



CHRISTINE BAILEY
EXECUTIVE DIRECTOR

**BOARD OF EDUCATION RETIREMENT SYSTEM
OF THE CITY OF NEW YORK
65 COURT STREET, 16th FLOOR
BROOKLYN, NEW YORK 11201- 4965**

718-935-6400
OUTSIDE NEW YORK STATE
1-800-843-5575

October 16, 2012

Mr. Cesar A. Perez, Esq.
Chair, Equal Employment
Practices Commission
253 Broadway, Suite 602
New York, N.Y. 10007

Re: Resolution #12/24-BERS

Dear Mr. Perez,

In response to your letter dated September 13th, 2012, in regard to items requiring corrective action by our agency, we are hereby responding with the following measures of corrective action.

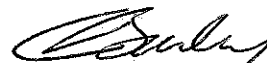
1. The Board of Education Retirement System (BERS), will be setting up a meeting with the Department of Education's (DOE), Office of Equal Opportunity in November 2012 to establish an EEO Policy specifically for BERS, which essentially will mirror that of the DOE's. Addenda will be included to address sexual harassment, uniform complaints and reasonable accommodation procedures that conform to Federal, City and State laws regarding discrimination in employment.
2. BERS will be issuing a statement from the agency head reiterating commitment to EEO and will list the name and contact information of the EEO Officer. BERS will also post EEO information online, which will be available to every staff member.
3. The agency organizational chart will reflect the direct reporting of the EEO Officer to the Executive Director.
4. The EEO Officer will be scheduling training sessions with DCAS in regard to federal, state and city EEO laws and procedures and will obtain a certificate of completion.

5. BERS will be developing an EEO training plan to ensure that all individuals who work for the agency will be trained concerning EEO-related policies, rights and responsibilities.

6. BERS will be approaching its Board of Trustees to extend its head count in order to hire at least two EEO Representatives as suggested.

7. Access to the building is not within our control; the building is managed by TEMPCO and controlled by the DOE. The DOE should be contacted in regard to compliance with accessibility to the building and use of bathroom facilities to persons with disabilities, so they can have proper access to these areas. Moreover, the DOE is the responsible agency to develop a plan to demonstrate in satisfaction of your recommendation. Lastly, the DOE is the agency to respond to whether a request for waiver of the requirements for the alteration of the existing building is necessary.

Sincerely,



Christine Bailey,
Executive Director

CB:NH:nh

C: Noro Healy
Charise Hendricks
Harvey Gordon