

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #12/10-041C: Determination of implementation by the Teachers' Retirement System of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Teachers' Retirement System's compliance with its Equal Employment Opportunity Program from January 1, 2007 to December 31, 2009.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure 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, pursuant to the Administrative Code of the City of New York, Title 8, as amended, the City established the New York City Human Rights Law, which identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Teachers' Retirement System's (TRS) Equal Employment Opportunity Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated April 14, 2011, setting forth its findings and recommended corrective actions; and

Whereas, the Teachers' Retirement System submitted its response to the EEPC's preliminary determination letter, on May 20, 2011; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a letter in lieu of a final determination on June 14, 2011, confirming the TRS' agreement with all audit recommendations; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the TRS for a period not to exceed six months, from July 2011 through December 2011, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Teachers' Retirement System required an extension of the compliance monitoring period in order for the TRS' male Co-EEO Officer to complete the DCAS Diversity and Equal Employment Opportunity Basic Training for EEO Representatives; and

Whereas, the Teachers' Retirement System submitted its Final Compliance Report on May 7, 2012, with supplemental documents on May 31, 2012; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the Teachers' Retirement System's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,

that the Teachers' Retirement System has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved,

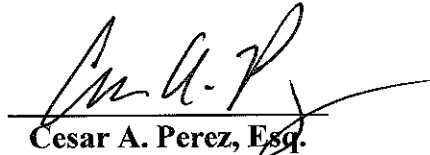
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Teachers' Retirement System Executive Director, Nelson Serrano, formally informing him that the TRS has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on June 28, 2012.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair