (EEPC), I write to inform you that pursuant to New York City Charter Chapter 36, Section 832(c), the EEPC's Board of Commissioners has approved the attached *Determination of Compliance*.

As you are aware, the EEPC is required to audit, evaluate, and monitor your agency at least once every four (4) years to ensure the Office of the Special Commissioner of Investigation for the NYC School District's compliance with federal, state, and local laws and regulations, best practices, and policies and procedures that increase equal employment opportunity for minority and women employees and applicants. The Office of the Special Commissioner of Investigation for the NYC School District's successful completion of the EEPC's *Employment Practices Audit (Focus on Underutilization)* demonstrates its commitment to implementing employment policies and practices that encourage and maintain a workplace free from unlawful discrimination and promote equality of opportunity.

Thank you and Principal EEO Professional Catherine Murphy Garcia for the cooperation extended to the EEPC during the course of our audit of your agency's employment and EEO-related practices. We look forward to working with you and the Office of the Special Commissioner of Investigation for the NYC School District to ensure equal employment opportunity in the City of New York.

Sincerely,


Aldrin Rafael Bonilla
Chair/Commissioner

Enc.

c: Catherine Murphy Garcia, Principal EEO Professional, SCI



Monitoring of Employment Practices with a Focus on Underutilization
RESOLUTION NO.
2025AP/281-740-(2025)C20
Office of the Special Commissioner of Investigation for the NYC School District
Special Commissioner of Investigation Anastasia Coleman
DETERMINATION: COMPLIANCE

SYNOPSIS

Corrective Action(s):	Total: 2		
Period Audit Covered:	July 1, 2022 to December 31, 2024		
Preliminary Determination Issued:	May 22, 2025	Response Received	June 5, 2025
Final Determination Issued:	June 18, 2025	Response Received	July 2, 2025
Compliance-Monitoring:	Not Required	July 1, 2025 to October 31, 2025	

Whereas, pursuant to Chapter 36, Sections 830(a) and 831(d)(2) and (5) of the New York City Charter (Charter), the Equal Employment Practices Commission (EEPC) is authorized to audit, review, evaluate, and monitor the employment procedures, practices and programs of city agencies and other municipal entities (hereinafter "entities") and their efforts to ensure fair and effective equal employment opportunity (EEO) for minority group members and women who are employed or seek employment, and to recommend practices, procedures, approaches, measures, standards, and programs to be utilized by such entities in these efforts; and

Whereas, pursuant to Charter Chapter 36, Sections 830(a) and 831(d)(2) and (5), the EEPC has adopted uniform standards for auditing agencies and municipal entities, and minimum standards for auditing community boards, to review, evaluate, and monitor entities' practices, procedures, approaches, measures, standards, and programs for compliance with federal, state, and local laws and regulations, and policies and procedures to increase equal opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination; and

Whereas, in accordance with Charter Chapter 36, Section 832(c), the EEPC may make a determination pursuant to Charter Section 831(d) whether any plan, program, procedure, approach, measure, or standard adopted or utilized by any municipal entity does not provide equal employment opportunity, and the EEPC's determinations of compliance or non-compliance and prescribed corrective action are required by, or consistent with federal, state, and local laws and regulations, and policies and procedures to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination; and

Whereas, the EEPC conducted an audit, review, and evaluation of the Office of the Special Commissioner of Investigation for the NYC School District's Employment Practices with a Focus on Underutilization; and

Whereas, pursuant to the audit, review, and evaluation of the Office of the Special Commissioner of Investigation for the NYC School District's Employment Practices with a Focus on Underutilization, the EEPC issued a Preliminary Determination, dated May 22, 2025, setting forth findings and the following corrective actions required to remedy areas of non-compliance:

1. Provide documentation of an applicant tracking system that includes information regarding the interview date, interviewers' names, result (or disposition), and reason selected/not selected for each applicant (disposition reason).
2. Ensure that the principal Human Resources professional (or designee) provides all employees with information regarding job responsibilities and performance evaluation standards.

Whereas, within a two-week deadline following the EEPC's Preliminary Determination, the entity submitted a preliminary response; and

Whereas, in accordance with Charter Chapter 36, Section 832(c), after consideration, the EEPC issued a Final Determination on June 18, 2025, which indicated that no areas required corrective action; and

Whereas, in accordance with Charter Chapter 36, Section 832(c), in the Final Determination, the EEPC assigned a monitoring period from July 1, 2025 to October 31, 2025, to determine whether the entity eliminated areas of non-compliance, if any; and

Whereas, in accordance with Charter Chapter 36, Section 832(c) the entity was required to respond in 30 days, and make monthly reports thereafter for a period not to exceed six months, on the progress of its efforts to correct outstanding areas of non-compliance; and

Whereas, in accordance with Charter Chapter 36, Section 832(c), on July 2, 2025, the entity issued a response to the EEPC's Final Determination; and

Whereas, in accordance with Charter Chapter 36, Section 832(c), the entity was exempt from monitoring on July 2, 2025; and

Whereas, pursuant to Charter Chapter 35, Sections 815(a)(15) and (19), which requires agency heads to ensure and promote equal opportunity for all persons in appointment, payment of wages, development, and advancement, and to establish measures and programs to ensure a fair and effective affirmative employment plan to provide equal employment opportunity for minority group members and women, the Special Commissioner of Investigation recognized the EEPC's audit and reiterated commitment to the Office of the Special Commissioner of Investigation for the NYC School District's equal employment practices. **Now Therefore**,

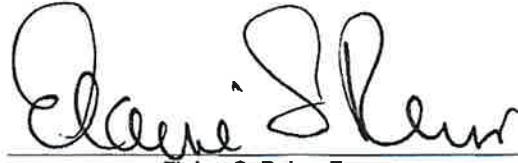
Be It Resolved, that the Office of the Special Commissioner of Investigation for the NYC School District has satisfied the equal employment standards set by the EEPC pursuant to its authority under New York City Charter Chapters 35 and 36; and

Be It Resolved, that the EEPC's Board of Commissioners approves the issuance of this Determination of Compliance to Special Commissioner of Investigation Anastasia Coleman of the Office of the Special Commissioner of Investigation for the NYC School District.

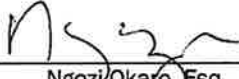
Approved unanimously on July 7, 2025.



Minosca Alcantara, Ed.D.
Commissioner/Mayoral Appointee



Elaine S. Reiss, Esq.
Vice-Chair/Commissioner/Mayoral Appointee



Ngozi Okaro, Esq.
Commissioner/City Council Appointee



Nicole Yearwood, MPA
Commissioner/City Council Appointee



Aldrin Rafael Bonilla, Ed.D., MPA
Chair/Commissioner/Joint Appointee

The New York City Equal Employment Practices Commission
hereby issues this
Determination of Compliance
to

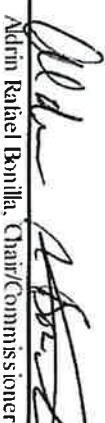
Office of the Special Commissioner of Investigation for the NYC School District
for achieving compliance with the
Equal Employment Practices Commission's

Evaluation of Employment Practices with a Focus on Underutilization
From July 1, 2022, to this date.

In care of Special Commissioner of Investigation Anastasia Coleman
and Principal EEO Professional Catherine Murphy Garcia



On this 7th day of July in the year 2025


Aldrin Rafael Bonilla, Chair/Commissioner