

**NYC**  
**Equal Employment  
Practices Commission**

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Chair

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September 18, 2014

Rick D. Chandler, P.E.  
Commissioner  
NYC Department of Buildings  
280 Broadway, 7th Floor  
New York, NY 10007

Re: Resolution #2014/810C -28: Determination of Agency Compliance

Dear Commissioner Bassett:

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 the Department of Buildings. This Commission has determined that the Department of Buildings has implemented the required corrective action deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Principal EEO Professional Bernadette Nespole for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Cesar A. Perez, Esq.  
Chair

c: Bernadette Nespole, Principal EEO Professional  
Judith García Quiñonez, Esq., Deputy Director/Agency Counsel

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

**RESOLUTION #2014/810C-28:** Determination of **Compliance** (Monitoring Period Not Required) by the Department of Buildings with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and evaluation of its Discrimination Complaint and Investigation Procedures from January 1, 2012 through December 30, 2013.

**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**, the Equal Employment Practices Commission conducted an audit and analysis of the Department of Buildings' (DOB) Discrimination Complaint and Investigation Procedures in accordance with established protocols, and issued a preliminary determination letter, dated September 8, 2014, setting forth findings and the following required corrective action:

1. Establish a complaint tracking and monitoring system that permits the agency - in addition to identifying the location, status, and length of time elapsed in the EEO complaint process, the issues and the bases of the complaints, and the aggrieved individuals - to identify the specific departments/units where the allegations arose in order to analyze complaint activity and recognize trends within the agency.

**Whereas**, the DOB submitted its response to the EEPC's preliminary determination letter, on September 11, 2014, with documentation of its actions to rectify the required corrective action; and

**Whereas**, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and accepted documentation for implementation of the aforementioned corrective action; and

**Whereas**, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the DOB submitted a copy of the agency head's memorandum to staff dated

September 15, 2014, which outlined the corrective action implemented in response to the EEPC's audit and reiterated his commitment to the agency's EEO Program; and

**Whereas**, all of the EEPC's 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 Buildings has implemented the required corrective action deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

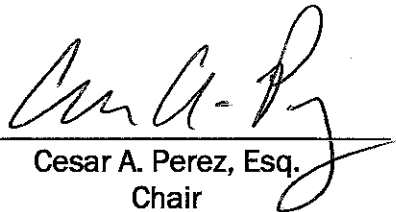
**Be It Finally Resolved**, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Rick D. Chandler, P.E., Commissioner of the New York City Department of Buildings.

Approved unanimously on September 18, 2014.

Elaine S. Reiss, Esq.  
Commissioner

Angela Cabrera  
Commissioner

Malini Cadambi Daniel  
Commissioner



Cesar A. Perez, Esq.  
Chair