

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #06/04-073: Preliminary Determination Pursuant to the Desk Audit of the Board of Correction's (BOC) Equal Employment Opportunity Program from July 1, 2003 through December 31, 2004.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of City agencies and their efforts to insure 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, the Equal Employment Practices Commission conducted a desk audit of the Board of Correction's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by an City agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

that pursuant to the audit of the Board of Correction's compliance with the Equal Employment Practices Commission's Minimum Standards for Equal Employment Opportunity by Non-Mayoral Agencies with Less than 15 Employees, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. BOC has not adopted the Citywide EEO Policy and Discrimination Complaint Procedure or issued an EEO Policy and a Discrimination Complaint Procedure that are consistent with the Citywide EEO Policy.
2. The agency's EEO Officer did not receive EEO training from the Department of Citywide Administrative Services (DCAS) or another appropriate organization or school.
3. BOC did not provide EEO training to all current and new employees.
4. BOC did not conduct an underutilization analysis to determine if minorities and/or women are underrepresented in the agency's job categories.
5. The agency's one job advertisement did not contain the EEO tag line.

Be It Finally Resolved,

that the Commission authorizes the Chair, or his designee, to forward a letter to the Board of Correction Chair, Hildy J. Simmons, and the Board of Correction Executive Director, Richard T. Wolf, formally informing them of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, their response to those findings within thirty days of receipt of the letter indicating what corrective actions the Board of Correction will take to bring it into compliance with the aforementioned EEPC Minimum Standards.

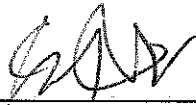
Approved unanimously on March 9, 2006.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Manuel A. Méndez
Vice-Chair

Veronica Villanueva, Esq.
Commissioner



Ernest F. Hart, Esq.
Chair