

NYC
**Equal Employment
Practices Commission**

Cesar A. Perez, Esq.
Chair

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

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October 30, 2014

Michael McSweeney
City Clerk, Clerk of the Council
NYC Office of the City Clerk
141 Worth Street
New York, New York 10013

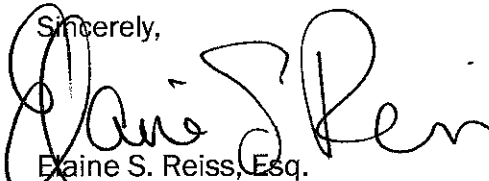
Re: Resolution #2014/103C-31: Determination of Agency
Compliance

Dear City Clerk Michael McSweeney:

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 Office of the City Clerk. This Commission has determined that the Office of the City Clerk 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 EEO Officer Jose Gonzalez for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Elaine S. Reiss, Esq.
Commissioner

c: Jose Gonzalez, EEO Officer, Chief of Staff
Judith García Quiñonez, Esq., Deputy Director/Agency Counsel

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

RESOLUTION #2014/103C-31: Determination of Compliance (No Corrective Action Required) pursuant to the Audit and Evaluation of the Discrimination Complaint and Investigation Procedures of the Office of the City Clerk for the period 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 (EEPC) 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 ensure 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, the Equal Employment Practices Commission conducted an audit and evaluation of the Office of the City Clerk's Discrimination Complaint and Investigation Procedures in accordance with established protocols; and

Whereas, pursuant to its audit and analysis of the Office of the City Clerk's (OCC) Discrimination Complaint and Investigation Procedures, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination dated October 6, 2014; and

Whereas, the OCC submitted its response to the EEPC's Preliminary Determination on October 20, 2014; and

Whereas, in accordance with Chapter 36, Sections 831(d)(2) and 832(c), this Commission may make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the prescribed action. Now, Therefore,

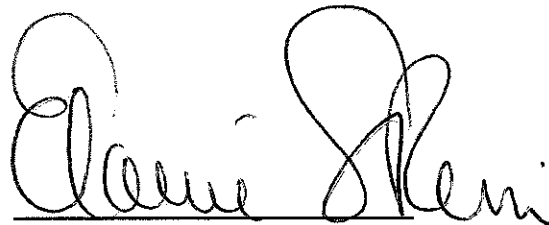
Be It Resolved,
that pursuant to the audit and evaluation of the Office of the City Clerk's Complaint and Investigation Procedures, the Equal Employment Practices Commission hereby affirms and adopts the following determination:

The agency's Discrimination Complaint and Investigation Procedures adhered to the standards required to establish compliance; therefore, no corrective action is required at this time.

Be It Finally Resolved,
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this determination to Michael McSweeney, City Clerk of the Office of the City Clerk.

Approved unanimously on October 30, 2014.

Angela Cabrera
Commissioner

A handwritten signature in black ink, appearing to read "Elaine S. Reiss". The signature is written in a cursive style with large, looping letters. It is positioned above a horizontal line.

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner