



## EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

40 Rector Street, 14<sup>th</sup> Floor, New York, New York 10006

Telephone: (212) 788-8646 Fax: (212) 788-8652

Cesar A. Perez, Esq.

*Chair*

Angela Cabrera

Malini Cadambi Daniel

Elaine S. Reiss, Esq.

Arva A. Rice

*Commissioners*

Abraham May, Jr.

*Executive Director*

Charise Hendricks, PHR

*Deputy Director*

Judith Garcia Quiñonez

*Counsel*

September 15, 2010

Robert W. Townsend

Executive Director

Financial Information Services Agency

450 West 33<sup>rd</sup> Street, 4<sup>th</sup> Floor

New York, NY 10001

Re: Resolution #10/09-127C: Implementation of Corrective Actions Pursuant to the Audit of Compliance by the Financial Information Services Agency (FISA) with the City's Equal Employment Opportunity Policy (EEOP) from January 1, 2006 to December 31, 2007.

Dear Mr. Townsend:

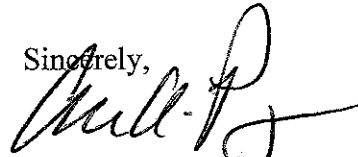
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the Equal Employment Practices Commission (EEPC) was required to monitor audit compliance by the Financial Information Services Agency (FISA) for a period not to exceed six months. The compliance period was March 1, 2010 through August 31, 2010.

The goal of monitoring was to determine if the FISA implemented all recommended corrective actions pursuant to our audit of compliance by your agency with the City's Equal Employment Opportunity Policy from January 1, 2006 to December 31, 2007.

After completing its review of the Compliance Reports submitted by your agency, EEPC staff submitted a Compliance Summary Report for Commission review. This Commission has determined that the FISA has implemented the recommended corrective actions as required by Chapters 35 and 36 of the New York City Charter to the Commission's satisfaction. The Financial Information Services Agency is now in compliance with the requirements of the City's Equal Employment Opportunity Policy.

On behalf of this Commission, I want to thank you and EEO Officer Glenis Patterson, for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,



Cesar A. Perez, Esq.

Chair

C: Glenis Patterson, EEO Officer, FISA  
Judith Garcia Quiñonez, Counsel/Compliance Director, EEPC  
~~X~~Adrienne Smith, Auditor/Compliance Officer, EEPC

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

**RESOLUTION #10/09-127C:** Determination of implementation by the Financial Information Services Agency of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Financial Information Services Agency's Charter-mandated Equal Employment Opportunity Program from January 1, 2006 to December 31, 2007.

**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

**Whereas**, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to ensure 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**, pursuant to its audit of the Financial Information Services Agency (FISA), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated October 29, 2009, setting forth its findings and recommended corrective actions; and

**Whereas**, the FISA submitted its response to the EEPC's preliminary determination letter, December 2, 2009; and

**Whereas**, the EEPC issued an initiation of compliance letter in lieu of a final determination letter on January 15, 2010; and

**Whereas**, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the FISA for a period not to exceed six months, from March 1, 2010 through August 31, 2010, to determine whether it implemented the aforementioned recommended corrective actions; and

**Whereas**, the Financial Information Services Agency submitted its Final Compliance Report on September 9, 2010; and

**Whereas**, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy; and

**Whereas**, the members of this Commission have reviewed a Compliance Summary Report prepared by the EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

**Be It Resolved,**

that the Financial Information Services Agency has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

**Be It Finally Resolved,**

that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Executive Director of the Financial Information Services Agency, Robert Townsend, formally informing him that the FISA has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on September 15, 2010.

**Malini Cadambi Daniel**  
Commissioner

**Elaine S. Reiss, Esq.**  
Commissioner

  
Cesar A. Perez, Esq.  
Chair