

NYC
**Equal Employment
Practices Commission**

Cesar A. Perez, Esq.
Chair

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

Charise L. Hendricks, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Deputy Director/Agency Counsel

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 615. 8931 fax

August 14, 2014

Julie Dent
Chairperson
Brooklyn Community Board No. 4
1420 Bushwick Avenue, Suite 370
Brooklyn, NY 11207

Re: Resolution #2014/474C- 20: Determination of Agency
Compliance

Dear Dent:

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 Brooklyn Community Board No. 4. This Commission has determined that the Community Board No. 4 has implemented the required corrective actions 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 District Manager Nadine Whitted for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Cesar A. Perez, Esq.
Chair

c: Nadine Whitted, District Manager
Ama Dwimoh, Principal EEO Professional, Office of the Brooklyn
Borough President
Judith García Quiñonez, Esq., Deputy Director/Agency Counsel

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

RESOLUTION #2014/474C-20: Determination of **Compliance** (Monitoring Period Required) by Brooklyn Community Board No. 4 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, 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, pursuant to its audit and analysis of Brooklyn Community Board No. 4's EEO Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated May 22, 2014, setting forth findings and the following required corrective actions:

1. Ensure that all individuals employed within the Community Board, including managers and supervisors, receive training and/or a guide on EEO laws and their related rights and responsibilities. Documentation of training must be maintained.

Whereas, Community Board No. 4 submitted its response to the EEPC's preliminary determination letter, on August 4, 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,

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 Community Board No. 4 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 Chairperson Julie Dent.

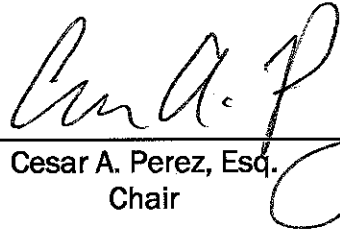
Approved unanimously on August 14, 2014.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Arva R. Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner



Cesar A. Perez, Esq.
Chair



This
Determination of Compliance

is issued to the

Brooklyn Community Board No. 4

for successfully implementing 1 of 1 required corrective action pursuant to the Equal Employment Practices Commission's
Equal Employment Opportunity Program Audit.

In care of Chairperson Julie Dent
District Manager Nadine Whitted

On this 14th day of August in the year 2014,

Cesar Perez, Esq., Chair

Charise L. Hendricks, PHR, Executive Director