

**NYC**  
**Equal Employment  
Practices Commission**

Cesar A. Perez, Esq.  
Chair

Angela Cabrera  
Malini Cadambi Daniel  
Elaine S. Reiss, Esq.  
Arva R. Rice  
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February 21, 2014

Mr. Anthony Vitaliano  
Chairperson  
Bronx Community Board No. 11  
1741 Colden Avenue  
Bronx, NY 10462

Re: Resolution #2014/391C-08: Determination of Agency  
Compliance

Dear Chairperson Vitaliano

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 Bronx Community Board No. 11. This Commission has determined that Community Board No. 11 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 Professional Jeremy Warneke, for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Elaine S. Reiss, Esq.  
Commissioner

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

**RESOLUTION #2013/391C-08:** Determination of **Compliance** (Monitoring Period Not Required) by the Office of the Bronx Community Board No. 11 with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its Equal Employment Opportunity Program from January 1, 2008 through December 31, 2012.

**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 Bronx Community Board No. 11 EEO Program, the Equal Employment Practices Commission (EEPC) issued a Determination dated May 9, 2013, setting forth the following findings and required corrective actions:

1. When advertising job vacancies Community Board No. 11 must use the EEO tagline

**Whereas**, the Bronx Community Board No. 11 submitted its response to the EEPC's Preliminary Determination on December 27, 2013 with documentation of its actions to rectify all of the required corrective actions;

**Whereas**, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and agreed and accepted documentation for implementation of the aforementioned corrective action and no corrective actions were remaining;

**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 Office of Bronx Community Board No. 11 has implemented the required corrective actions 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.

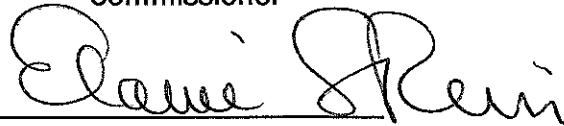
**Be It Finally Resolved**, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Chairperson Anthony Vitalino.

Approved unanimously on February 21, 2014.

Angela Cabrera  
Commissioner

Malini Cadambi Daniel  
Commissioner

Arva R. Rice  
Commissioner

A handwritten signature in cursive script, reading "Elaine S. Reiss". The signature is written in black ink and is positioned above a horizontal line.

Elaine S. Reiss, Esq.  
Commissioner

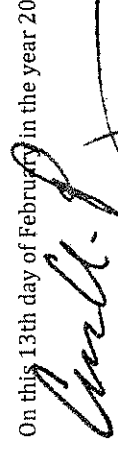
This  
*Determination of Compliance*  
is issued to the  
*Bronx Community Board No. II*

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for successfully implementing I of I required corrective action pursuant to the Equal Employment Practices Commission's  
Equal Employment Opportunity Program Audit.

In care of Chairperson Anthony Vitalino  
and Principal EEO Professional Jeremy Warneke,

On this 13th day of February, in the year 2014,



Cesar Perez, Esq., Chair



Charise L. Hendricks, PHR, Executive Director