

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #06/21-NYCHA: Preliminary Determination Pursuant to the Audit of the New York City Housing Authority's (NYCHA) Equal Employment Opportunity Program from July 1, 2003 to June 30, 2005.

Whereas, pursuant to Chapter 36, Section 831(d)(2) 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 insure 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, the Equal Employment Practices Commission audited the New York City Housing Authority's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

that pursuant to the audit of New York City Housing Authority's compliance with its Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The NYCHA did not ensure that its policies are available in formats accessible to all applicants and employees with disabilities; specifically, to persons with visual impairments (e.g., large print, audio cassette or Braille). (Sect. V(C)(4), Citywide EEOP, 2005)
2. One of the NYCHA's Associate Investigators did not complete standard training. (Sect. IV and V(C)(1), Citywide EEOP, 2005)
3. The Director of the Department of Equal Opportunity did not memorialize meetings with the Chair confirming that the Chair has reviewed employment discrimination complaint investigations, and approved or disapproved, of the recommendations.
4. Several complaint investigations were not completed within 90 business days of filing. (Sect. IV(A)(2), the NYCHA's Investigator's Manual)
5. In cases where complaint investigations were not completed within 90 business days, the reason for delay was not noted in the OEO case file. (Sect. IV(A)(2), the NYCHA's Investigator's Manual)

6. The NYCHA did not include a tagline indicating the agency is an equal opportunity employer on internal job vacancy notices. (Sect. IV, Citywide EEOP, 2005)

Be It Finally Resolved,

that the Commission authorizes the Vice-Chairman to forward a letter to the NYCHA Chair, Tino Hernandez, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipts of the letter indicating what corrective actions the NYCHA will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on August 3, 2006.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Veronica Villanueva, Esq.
Commissioner


Manuel A. Méndez
Vice-Chair