



Gilbert Taylor  
Commissioner

33 Beaver Street  
17th Floor  
New York, NY 10004

212.361.8000 tel  
212.361.8001 tty  
212.361.7977 fax

January 17, 2014

Cesar A. Perez, Esq.  
Chair  
NYC Equal Employment Practices Commission  
253 Broadway, Suite 602  
New York, New York 10007

Re: Final Determination Letter Dated December 19, 2013

Dear Ms. Hendricks:

I am in receipt of your letter dated December 19, 2013, outlining the Equal Employment Practices Commission's Final Determination in the Audit and Analysis of the Department of Homeless Services' (DHS or Agency) Equal Opportunity Affairs Program during the period January 1, 2011 to June 30, 2013. In its Final Determination (attached to this letter), the EEPC states its intention to monitor DHS' implementation of the following two corrective actions during the designated 6-month compliance monitoring period.

Corrective Action #1

At minimum, indicate the Agency is an equal opportunity employer in recruitment literature.

Corrective Action #2

Develop and implement a plan to demonstrate accessibility for facilities where accessibility is undetermined: identify the number of locations that are accessible/non-accessible; the distribution of the agency's accessible facilities throughout the City; the distribution of job titles among accessible/non-accessible facilities; barriers in non-accessible facilities and the efforts the agency has taken to determine whether removal of barriers is readily achievable, and if so, to remove them; the agency responsible for rendering non-accessible facilities accessible. State whether the agency has applied to Department of Buildings for a waiver of the requirements for the alteration of existing facilities or if facilities are exempt.

DHS' response to the EEPC's Preliminary Determination indicated that it would



ensure that all recruitment literature, notices, and advertisements for job vacancies would indicate that The City of New York is an Equal Opportunity Employer. The EEPC accepted the response. The Agency will further demonstrate its compliance with Federal, State and City disability rights laws and its efforts to ensure that, where practicable, its facilities are accessible to DHS' employees and job applicants.

Sincerely,

A handwritten signature in black ink, appearing to be "Gilbert Taylor". The signature is stylized with a large, sweeping initial "G" and a long horizontal stroke extending to the right.

Gilbert Taylor

Copy: Charise L. Hendricks, PHR, EEPC Executive Director  
Michele Ovesey, General Counsel  
Yianna Pavlakos, Deputy Commissioner  
Aaron Goodman, Deputy General Counsel  
Mark Neal, Assistant Commissioner