

NEW EEO LIAISONS

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Galina Dreyzina

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Galina began her career with DEP in 2009 as a Legacy Program Specialist in the Office of Environmental Health and Safety. Since 2010 she has been involved in the DEP Workplace Violence Prevention Program development and implementation. Currently, she serves as an EHS Program Development Manager and is responsible for EHS Policy and Guidance development.



Charles Greene

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Charles began his career at DEP in 2002 in the Account Maintenance Unit as a part-time employee, and was promoted in 2003 to a full time Clerical Associate, where he was assigned to the Correspondence Unit. He was appointed to his current position of Billing Supervisor for the Account Maintenance Unit in 2006. He has also served as a Shop Steward for CWA Local 1180.



Constance McLeod

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Constance began her career at DEP in 2003. She worked with the Bureau of Water and Sewer Operations, the Agency Chief Contracting Office and the Department of Buildings before returning to DEP in 2016 where she is currently an Administrative Projects Lead with the Bureau of Engineering, Design and Construction. She is a graduate of Hunter College, where she received a BA in Environmental Studies and Religion. Currently, she is pursuing a second degree in Information Systems Management. She is also a proud Brooklyn Technical High School alumna. Constance is a Queens native and has a deep appreciation for the borough's diverse population. She is also a former member of the Agency's Diversity Committee and looks forward to rejoining.



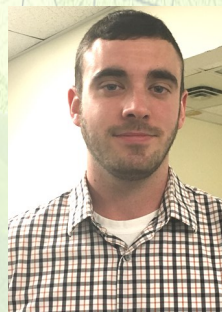
Steve Roldan

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Steve joined the Bureau of Customer Services in May of 1988 as a Principal Administrative Associate. Now he is an Administrative Manager and the Director of Quality Assurance and Training. His duties involve ensuring that error rates regarding billing adjustments are low, creating and updating SOPs for the Bureau and making sure that all BCS employees are receiving the proper training necessary to be able to perform and complete their daily responsibilities.



Michael Siegel

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Michael recently joined DEP in 2015. He graduated from Stony Brook University with a Bachelor's of Science Degree in Health Science (BSHS) with a concentration in Environmental Health and Safety (EHS). Prior to working for the DEP, Michael worked in the private sector, holding EHS positions at companies such as Amazon and Exelis. Michael is a New York Rangers and New York Jets fan.

THE JOURNEY TO THE 2016 CUNY BIG APPLE FAIR



The 28th annual CUNY Big Apple Job and Internship Fair was hosted by the City University of New York on Friday, April 22, 2016 at the River Pavilion and Galleria

at the Jacob Javits Center. This was one of the largest events in the past 10 years with 115 private and public sector organizations represented. The Office of Equal Employment Opportunity (EEO) participated this year in order to discover ways to improve DEP's recruitment strategies in conjunction with Organizational Development. EEO Officer Martha Osenni and EEO Diversity Liaison Gloria Rodriguez were the exhibitors representing DEP and engaging the public to apply for open positions and visiting our DEP website for career opportunities.

DEP received much interest from CUNY students in the fields of accounting, civil engineering and electrical

engineering. Approximately 118 CUNY graduating students and recent alumni were interested in full-time positions, and current students were seeking internship and employment opportunities in DEP. The majority of these individuals were interested in learning about our agency and were eager to apply for available positions online. DEP

is ensuring the diversity and inclusion strategy is being implemented effectively in order to bring a diverse pool of individuals into our workforce. These diverse individuals bring with them skill sets that are unique to our workforce that will make DEP a more productive and welcoming organization. The EEO Office is currently partnering with Organizational Development in revamping DEP's recruitment efforts to ensure we are recruiting for the best individuals to join our workforce.



EXECUTIVE ORDER 16 - SINGLE SEX FACILITIES



On March 7, 2016 Mayor Bill de Blasio signed Executive Order 16 that requires City agencies to ensure that employees and members of the public are given access to the City's single-sex facilities consistent with their gender identity without being required to show identification, medical documentation, or any form of

proof or verification of gender (Mayor's Office, 2016). Executive Order 16 will make New York an exemplary leader in protecting transgender and gender non-conforming individuals from discrimination. Mayor de Blasio stated, "Every New Yorker should feel safe and welcome in our city and this starts with our City buildings. Access to bathrooms and other single-sex facilities is a fundamental right that should not be restricted or denied to anyone. New York City is proud to enforce one of the strongest human rights laws in the country, which protects the rights of transgender and gender non-conforming individuals to live freely and with respect."

Executive Order 16 is following the recent legal enforcement guidance issued by the NYC Commission on Human Rights. It clarifies that any employer, public accommodation, or housing provider that denies access to

bathroom or single-sex facilities based on gender identity can be prosecuted for violating the NYC Human Rights Law. Executive Order 16 is applicable to City-owned buildings, including City agency offices, public parks, pools, playgrounds, certain museums, and recreation centers. Therefore, all individuals will be allowed to freely use City single-sex facilities consistent with their gender identity. In NYC there are about 25,000 transgender and gender non-conforming individuals. The Mayor's Executive Order 16 will allow New York to serve as a model to governments across the country. City agencies must comply with the Mayor's order immediately. Lastly, Executive Order 16 requires City agencies to do the following: 1) Post the new single-sex facility policy in conspicuous locations that are visible to employees and members of the public within 3 months; 2) Train Managers on the policy within one year and frontline staff within 2 years; 3) Report steps taken to comply with today's Executive Order to the Department of Citywide Administrative Services (DCAS) in accordance with EEO reporting requirements.

Source:

Mayor de Blasio mandates City facilities to provide bathroom access to people consistent with gender identity. (2016). Retrieved from <http://www1.nyc.gov/office-of-the-mayor/news/223-16/mayor-de-blasio-mandates-city-facilities-provide-bathroom-access-people-consistent-gender#/0>

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MAYOR BILL DE BLASIO ESTABLISHES THE NYC COMMISSION ON GENDER EQUITY



On June 24 2015, Mayor Bill de Blasio announced the establishment of the New York City Commission on Gender Equity. The purpose of this Commission is to ensure that City resources and City programs are allocated fairly and without discrimination.

This Commission consists of a diverse group of female leaders from public and private industries, non-profit organizations, and academia who will work to ease access to housing for all families, and institute more family-friendly employment policies in the workplace. Mayor de Blasio commits to use the power of the City to expand and increase opportunities for all New Yorkers to build a city that is safe and free of discrimination. This Commission will replace the City's previous Commission on Women's Issues. New York City First Lady Chirlane McCray will serve as the honorary Chair of the New York City Commission on Gender Equity.

The New York City Commission on Gender Equity will serve as an advisor on initiatives and methods to achieve the goals of the Mayor's platform to reduce inequality, with a focus on gender-based inequality. It will advocate for women, girls, transgender, and intersex individuals (people who have both male and female sexual characteristics and organs) to study the nature and extent of both the intentional and unintentional discrimination that women face in the City of New York, and their impacts on the economic, civic and social well-being of women. The New

York City Commission on Gender Equity will also educate the public about women's issues and collaborate with organizations that expand opportunities for women. Since last year, New York City has strived to initiate change by establishing a partnership with the United Nations Entity for Gender Equality and the Empowerment of Women, and the United Nation's Safe Cities Initiative to expand paid sick leave to many of the lowest paid industries that employ disproportionate numbers of women. Also, New York City has made investments in domestic violence response through education with the Mayor's Office to Combat Domestic Violence, and even appointing, and promoting, an unprecedented number of women to leadership positions in agencies and City Hall that allowed women to serve in 50% of the administration's senior leadership positions. The Commission on Gender Equity will be integral in achieving these goals, supporting City agency initiatives, and working to be inclusive to women, transgender and intersex individuals, and men to achieve greater gender fairness in this city.

Source:

Intersex.(n.d.). In *Webster Dictionary Online*. Retrieved May 13, 2016, from <http://www.webster-dictionary.org/definition/intersex>

Mayor de Blasio Establishes Commission on Gender Equity (2015). Retrieved from <http://www1.nyc.gov/office-of-the-mayor/news/438-15/mayor-de-blasio-establishes-commission-gender-equity>

UPCOMING EVENT: 2016 NEW YORK CITY DISABILITY PRIDE PARADE



The New York City Disability Pride Parade is composed of dedicated volunteers from the disabled community to spread awareness and change the way the public perceives people with disabilities. This year's Disability Pride Parade will be held in New York City on Sunday, July 10, 2016. The first pride parade was held last year in July of 2015 in which approximately 32 DEP employees, family and friends participated. This year DEP will also be a participant in this walk. More information about registration will be posted soon.

The New York City Disability Pride Parade is an opportunity to honor the amazing achievement of the disability rights movement. There are over a million adults and children in the United States that may have a disability or who have a family member, a friend, or

co-worker with a disability. The disabled community has faced many challenges such as unemployment, lack of accessible housing and acquiring an education. One of the main challenges is that many stereotypes and assumptions still exist for people with disabilities.

Instead, individuals in this community should be portrayed as a valuable asset to the workforce since they can do virtually any job that someone without a disability can perform.

Fun fact: The NYC Disability Pride Parade was founded by Mike LeDonne, who is a jazz musician. He has been working for several years to create an annual Disability Pride Day and parade to shine a spotlight on people with mental and physical disabilities. His twelve year-old daughter was born with multiple disabilities, and she is the reason why Mike LeDonne has worked to get volunteers, and organizations to sponsor the annual Disability Pride Parade.

For more information visit the following link:

<http://www.nyc.gov/html/mopd/html/ada25nyc/ada25nyc.shtml>

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NEW GUIDELINES FOR GENDER IDENTITY AND GENDER EXPRESSION DISCRIMINATION IN NYC HUMAN RIGHTS LAW

The Office of the Mayor announced on December 21, 2015 that the New York City Commission on Human Rights has released new guidance that clarifies what constitutes gender identity and gender expression discrimination under the NYC Human Rights Law. This is one of the strongest actions in the nation that protects the rights of transgender and gender non-conforming individuals. Even though discrimination based on gender identity and gender expression is illegal under City Law since 2002, previous guidelines have never stated the range of violations of the law. This new guidance provides bold and clear examples of violations that send a direct message to employers, landlords, business owners, and the general public of what the City considers to be discrimination. These guidelines provide stakeholders with best practices on how to comply with the law and protects the rights of all New Yorkers by re-enforcing that dress codes, uniforms, and grooming standards that impose different requirements based on sex or gender, may be a violation of the law.

Mayor Bill de Blasio stated that “New York has always been a diverse and welcoming city and our laws are designed to protect every New Yorker, regardless of their gender identity.” Mayor Bill de Blasio stated that the new guidelines strengthened those laws by ensuring that every transgender and gender non-confirming person in New York receives the dignity and respect they deserve.

Carmelyn P. Malalis, New York City Human Rights Commissioner, will be working with the Mayor and other stakeholders to continue enhancing protections for the City’s most vulnerable. This guidance serves as a way to clarify what the City considers to be discrimination under the law and makes evident that the Commission will continue to aggressively enforce protections that allow New Yorkers to live freely and safely free from discrimination.

The New York City Human Rights Commission is the City agency that enforces the New York City Human Rights Laws which protect against discrimination based on 16 protected categories that include gender and

gender-identity. Furthermore, the Commission will investigate and prosecute all instances of gender-identity discrimination based on this legal guidance. Violations of the NYC Human Rights Law can result in civil penalties of up to \$125,000 for violations, and up to \$250,000 for violations that are due to willful, wanton, or malicious conduct. However, there is no limit to the amount of compensatory damages the Commission may award to a victim of discrimination.

According to the new guidance, there are several ways that employers, landlords, and business owners could violate the law based on gender identity and expression which include:

1. Intentionally failing to use an individual’s preferred name, pronoun, or title;
2. Refusing to allow individuals to use single-sex facilities such as bathrooms or locker rooms and participate in single-sex programs that are consistent with their gender identity;
3. Enforcing dress codes, uniforms, and grooming standards that impose different requirements based on sex or gender;
4. Failing to provide employee health benefits that cover gender-affirming care or to provide reasonable accommodations for individual undergoing gender transition.

Sources:

NYC Commission on Human Rights (2016). Guidelines regarding gender identity discrimination. Retrieved <http://www.nyc.gov/html/cchr/html/publications/gender-discrimination.shtml>

Office of the Mayor (2016). NYC Commission on Human Rights Announces Strong Protections for City’s Transgender and Gender Non-conforming Communities in Housing, Employment and Public Spaces. Retrieved from <http://www1.nyc.gov/office-of-the-mayor/news/961-15/nyc-commission-human-rights-strong-protections-city-s-transgender-gender>

CITY’S 2016 COMPUTER BASED TRAINING (CBT)

DEP has collaborated with DCAS’s Office of Citywide Diversity and EEO to meet its mandate and provide all employees training. The Office of Equal Employment Opportunity (EEO) launched the City’s Computer Based Training (CBT) in early February for managers who are serving in DEP’s workforce. To date, approximately 632 managers have successfully completed this training.

The success of the program is due to assistance received from the Office of Information Technology, Bureau EEO Liaisons, Bureau Administrators, and, of course, the Deputy Commissioners who have strongly supported the

program. The CBT serves to increase employees’ knowledge of anti-discrimination protections and their rights and responsibilities under the City’s EEO Policy, as well as to foster improved communications. The CBT is a more efficient way of training larger numbers of employees than can be accommodated in a classroom setting. The next group of individuals scheduled for training are those in supervisory titles. The program will be completed in phases and by Bureau. More information about the upcoming CBT training will be soon be provided by the agency’s Bureau administrators.

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NYC COUNCIL PASSES CAREGIVER DISCRIMINATION BILL



THE NEW YORK
CITY COUNCIL

On January 5, 2016 Mayor Bill de Blasio signed into law a NYC Council bill that prohibits employment discrimination based on an individual's actual or perceived status as a caregiver. This NYC Council bill amends the New York

City Human Rights Law (NYCHRL) that prohibits employment discrimination based on the individual's actual or perceived status as a caregiver (Gray, 2015). This new law will go into effect on May 4, 2016. Under NYCHRL, it is considered unlawful discrimination for an employer to terminate or discriminate against an employee in compensation or in the relation to terms, conditions, or privileges of employment based on the employee's actual or perceived status as a member of a protected class. The protected classes are defined but not limited to "Age," "Race," "Gender," "Sexual Orientation," "Partnership Status," "National Origin," and "Disability." This new bill will add "caregiver" as a protected class and therefore prohibits employment discrimination based on an individual's actual or perceived status as a caregiver.

The definition of "caregivers" is stated to be those who provide direct and ongoing care for a child under the age of 18 or a care recipient. "Child" can include biological, adopted or foster child or even a child for whom the caregiver has assumed a primary parental role. "Care recipient" is defined as anyone who has a disability and relies on the caregiver for medical needs or to meet the

needs of daily living, and has a relation with the caregiver as the following: caregiver's child (including children over the age of 18), caregiver's spouse, caregiver's domestic partner, caregiver's parents (includes biological, foster, step, or adoptive parent, legal guardian of a caregiver, or a person who acted as the caregiver's parent when the caregiver was a child), caregiver's sibling (includes brother, sister, half-sibling, step-siblings, and siblings related through adoption) caregiver's grandchild or grandparent, an individual who resides in the caregiver's household, or an individual in a familial relationship with the caregiver as designated by the NYC Commission on Human Rights.

Source:

Gray, Keisha & Ray, Ebony. (2015). New York City Council Passes Caregiver Discrimination Bill. Retrieved from <http://www.jdsupra.com/legalnews/new-york-city-council-passes-caregiver-77358>

Office of the Mayor (2016). Mayor de Blasio signs legislation expanding the New York City Human Rights Law Protecting Caregivers from Employment Discrimination. Retrieved from <http://www1.nyc.gov/office-of-the-mayor/news/010-16/mayor-de-blasio-signs-legislation-expanding-new-york-city-human-rights-law-protect>

CONTACT YOUR EEO BUREAU LIAISON FOR ANY EEO RELATED CONCERNS

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