

NYC
**Equal Employment
Practices Commission**

Cesar A. Perez, Esq.
Chair

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

Charise L. Hendricks, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
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June 26, 2014

William Guarinello
Chairperson
Brooklyn Community Board No. 11
2214 Bath Avenue
Brooklyn, NY 11214

Re: Resolution #2014/481C-14: Determination of Agency
Compliance

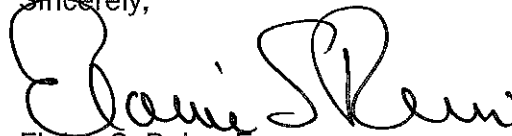
Dear Chairperson Guarinello:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to formally inform you that the Commission has issued the attached Determination of Compliance to Brooklyn Community Board No. 11.

This Commission has determined that Brooklyn Community Board No. 11 has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and District Manager Marnee Elías-Pavia for the cooperation extended to the EEPC.

Sincerely,



Elaine S. Reiss, Esq.
Commissioner

c: Marnee Elías-Pavia, District Manager
Ama Dwimoh, Principal EEO Professional, Brooklyn BPO
Judith García Quiñonez, Esq., Deputy Director, EEPC

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

RESOLUTION #2014/481C-14: Determination of Compliance (Monitoring Period Not Required) by Brooklyn Community Board No. 11 with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its Equal Employment Opportunity Program from January 1, 2009 through December 31, 2013.

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 Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of Brooklyn Community Board No. 11's EEO Program, the Equal Employment Practices Commission (EEPC) issued a Determination dated May 22, 2014, setting forth the following finding and required corrective action:

1. Ensure that all individuals employed within the board, including managers and supervisors, receive training and/or a guide on EEO laws and their related rights and responsibilities. Documentation of training must be maintained.

Whereas, Brooklyn Community Board No. 11 submitted its response to the EEPC's Determination on June 11, 2014 with documentation of its actions to rectify the required corrective action; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response, and agreed and accepted documentation for implementation of the aforementioned corrective action and no corrective actions were remaining; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to

increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that Brooklyn Community Board No. 11 has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Chairperson William Guarinello.

Approved unanimously on June 26, 2014.

Arva R. Rice
Commissioner

Malini Cadambi Daniel
Commissioner

A handwritten signature in black ink, appearing to read "Elaine S. Reiss". The signature is written in a cursive, flowing style with large loops and is positioned above a horizontal line.

Elaine S. Reiss, Esq.
Commissioner

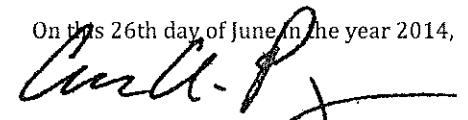
This
Determination of Compliance

is issued to

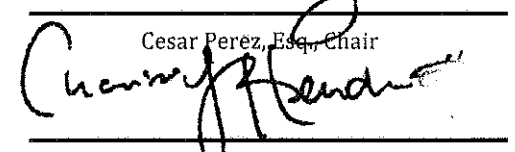
Brooklyn Community Board No. 11

*for successfully implementing 1 of 1 required corrective actions pursuant to the Equal Employment Practices Commission's
Equal Employment Opportunity Program Audit.*

On this 26th day of June in the year 2014,



Cesar Perez, Esq., Chair



Charise L. Hendricks, PHR, Executive Director

*In care of Chairperson William Guarinello
and District Manager Marnee Elias-Pavia*