



Rick D. Chandler, P.E.
Commissioner

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TO: All Staff

FROM:

Rick Chandler

A handwritten signature in black ink, appearing to read "Rick Chandler", written over the printed name.

DATE: September 15, 2014

RE: Equal Employment Practices Commission Audit

The Equal Employment Practices Commission (EEPC) recently completed an audit of the Department of Buildings' (DOB) compliance with the City's Equal Employment Opportunity Program. The audit specifically addressed the period from January 1, 2012 through December 31, 2013 in order to ascertain how effectively the Agency is complying with the standards set forth in the City's Equal Employment Opportunity Policy (EEOP).

I am pleased to report that the EEPC listed only a few recommendations which the Agency has already implemented:

The Agency's current Complaint Log should identify the location within the agency where the allegations arose in order to analyze complaint activity and recognize trends within the agency.

Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO Program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO Program.

The Department of Buildings (DOB) plays a critical role in improving the lives of New Yorkers. Since the people of our Agency are our greatest asset, DOB is committed to maintaining sustainable and equitable employment practices free of illegal discrimination, including harassment based on protected groups identified under federal, state and city employment law statutes. I affirm DOB's continued commitment to maintaining fair employment practices for all employees and applicants for employment to promote a work environment that values equity, inclusion of, and respect for all.

I encourage everyone to access all available EEO resources within DOB and any concerns you may have should be directed to the EEO Officer, Bernadette Nespole, at (212) 393-2202.