



**Environmental
Protection**

Carter Strickland, Commissioner
Martha Osenni, EEO Officer

EEO VIEWS

Summer 2012



DEP Lactation Program

DEP has recently launched a Lactation Program to support working mothers returning from maternity leave. Two Lactation Rooms have been designated at Lefrak as well as an electronic calendar that program participants may access through Outlook. This will allow employees

to reserve the lactation rooms at a time convenient to their respective operations. Information and Program Registration forms can be accessed on Pipeline using the following link: pipeline/subsections/equal_employment_opportunity/downloads.php.

Employees may also contact the EEO Office directly for information about the program or to obtain registration information. The Lactation Rooms are located on the 20th Floor of the High-rise building and the 4th Floor of the Low-rise building. We are currently exploring expanding this program to include other locations. Employees who are not assigned to Lefrak headquarters and are interested in participating in this program are encouraged to contact the EEO Office.



Mediation Services

Mediation is a valuable resource. It empowers each party to resolve conflicts in a more constructive manner. It is a voluntary and confidential process in which the parties attempt to resolve a dispute through constructive communication in a private, informal environment. Because EEO matters have often been successfully resolved through the mediation process we will once again offer this program as an alternative to resolve workplace disputes. If you wish to explore Mediation please contact the EEO Office or a Bureau EEO Liaison.



Career Counselor

DEP career counseling service provides information concerning upcoming civil service examinations, existing job vacancies, job specifications, and requirements.

Employees seeking career counseling are encouraged to first contact their respective bureau administrator and if further information is needed, we encourage employees to contact the Agency's Career Counselor, Herb Roth, Deputy Director of Human Resources at (718) 595-3377 or by email at herbr@dep.nyc.gov.

EEO Computer Based Training (CBT)

DEP successfully launched the EEO CBT for non-supervisory employees on January 9, 2012, and more than 1,600 employees have already participated in the program. The success of the program is due to the tremendous assistance received from the Office of Information Technology who made sure computer kiosks were in place, Bureau EEO Liaisons, Bureau Administrators and, of course, the Deputy Commissioners who have strongly supported the program. CBT serves to increase employees' knowledge of anti-discrimination protections and their rights and responsibilities under the City's EEO policy, as well as to foster improved communications. CBT is a more efficient way of training larger numbers of employees than can be accommodated in a classroom setting.



June is Lesbian, Gay, Bisexual, and Transgender Pride Month

Gay pride, LGBT pride or simply pride is the positive stance against discrimination and violence toward lesbian, gay, bisexual, and transgender (LGBT) people. It is a way to increase their visibility as a social group, promote self-affirmation, build community, and celebrate sexual diversity and gender variance. Pride is the predominant outlook that bolsters most LGBT rights movements throughout the world. What's more, pride has lent its name to LGBT-themed organizations, institutes, foundations, book titles, periodicals and even a cable TV station. In the United States, the month of June was chosen to commemorate the Stonewall riots that occurred at the end of June 1969, and now many pride events are held during this month to recognize the impact LGBT people have had in the world. On four occasions, the President of the United States has officially declared a Pride Month. President Bill Clinton declared June "Gay & Lesbian Pride Month" on June 2, 2000. In 2009, 2010, and 2011, President Barack Obama declared June Lesbian, Gay, Bisexual, and Transgender Pride Month.

May is Asian Pacific American Heritage Month

Asian Pacific American Heritage Month, officially proclaimed "Asian American and Pacific Islander Heritage Month" by President Barack Obama, is a celebration of the culture, traditions, and history of Asian Americans and Pacific Islanders in the United States. Congress passed a joint Congressional Resolution in 1978 to commemorate Asian American Heritage Week during the first week of May. This date was chosen because two important anniversaries occurred during this time: the arrival of the first Japanese immigrants in America on May 7, 1843 and the completion of the transcontinental railroad (by many Chinese laborers) on May 10, 1869. In May 1992, the month of May was permanently designated as "Asian/Pacific American Heritage Month" by congress.



55a Program

The 55a Program was first instituted by the City of New York to allow qualified individuals with disabilities to be appointed to a non-competitive civil service status. The program, allows current employees to have their positions converted to a 55a status, when certain criteria are met.

In order to qualify for the 55a Program, one must be certified by the appropriate New York State agencies as being mentally or physically disabled.

If you feel that you meet the criteria for a 55a designation, would like a brochure in enlarged print, or need additional information concerning this program, please contact DEP's 55a Program Coordinator, Ms. Cavita Lewis, at (718) 595-3400 or by email at Cavital@dep.nyc.gov.

Newly Appointed EEO Bureau Liaisons



Christina Allen began her career with DEP in 2004 as an Administrative Assistant to former Commissioner Chris Ward. She joined the Bureau of Engineering, Design, and Construction in 2007 to pursue her interest in Human Resources Management. Currently, Christina serves as a Human Resources Liaison and is actively involved in recruitment efforts. She is also responsible for the maintenance of the

bureau's Inter-Funds Agreement Program (IFA) Labor Allocation system and ensures adherence to agency and oversight policies. Christina may be contacted at (718) 595-5738 or by email at ChristinaAl@dep.nyc.gov.



Judith Clarke began working for the Bureau of Water Supply in September 2008. Judith enjoys working with staff throughout the bureau to resolve issues. She is committed to ensuring compliance with EEO policies while helping to create a positive work environment for DEP employees. Judith can be contacted at (845) 334-7187 or by email at ClarkeJ@dep.nyc.gov.



Marsha Thomas-Knights began her career with DEP as an Environmental Police Officer in 2003 after spending time working for other city agencies in clerical positions. Marsha's decision to join the world of law enforcement has provided her with many challenges and rewards as she continually strives to seek new opportunities in serving both her colleagues and the public. She is assigned to the Bureau of

Police and Security's East-of-Hudson Command Center at the Eastview Precinct in Valhalla, NY. Marsha may be contacted at (914) 593-7500 or by email at ThomasM@dep.nyc.gov.



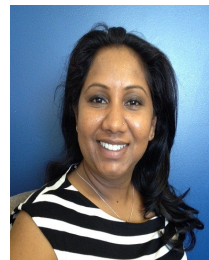
Alejandra Lamarche joined DEP in 1989, working in the Executive Office of the Bureau of Wastewater Treatment. Hired as a Clerical Associate, she worked as a Secretary to the Assistant Commissioner at the Wards Island plant and transferred to Lefrak in 1991. She was responsible for reviewing, distributing and tracking of correspondence, scheduling meetings, and recording nuisance complaints received at

the city's 14 wastewater treatment plants. She now serves as the bureau Communications Liaison and is responsible for reviewing, tracking, and handling all correspondence regarding public concerns as well as the Freedom of Information Requests Law requests addressed to the Commissioner, the Mayor's Office, or the Deputy Commissioner's office. She is the bureau's travel coordinator and its liaison to the agency's weekly newsletter, and internet, intranet, and SharePoint web pages. Alejandra prepares and updates the bureau's information brochures and fact sheets. Alejandra feels privileged to have worked with the same group for 22 years, which she considers her extended family. Alejandra can be contacted at (718) 595-5060 or by email at AlejL@dep.nyc.gov.



Judith Marshall joined the Bureau of Customer Services in 1996 as an Administrative Assistant to the Director of Customer Operations. In 2005, she joined the bureau's Correspondence Unit and is currently working as a Customer Service Representative, troubleshooting water and sewer billing disputes for NYC Water Board customers and elected officials. Judith takes pride in providing excellent

customer service to the citizens of New York City and to DEP employees in her capacity as an EEO Liaison. Judith can be contacted at (718) 595-5670 or by email at JudiMars@dep.nyc.gov.



Janet Singh has been working for DEP for approximately 15 years in the Office of Engineering Audits. She is currently the Bureau Administrator with responsibility for managing the Administrative Unit; serves as the Records Retention and Database Manager; IT Liaison; Training Coordinator and Environmental Health & Safety Officer. While working at DEP, Janet earned her two Bachelor of Arts degrees:

one in English and Sociology and another in Speech Language Pathology from City University of New York-Queens College. Janet is currently working toward her Master's degree in Speech Language Pathology at Hofstra University. She is also involved in humanitarian work in various countries and within her community, working with The Mission for the Underprivileged. As a member of this mission, she has worked in India focusing on the exploitation of children. While in India, she researched the migration of Indians to the Caribbean and different parts of the world. Janet can be contacted at (718) 595-3321 or by email at JanetS@dep.nyc.gov.

To discuss EEO related concerns or learn about the resources available through this office, contact the EEO Office at (718) 595-3400 or EEOOffice@dep.nyc.gov or visit us on [Pipeline](#).