

EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

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Charise L. Hendricks
Interim Executive Director

Judith Garcia Quiñonez
Counsel

June 28, 2012

Nelson Serrano
Executive Director
Teachers' Retirement System
55 Water Street
New York, New York 10041

Re: Resolution #12/10-041C: Implementation of Corrective Actions Pursuant to the Audit of Compliance by the Teachers' Retirement System (TRS) with its Equal Employment Opportunity Policy (EEOP) from January 1, 2007 to December 31, 2009

Dear Mr. Serrano:

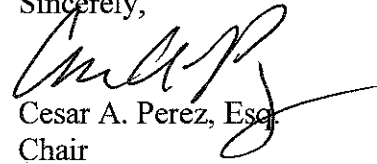
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the Equal Employment Practices Commission (EEPC) was required to monitor audit compliance by the Teachers' Retirement System for a period not to exceed six months. The original compliance period was July 1, 2011 through December 31, 2011. The TRS required an extension of the compliance monitoring period to allow the male Co-EEO Officer to complete the DCAS Diversity and Equal Employment Opportunity Basic Training for EEO Representatives. The TRS submitted its Final Compliance Report on May 7, 2012, and supplemental documents on May 22, 2012.

The goal of monitoring was to determine if the TRS implemented all recommended corrective actions pursuant to our audit of compliance by your agency with its Equal Employment Opportunity Policy from January 1, 2007 to December 31, 2009.

After completing its review of the Compliance Reports submitted by your agency, EEPC staff submitted a Summary Compliance Report for Commission review. This Commission has determined that the TRS 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 Teachers' Retirement System is now in compliance with the requirements of its Equal Employment Opportunity Policy and the Commission's positions.

On behalf of this Commission, I want to thank you and Co-EEO Officers Carmella Crivelli and Dennis Pope for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Perez', with a long horizontal flourish extending to the right.

Cesar A. Perez, Esq.
Chair

C: Carmella Crivelli, Co-EEO Officer
Dennis Pope, Co-EEO Officer, Deputy Director of Human Resources

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

RESOLUTION #12/10-041C: Determination of implementation by the Teachers' Retirement System of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Teachers' Retirement System's compliance with its Equal Employment Opportunity Program from January 1, 2007 to December 31, 2009.

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 the Administrative Code of the City of New York, Title 8, as amended, the City established the New York City Human Rights Law, which identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Teachers' Retirement System's (TRS) Equal Employment Opportunity Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated April 14, 2011, setting forth its findings and recommended corrective actions; and

Whereas, the Teachers' Retirement System submitted its response to the EEPC's preliminary determination letter, on May 20, 2011; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a letter in lieu of a final determination on June 14, 2011, confirming the TRS' agreement with all audit recommendations; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the TRS for a period not to exceed six months, from July 2011 through December 2011, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Teachers' Retirement System required an extension of the compliance monitoring period in order for the TRS' male Co-EEO Officer to complete the DCAS Diversity and Equal Employment Opportunity Basic Training for EEO Representatives; and

Whereas, the Teachers' Retirement System submitted its Final Compliance Report on May 7, 2012, with supplemental documents on May 31, 2012; and

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

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

Be It Resolved,

that the Teachers' Retirement System 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,

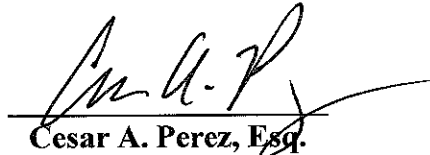
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Teachers' Retirement System Executive Director, Nelson Serrano, formally informing him that the TRS has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on June 28, 2012.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner



Cesar A. Perez, Esq.
Chair