



www.nyc.gov/dep

EEO VIEWS

NYC Department of Environmental Protection—Equal Employment Opportunity

WINTER 2006-07

EMILY LLOYD
COMMISSIONER

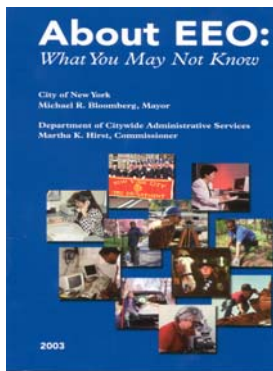
STEVE LAWITTS
FIRST DEPUTY COMMISSIONER

MARTHA OSENNI
EEO OFFICER

EDIE KANTROWITZ
DEPUTY EEO OFFICER

INSIDE THIS ISSUE:

February Black History Month	2
March Women's History Month	2
Firsts in Women's Achievements	2
Recipe—Marsha's Mexican Ceviche	3



To receive your copy of "About EEO: What You May Not Know" contact your Bureau EEO Liaison or call the EEO Office. There is also a link on DEP's Pipeline.

A MESSAGE FROM THE COMMISSIONER

The City's Equal Employment Opportunity Policy (EEO) outlines the Anti-Discrimination Protections provided for New York City employees in the EEO Laws. The EEO also includes the Citywide Sexual Harassment Policy; and provides guidelines for appropriate conduct in the workplace.

This Agency is both committed and mandated by law to maintaining a workplace free from discrimination and harassment.

The DEP's workforce is extremely diverse and, as an Agency, it is our goal to treat all employees fairly while embracing our differences. You are encouraged to review a copy of the EEO very carefully, in order to ensure a complete understanding of your responsibilities

and accountability under the EEO laws.

The past year has seen commendable work done throughout DEP in supporting the Agency's EEO mission. New Bureau EEO Liaisons have been added in a number of bureaus to assist in the Agency's EEO efforts; an active program of mandated EEO training continues to explain the EEO laws and policies to DEP employees; and managers and supervisors now conduct semi-annual staff meetings to further ensure that all employees are aware of their rights and responsibilities under the EEO.

Compliance with EEO policy is taken very seriously by this Agency, and we are all obligated to comply with these policies. Employees should therefore

ensure that their communications with others are respectful and professional at all times, and should remember that the display of pornographic materials in the workplace, racial and ethnic joking, the use of profanity, and sexual jokes and comments are all direct violations of EEO policy.

We are confident that with your continued cooperation, we can continue to maintain compliance with the EEO policy, and to provide DEP employees with a workplace that is free of employment discrimination, harassment, and offensive or disrespectful behavior.

Any individual who believes they have experienced discrimination or harassment should contact DEP's EEO Office at (718) 595-3400.

DID YOU KNOW THAT THE FOLLOWING BEHAVIORS COULD BE VIOLATIONS OF THE CITY'S EEO POLICY?

- Treating an individual differently, such as denying a person a job, because that person is believed to be disabled even though that person has no disability. The same is true when individuals are treated differently because of assumptions or inaccurate perceptions about their race, gender, religion, national origin, age, sexual orientation, etc.
- Engaging in unwelcome behavior, whether or not directed at a particular individual, that creates a threatening, intimidating, offensive, or hostile work environment, based on race, gender, religion, national origin, age, disability, sexual orientation, etc.
- Using derogatory or demeaning

- statements, slurs, jokes, gestures, notes, materials, or e-mails related to race, gender, religion, national origin, age, disability, sexual orientation, etc.
- Treating individuals differently because of their marriage to, domestic partnership, or association with persons of a racial, religious or national origin group; or because of their membership in or association with an organization identified with the interests of a racial, religious or national origin group; or because their names or spouses' or domestic partners' names are associated with a racial, religious or national origin group.
- Retaliating against or harassing

- any person for: (1) filing an EEO complaint; (2) seeking a reasonable accommodation for a disability or religious observance or practice; (3) opposing discrimination in the workplace; or (4) cooperating in the investigation of an EEO complaint.
- Failing to make reasonable accommodations for persons with disabilities and/or failing to make reasonable accommodations for religious observances or practices, unless providing such accommodations would create undue hardship for the agency.
- Engaging in discriminatory or harassing behavior at any location that could be an extension of

(Continued on page 3)

DIVERSITY AWARENESS

FEBRUARY—BLACK HISTORY MONTH

To recall and celebrate the positive contributions to our nation made by people of African descent, American historian Carter G. Woodson, director of what was then known as the Association for the Study of Negro Life and History (ASNLH), established Black History Week. The first celebration occurred February 12, 1926. For many years, the second week of February was set aside for this celebration to coincide with the birthdays of Black abolitionist/editor Frederick Douglass and Abraham Lincoln. In 1976, as part of the nation's bicentennial, the week was expanded into Black History

Month. Black History Month is a remembrance of important people and events in black history.

Carter G. Woodson broadened the scope of the celebration in three significant ways. First, he conceived of the event as a national celebration, sending out a circular to groups across the United States. Secondly, he sought to appeal to both whites and blacks and to improve race relations. Finally, Woodson viewed Ne-



gro History Week as an extension of ASNLH's effort to demonstrate to the world that African and people of African descent had contributed to the advance of history.

By the time of Woodson's death in 1950, Negro History Week had become a well-established cultural institution. Indeed, it was so established that Woodson had begun to criticize groups for shallow and often inaccurate presentations that did not advance the public's knowledge of African Americans life and history.

MARCH—WOMEN'S HISTORY MONTH

National Women's History Month began as a local event and was originally only a week long. In 1978, Sonoma County, California, sponsored a women's history week to promote the teaching of women's history. The week of March 8th was selected to include International Women's Day. In 1981, Congress passed a resolution making the week a national celebration and in 1987

expanded it to the full month of March. During Women's History Month, we celebrate the many contributions women make to our society.

Women continue to strengthen our country and the world by excelling as leaders in all walks of life, including business, law, politics, family life, education, community services, science,

medicine and the arts.

This month the DEP's Women's History Month Committee has planned an event entitled "DEP Women of Distinction" which will showcase women within the Agency. The women profiled will be photographed and autobiographies will be displayed in the bulletin boards adjacent to the cafeteria.



FIRSTS IN WOMEN'S ACHIEVEMENTS

Betsy Ross—First person to be a U.S. flag maker—1776/77

Amelia Jenks Bloomer—Publisher/editor of first prominent women's rights newspaper—1849

Harriet Tubman—First woman to run underground railroad to help slaves escape—1850

Arabella Mansfield Babb—First woman admitted to the bar—1869

Belva Ann Lockwood—First woman to practice law before U.S. Supreme Court—1879

Blanche Scott—First woman to fly an airplane—1910

Florence E. Allen—First woman judge—1920

Jane Addams—First woman to receive the Nobel Peace Prize—1931

Hattie Wyatt Caraway—First woman elected to U.S. Senate—1932

Georgia Nesse Clark—First woman treasurer of the United States—1949

Mary Clarke—First woman to be named Major General in U.S. Army—1978

Sandra Day O'Connor—First woman Justice of the U.S. Supreme Court—1981

Ann Bancroft—First woman to walk to North Pole—1986

Lt. Col. Eileen Collins—First American woman to pilot a Space Shuttle—1995

Madeleine K. Albright—First woman Secretary of State and highest ranking woman in the U.S. government—1997

Hillary Rodham Clinton—Only First Lady ever elected to the U.S. Senate—2000

Condoleezza Rice—First African American woman to be appointed Secretary of State—2005

Nancy Pelosi—First woman to become Speaker of the House—2007

Source: HistoryChanel.com

NYC Department of Environmental Protection—Equal Employment Opportunity



RECIPE

Marsha's Mexican Ceviche

- 2 lbs.** firm fish steaks or fillet (halibut, scrod, cod, salmon)
- 3 tomatoes** cut into small chunks or pieces
- 2 tsp** Tabasco
- 1/2** tsp pepper
- 1/4** tsp ground cloves
- 1/4 cup** chopped parsley (optional)
- 2 cups** of lime juice
- 1 large** minced onion
- 20** pitted green Spanish olives cut in thin slices
- 1/2 cup** olive oil
- 2** 8oz bottles of chili sauce
- 1/4 cup** of water
- 2 tsp** salt
- 2 tsp** oregano

Cut fish into scallop-like pieces; Marinate for at least 6 hours in the lime juice in a glass container or casserole dish; Drain fish and add the rest of the ingredients. You may garnish with avocado and slices of raw onion.

Serves at least 12 as an appetizer

Marsha Rotheim—Office of Disciplinary Counsel

EEO Personnel

Martha Osenni
EEO Officer/
Reasonable Accommodation Coordinator

Edie Kantrowitz
Deputy EEO Officer

Michael Walczyszyn
EEO Investigator

Cavita Lewis
Administrative Assistant/
EEO Views Editor

Support Staff
Monica Rama

Office Main Number
(718)595-3400

Did You Know That The Following Behaviors Could Be Violations of The City's EEO Policy?

(Continued from page 1)

the workplace, such as any field location, any off-site business-related social function, or any facility where City business is being conducted and discussed.

Source: "About EEO: What You may Not Know"

IDEAS? ARTICLES?

Tell us what you think or what you would like to see in the next issue.

**EEO
BUREAU
LIAISONS**

The EEO Office would like to welcome and announce the appointment of three new EEO Liaisons: Ms. Abigaile Taylor— Bureau of Waste-water Treatment; Ms. Linda Bedgood of the Engineering Audit Office; and Mr. Henry Baranczak of Legal Affairs.

Name	Bureau	Phone #
Aimee Edwards	Engineering Design & Construction	(718) 595-5917
Alan Wasserman	ACCO	(718) 595-3211
Gloria Williams	Customer Services	(718) 595-7830
Denise Dyce	Human Resources & Administration	(718) 595-3401
Elestene Houston	Environmental Compliance	(718) 595-4429
Helaine Balsam	Environmental Control Board	(212) 361-1594
Maureen Mair	Environmental Control Board	(212) 361-1594
Mary Grannum	Environmental Planning & Assessment	(718) 595-4411
Naomi Hamer	Water & Sewer Operations	(718) 595-5372
Sarah Simpson	Office of Information Technology	(718) 595-4038
Doreen Johann	Environmental Health & Safety	(718) 595-6715
Abigaile Taylor	Wastewater Treatment	(718) 595-5142
Linda Bedgood	Engineering Audit Office	(718) 595-7453
Henry Baranczak	Legal Affairs	(718) 595-6537