



Cesar A. Perez
Chair

October 17, 2012

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Veronica White
Commissioner
Department of Parks and Recreation
The Arsenal
Central Park
New York, New York 10065

Charise L. Hendricks, PHR
Interim Executive Director

Judith Garcia Quiñonez, Esq.
Agency Counsel

Re: Resolution #12/21-846C: Implementation of Corrective Actions Pursuant to the Audit of the New York City Department of Parks and Recreation with the City's Equal Employment Opportunity Policy from January 1, 2006 to December 31, 2008

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Suite 602
New York, NY 10007

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Dear Commissioner White:

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 New York City Department of Parks and Recreation (DPR) for a period not to exceed six months. The compliance monitoring period was May 2011 through October 2011.

The goal of monitoring was to determine if the DPR implemented all recommended corrective actions pursuant to our audit of compliance by your agency with its Equal Employment Opportunity Policy from January 1, 2006 to December 31, 2008.

The Commission granted the DPR's request for an extension of the compliance monitoring period to complete implementation of the corrective actions. The DPR's Final Compliance Report was submitted on October 17, 2012.

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 DPR 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 New York City Economic Development Corporation 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 EEO Officer Cheryl DeVonish for the cooperation extended to the EEPC Compliance Unit during the compliance-monitoring period.

Sincerely,

A handwritten signature in black ink that reads "Elaine S. Reiss". The signature is written in a cursive style with a large, looped initial "E".

Elaine S. Reiss, Esq.
Commissioner

C: Cheryl DeVonish

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

RESOLUTION #12/21-846C: Determination of implementation by the New York City Department of Parks and Recreation of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Department of Parks and Recreation 's compliance with the Citywide Equal Employment Opportunity Program from January 1, 2006 to December 31, 2008.

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 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 insure 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 New York City Department of Parks and Recreation (DPR), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated December 15, 2010 setting forth its findings and recommended corrective actions; and

Whereas, the DPR submitted its response to the EEPC's preliminary determination letter, on January 31, 2011; and

Whereas, , in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its final determination on February 22, 2011, identifying those recommended corrective actions the Commission deemed appropriate; and

Whereas, DPR submitted its response to EEPC's final determination letter, on March 23, 2011; and

Whereas, the EEPC issued the compliance initiation letter dated April 8, 2011; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the DPR for a period not to exceed six months, from May 2001 through October 2011, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Commission granted the Department of Parks and Recreation's request for an extension of the compliance monitoring period to complete implementation of the corrective actions; and

Whereas, the Department of Parks and Recreation submitted its Final Compliance Report on October 17, 2012; 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 EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,

that the Department of Parks and Recreation 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.

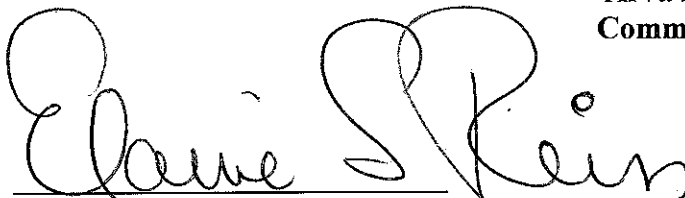
Be It Finally Resolved,

that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Commissioner of the Department of Parks and Recreation, Veronica White, formally informing her that the Department of Parks and Recreation has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on October 18, 2012,

Malini Cadambi Daniel
Commissioner

Arva R. Rice
Commissioner



Elaine S. Reiss, Esq.
Commissioner