


MEMORANDUM

TO: Mayor Bill de Blasio
New York City Council

FROM: Lisette Camilo 

SUBJECT: Local Law 101 of 2018

Attached please find the results of the 2018 Climate Survey for the City of New York, pursuant to Local Law 101 (LL101) of 2018.

LL101 mandates a climate survey to be administered on a voluntary basis at all city agencies to ascertain the general awareness and knowledge of the city's equal employment opportunity (EEO) policy, including employee experience with the knowledge of reporting of prohibited acts.

No later than December 31, 2019, DCAS will work with each agency to develop an action plan as part of each agency's annual EEO plan. Such action plan will address the results of each agency's climate survey. Subsequently, no later than July 31, 2020, the Climate Survey will be distributed again, with the results being reported by December 31, 2021.

The City of New York remains firmly committed in preventing all forms of workplace discrimination, including sexual harassment, and looks forward to continuing our important work with city agencies in this area.

Attachment

2018 NYC Climate Survey Report

Prepared in Compliance with
Local Law 101 of 2018



NYC Climate Survey Report

Prepared in Compliance with Local Law 101 of 2018

Introduction

The NYC Climate Survey was administered under [Local Law No. 101 of 2018](#) (LL101), “Stop Sexual Harassment in NYC Act”¹. The purpose of the law is to “ascertain the general awareness and knowledge of the city’s equal employment opportunity (“EEO”) policy, including but not limited to sexual harassment policies and prevention.” The survey is part of a strategic long-term strategy to further prevent Equal Employment Opportunity (EEO) discrimination and sexual harassment.

The survey examines 1) employee familiarity with the EEO policy and the complaint process, 2) workplace discrimination (experienced and witnessed), and 3) supervisor/managerial knowledge of EEO processes. Participation in the survey was voluntary and anonymous.

Overview of Survey Results

The majority of respondents:

- **Are familiar with EEO policies and were trained within the last year**
- **Have not personally experienced or witnessed any form of discrimination**
- **Indicated their workplace is safe from any EEO violations**

Analysis of the results reveals that the combination of training employees on EEO topics including policy and the complaint process and improving the organizational culture to be free of EEO violations contributes to reducing the overall risk of employees experiencing EEO violations.

Action Items

- Develop and implement training and communications targeted to enhance employee knowledge and familiarity with the post-EEO complaint submission process.
- Continue to monitor employee knowledge and familiarity with EEO policies and processes by re-surveying employees in 2020.

¹ Local Law No. 101 of 2018, Council Int. No. 664-A of 2018, New York City Council.

COMPLETED SURVEY RESPONSES

Survey Questions	Survey Responses	Citywide Response %
Do you have familiarity with and/or knowledge of the NYC Equal Employment Opportunity Policy?	No	7.6%
	Yes	92.4%
Do you know how and where to file a formal complaint about a violation of the EEO policy, including but not limited to sexual harassment?	No	16.0%
	Yes	84.0%
Do you know how an EEO complaint is processed after it has been filed?	No	42.6%
	Yes	57.4%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Sexual Harassment	No	90.4%
	Yes	9.6%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Age	No	89.5%
	Yes	10.5%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Racial or Ethnic	No	83.2%
	Yes	16.8%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Religious	No	94.7%
	Yes	5.3%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Disability	No	96.2%
	Yes	3.8%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Gender	No	89.0%
	Yes	11.0%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Sexual Orientation	No	97.1%
	Yes	2.9%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Marital Status	No	96.7%
	Yes	3.3%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Military Status	No	98.9%
	Yes	1.1%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Partnership Status	No	98.3%
	Yes	1.7%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Predisposing Genetic Characteristics/Genetic Information	No	98.5%
	Yes	1.5%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Prior Record of Arrest or Conviction	No	99.1%
	Yes	0.9%
Have you personally <u>experienced</u> any of the following types of discrimination at your agency? Victim of Domestic Violence	No	98.9%
	Yes	1.1%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Sexual Harassment	No	85.9%
	Yes	14.1%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Age	No	85.5%
	Yes	14.5%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Racial or Ethnic	No	79.2%
	Yes	20.8%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Religious	No	90.9%
	Yes	9.1%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Disability	No	93.2%
	Yes	6.8%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Gender	No	86.8%
	Yes	13.2%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Sexual Orientation	No	92.6%
	Yes	7.4%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Marital Status	No	96.4%
	Yes	3.6%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Military Status	No	98.2%
	Yes	1.8%

Survey Questions	Survey Responses	Citywide Response %
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Partnership Status	No	97.7%
	Yes	2.3%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Predisposing Genetic Characteristics/Genetic Information	No	98.1%
	Yes	1.9%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Prior Record of Arrest or Conviction	No	97.7%
	Yes	2.3%
Have you personally <u>witnessed</u> any of the following types of discrimination at your agency? Victim of Domestic Violence	No	98.2%
	Yes	1.8%
How do you feel about the following at your agency? Your workplace is safe and free of violations of the EEO policy	Strongly Disagree or Disagree	18.9%
	Neither Agree nor Disagree (Neutral)	19.7%
	Strongly Agree or Agree	61.5%
How do you feel about the following at your agency? Your rights are protected to pursue your duties in a respectful workplace	Strongly Disagree or Disagree	14.3%
	Neither Agree nor Disagree (Neutral)	15.1%
	Strongly Agree or Agree	70.6%
How do you feel about the following at your agency? You are protected from workplace harassment	Strongly Disagree or Disagree	16.2%
	Neither Agree nor Disagree (Neutral)	16.6%
	Strongly Agree or Agree	67.3%
How do you feel about the following at your agency? You are treated equally and fairly	Strongly Disagree or Disagree	20.6%
	Neither Agree nor Disagree (Neutral)	18.3%
	Strongly Agree or Agree	61.1%
How do you feel about the following at your agency? Steps are taken to prevent violations of the EEO policy	Strongly Disagree or Disagree	13.8%
	Neither Agree nor Disagree (Neutral)	22.5%
	Strongly Agree or Agree	63.7%
How do you feel about the following at your agency? Violations of EEO policy are taken seriously and investigated	Strongly Disagree or Disagree	12.9%
	Neither Agree nor Disagree (Neutral)	27.4%
	Strongly Agree or Agree	59.7%
How do you feel about the following at your agency? Adequate response is provided to those employees who have experienced and submitted claims of violations of EEO policy	Strongly Disagree or Disagree	12.0%
	Neither Agree nor Disagree (Neutral)	36.9%
	Strongly Agree or Agree	51.2%
Are you a supervisor or manager?	No	67.6%
	Yes	32.4%
Are you aware of measures that an employee may take to appropriately address complaints under the EEO policy?	No	5.7%
	Yes	94.3%
Do you know who and where to direct an employee wishing to address complaints under the EEO policy?	No	5.7%
	Yes	94.3%
What is your age?	25 or under	2.7%
	26-29	6.0%
	30-39	23.6%
	40-49	26.3%
	50-59	28.2%
	60 or older	13.2%
Are you Hispanic or Latino?	No	80.0%
	Yes	20.0%
What is your racial background?	American Indian or Alaskan Native	0.8%
	Asian	9.7%
	Black/African-American	28.2%
	Native Hawaiian or Other Pacific Islander	0.6%
	Two or more races	15.3%
	White	45.4%

Survey Questions	Survey Responses	Citywide Response %
How do you describe your gender identity?	Do not identify as female, male, or transgender	1.5%
	Female	59.5%
	Male	38.9%
	Transgender	0.2%
Which of the following do you consider yourself to be?	Bisexual	1.7%
	Gay	2.1%
	Heterosexual or straight	85.5%
	I prefer not to say	8.3%
	Lesbian	1.4%
	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	1.1%