

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #07/26-130: Preliminary Determination Pursuant to the Audit of the New York City Department of Juvenile Justice (DJJ) Equal Employment Opportunity Program from July 1, 2005 through June 30, 2007.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure 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 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy (EEOP), a set of uniform standards and procedures designed to ensure the 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, the Equal Employment Practices Commission audited the New York City Department of Juvenile Justice's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

that pursuant to the audit of the New York City Department of Juvenile Justice's compliance with the City's Equal Employment Opportunity Policy (EEOP), the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The agency did not expand its recruitment efforts to address underutilization of women and minorities. (Sect. IV, EEOP)
2. The agency did not conduct adverse impact studies. (Section IV, EEOP)
3. Seventy-one percent of survey respondents indicated they did not know the identity, location, and telephone number of the career counselor. (Sect. IV, EEOP)
4. The agency did not evaluate all employees annually. Sect. VI (B)(7), EEOP)

Be It Finally Resolved,

that the Commission authorizes the Chair, Ernest F. Hart, Esq., to forward a letter to the New York City Department of Juvenile Justice's Commissioner, Neil Hernandez, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipt of the letter indicating what corrective actions the New York City Department of Juvenile Justice will take to bring it into compliance with the New York City Equal Employment Opportunity Policy.

Approved unanimously on December 20, 2007.

Chereé A. Buggs, Esq.
Commissioner

Veronica Villanueva, Esq.
Commissioner



Angela Cabrera
Commissioner