

EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

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Cesar A. Perez, Esq.

Chair

Angela Cabrera

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Commissioners

Abraham May, Jr.

Executive Director

Charise Hendricks, PHR

Deputy Director

Judith Garcia Quiñonez

Counsel

June 25, 2010

Seth Diamond

Commissioner

Department of Homeless Services

33 Beaver Street, 17th Floor

New York, NY 10004

Re: Resolution #10/02-071C: Implementation of Corrective Actions Pursuant to the Audit of Compliance by the Department of Homeless Services (DHS) with the City's Equal Employment Opportunity Policy (EEOP) from January 1, 2005 to June 30, 2006.

Dear Commissioner Diamond:

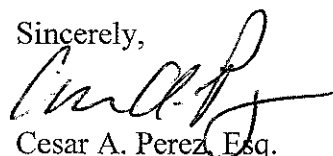
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the Equal Employment Practices Commission (EEPC) was required to monitor audit compliance by the Department of Homeless Services (DHS) for a period not to exceed six months. The compliance period was December 2008 through May 2009. On July 8, 2009, the DHS requested and was granted an extension of the compliance period in order for the newly-appointed EEO Officer to attend the Department of Citywide Administrative Services' Basic Training for EEO Professionals and training to conduct an adverse impact assessment, as well as to implement the corrective action regarding accessibility of its facilities for employees and applicants for employment with disabilities. The DHS' final Compliance Monitoring Report was submitted on June 9, 2010.

The goal of monitoring was to determine if the DHS implemented all recommended corrective actions pursuant to our audit of compliance by your agency with the City's Equal Employment Opportunity Policy from January 1, 2006 to June 30, 2006.

After completing its review of the Compliance Reports submitted by your agency, EEPC staff submitted a Compliance Summary Report for Commission review. This Commission has determined that the DHS has implemented the recommended corrective actions as required by Chapters 35 and 36 of the New York City Charter to the Commission's satisfaction. The Department of Homeless Services is now in compliance with the requirements of the City's Equal Employment Opportunity Policy.

On behalf of this Commission, I want to thank you and EEO Officer Mark Neil, Esq. for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,

A handwritten signature in black ink, appearing to read 'Cesar A. Perez', written over the word 'Sincerely,'.

Cesar A. Perez, Esq.
Chair

C: Mark Neil, EEO Officer, DHS
Judith Garcia Quiñonez, Counsel/Compliance Director
Adrianne Smith, Auditor/Compliance Officer

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

RESOLUTION #10/02-071C: Determination of implementation by the Department of Homeless Services of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Department of Homeless Services' Charter-mandated Equal Employment Opportunity Program from January 1, 2005 to June 30, 2006.

Whereas, pursuant to Chapter 36, Sections 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 ensure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 35, Section 814(a)(12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to ensure equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Department of Homeless Services (DHS), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated March 20, 2008, setting forth its findings and recommended corrective actions; and

Whereas, in response to EEPC's preliminary determination letter, DHS submitted its response on June 10, 2008; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its final determination letter on July 9, 2008 identifying those recommendations accepted and rejected by DHS; and

Whereas, in response to EEPC's final determination letter, DHS submitted its response on September 11, 2008; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the DHS for a period not to exceed six months, from December 1, 2008 through May 31, 2009, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, on July 8, 2009 the Department of Homeless Services requested an extension of the compliance period; and

Whereas, the Department of Homeless Services submitted its Final Compliance Report on June 9, 2010; and

Whereas, the Department of Homeless Services implemented all of the recommended corrective actions; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy. Now Therefore,

Be It Resolved,

that the Department of Homeless Services has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the New York City Charter; and

Be It Finally Resolved,

that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Commissioner of the Department of Homeless Services, Seth Diamond, formally informing him that the DHS has implemented the recommended corrective actions to the Commission's satisfaction.

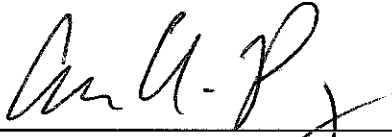
Approved unanimously on June 25, 2010,

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva A. Rice
Commissioner



Cesar A. Perez, Esq.
Chair