

NYC
**Equal Employment
Practices Commission**

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Chair

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
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August 8, 2013

Corey Johnson
Chairperson
Manhattan Community Board No. 4
330 W. 42 Street, Suite 2618
New York, NY 10036

Re: Resolution #13/15-344C: Determination of Agency Compliance

Dear Chairperson Johnson:

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 Manhattan Community Board No. 4.

This Commission has determined that Manhattan Community Board No. 4 has implemented the required corrective action deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and District Manager Robert J. Benfatto for the cooperation extended to the EEPC.

Sincerely,



Cesar A. Perez, Esq.
Chair

c: Ingrid Sotelo, EEO Officer, MBPO
Robert J. Benfatto, District Manager
Judith García Quiñonez, Esq., Deputy Director

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

RESOLUTION #13/15-344C: Determination of **Compliance** by Manhattan Community Board No. 4 with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its EEO Program for Compliance with the Equal Employment Practices Commission's Minimum Standards for Equal Employment Opportunity for Community Boards.

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 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 Community Board No. 4's EEO Program, the Equal Employment Practices Commission issued a determination letter, dated June 20, 2013, setting forth its findings and required corrective actions; and

Whereas, Community Board No. 4 submitted its response to the EEPC's determination letter, on August 6, 2013 with documentation of its actions to rectify the areas of non-compliance; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to consider Community Board No. 4's response to the determination, and determine whether the corrective actions taken by the agency are sufficient to remedy non-compliance identified; and

Whereas, Community Board No. 4 has implemented Corrective Action #1, which states: Manhattan Community Board No. 4 must post job vacancies in its office and the Manhattan Borough President's Office; and

Whereas, all of the EEPC's required corrective actions 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 Manhattan Community Board No. 4 has implemented the required corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

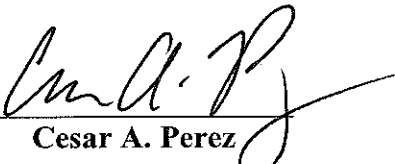
Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this Determination to Chairperson Corey Johnson.

Approved unanimously on August 15, 2013.

Arva R. Rice
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Malini Cadambi Daniel
Commissioner


Cesar A. Perez