

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

RESOLUTION #10/06-312C: Determination of implementation by the Conflicts of Interest Board of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Conflicts of Interest Board's Charter-mandated Equal Employment Opportunity Program from January 1, 2005 to December 31, 2006.

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

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 Conflicts of Interest Board (COIB), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated June 19, 2008, setting forth its findings and recommended corrective actions; and

Whereas, the COIB submitted its response to EEPC's preliminary determination letter, on August 8, 2008; and

Whereas, the EEPC submitted its Final Determination letter on August 22, 2008; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the COIB 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, the Conflicts of Interest Board submitted a request for an extension of the audit compliance monitoring period on July 13, 2009 in order to secure EEO training for its EEO Counselors; and

Whereas, The Department of Citywide Administrative Services (DCAS) Division of Citywide Equal Employment Opportunity (DCEEO) offered Basic Training for EEO Representatives in November 2009. However, neither EEO Counselor was able to attend. The female EEO Counselor attended and completed the next DCAS Basic Training for EEO Representatives, in June 2010. The EEPC decided not to continue monitoring until the male EEO Counselor receives Basic EEO training because of the small number of COIB staff and because EEO professionals of both genders are available to investigate complaints. The COIB's Final Compliance Report was submitted on August 2, 2010; and

Whereas, the Conflicts of Interest Board submitted its Final Compliance Report on August 2, 2010; and

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

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by the EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,
that the Conflicts of Interest Board 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 City Charter.

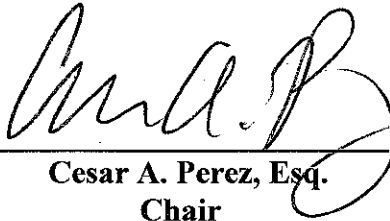
Be It Finally Resolved,
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Executive Director of the Conflicts of Interest Board, Mark Davies, formally informing him that the COIB has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on August 6, 2010.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair