

NYCERS

RETIREMENT AND BENEFITS

NEW YORK CITY EMPLOYEES' RETIREMENT SYSTEM

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EXECUTIVE DIRECTOR: JOHN J. MURPHY

MEMORANDUM

To: All Staff

From: John J. Murphy 

Date: May 5, 2004

Subject: EEO Audit

The Equal Employment Practices Commission of the City of New York conducted an audit of NYCERS Equal Employment Opportunity (EEO) practices for the period of January 2000 to June 2002. As a result of this audit the following measures have been implemented to ensure that all NYCERS employees and applicants for employment understand their right to be protected against discrimination and harassment at the work place.

- 1) NYCERS EEO Policies & Discrimination Complaint Procedures are posted on agency bulletin boards.
- 2) NYCERS recruitment literature, including web site job advertisements, indicates that we are an equal opportunity employer.
- 3) NYCERS EEO Policies and Discrimination Complaint Procedures is available on Audiotape for the visually impaired.
- 4) NYCERS EEO staff consists of both a male and female representative.
- 5) NYCERS EEO Staff is involved in developing recruitment strategies and participates in the hiring process.
- 6) NYCERS Discrimination Complaint Procedure lists the name, location & telephone number of the EEO Representatives.
- 7) I personally review and sign each EEO investigator's report containing findings and recommendations.

NYCERS is committed to be free of discrimination and harassment at the workplace and strictly adheres to the City's EEO Policies. Should you have questions regarding the EEO Program, please feel free to speak with Stephen Seunarine, EEO Counselor, at extension 3673.