

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #11/19-042(LAGCC): Preliminary Determination Pursuant to the Audit of Compliance by the LaGuardia Community College with the City University of New York's Affirmative Action/Equal Employment Opportunity and Diversity Policy from July 1, 2007 to June 30, 2010.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, the Equal Employment Practices Commission audited the LaGuardia Community College's Affirmative Action/Equal Employment Opportunity and Diversity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

that pursuant to the audit of the LaGuardia Community College's compliance with its Affirmative Action/Equal Employment Opportunity and Diversity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. Sixty-two percent of respondents to the *EEPC's Employee Survey* indicated they did not receive Sexual Prevention Harassment Awareness/Non-discrimination Policies Training during the past 3 years. (*LAGCC/CUNY Affirmative Action Program*, p. 7 and *EEPC/Sect. 831, City Charter*)
2. The College did not inform the complainant and respondent of the outcome of the investigation. (*LAGCC/CUNY Affirmative Action Program*, p. 4)
3. The Affirmative Action/Compliance Diversity Officer did not inform the President in writing of the investigation and resolution of the complaint. (*LAGCC/CUNY Affirmative Action Program*, p.4)

Be It Finally Resolved,

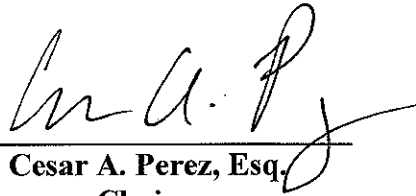
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to President Gail Mellow, formally informing her of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, her response to these findings within thirty days of receipt of the letter indicating what corrective actions the LaGuardia Community College's Office will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved by three affirmative votes and one abstention on October 6, 2011.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva A. Rice
Commissioner



Cesar A. Perez, Esq.
Chair