

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #11/07-HDC: Preliminary Determination Pursuant to the Audit of the New York City Housing Development Corporation's (HDC) Equal Employment Opportunity Program from January 1, 2007 through December 31, 2009.

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 New York City Housing Development Corporation's Equal Employment Opportunity 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 New York City Housing Development Corporation's compliance with its Equal Employment Opportunity 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. The agency's EEO Policy did not have contact information for federal, state, and local agencies that enforce laws against discrimination. (Commission's Position, EEPC/Sect. 831, City Charter)
2. The EEO Officer did not submit the written investigative report including recommendation to the agency head for review. (*The HDC Discrimination Complaint Procedure and EEPC/Sect. 831, City Charter*)
3. The EEO officer did not inform all parties in writing of the outcome of the investigation. (*The HDC Discrimination Complaint Procedure and EEPC/Sect. 831, City Charter*)
4. Although the EEO professionals had some training (*EEO The Public Sector Perspective* course from the Cornell Institute of Labor Relations' EEO Studies Program, online training in hiring/firing employees lawfully and onsite training for preventing harassment in the workplace), they did not demonstrate that they received EEO professionals training which included discrimination complaint intake and investigation. (Commission's Position, EEPC/Sect. 831, City Charter)

Be It Finally Resolved,
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to President Marc E. Jahr, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipt of the letter indicating what corrective actions the New York City Housing Development Corporation's Office will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on July 28, 2011.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq
Commissioner



Cesar A. Perez, Esq.
Chair