

NYC
Equal Employment
Practices Commission

Cesar A. Perez, Esq.
Chair

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Hendricks, PHR
Executive Director

Judith García Quiñonez, Esq.
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August 14, 2014

Jeff Mulligan
Executive Director
Board of Standards and Appeals
250 Broadway, 29th Floor
New York, NY 10007

Re: Resolution #2014/059C-17: Determination of Agency Compliance

Dear Executive Director Mulligan:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to formally inform you that the Commission has issued the attached Determination of Compliance to the Board of Standards and Appeals. This Commission has determined that the Board of Standards and Appeals has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Principal EEO Professional Rory Levy for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Cesar A. Perez, Esq.
Chair

c: Rory Levy, Principal EEO Professional
Judith García Quiñonez, Esq., Deputy Director/Agency Counsel

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

RESOLUTION #2014/059C-17: Determination of **Compliance** (Monitoring Period Not Required) by the Board of Standards and Appeals (BSA) with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and Evaluation of the Discrimination Complaint and Investigation Procedures of the from January 1, 2012 through December 31, 2013.

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 Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the Office of the Board of Standards and Appeals (BSA) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination dated June 27, 2014, setting forth findings and the following required corrective action:

1. Indicate the reporting relationship between the principal EEO Professional and Agency Head by including the title in the agency's organizational chart, EEO Policy and Annual EEO Plan.

Whereas, the BSA did not respond to the EEPC's preliminary determination and, consistent with the Commission's audit protocols, the EEPC's preliminary determination became its final determination; and

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the BSA submitted a copy of the agency head's memorandum to staff dated July 30, 2014, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job

applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Board of Standards and Appeals has implemented the required corrective action deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Jeff Mulligan, Executive Director.

Approved unanimously on August 7, 2014.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Arva Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair

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