



**Sasha Neha Ahuja**  
Chair

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

**Charise L. Terry**  
Executive Director

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**BY MAIL AND EMAIL**

July 2, 2020

Kathryn Garcia  
Commissioner  
Department of Sanitation  
125 Worth Street  
New York, NY 10013

Re: Resolution #2019AP/240-827-(2020)C10  
DETERMINATION: Compliance

Dear Commissioner Garcia:

On behalf of the members of the Equal Employment Practices Commission (EEPC), I write to inform you that pursuant to New York City Charter Chapter 35, Sections 815(a)(15) and (19), which requires agency heads to ensure and promote equal opportunity for all persons in appointment, payment of wages, development, and advancement, and to establish measures and programs to ensure a fair and effective affirmative employment plan to provide equal employment opportunity (EEO) for minority group members and women, the EEPC's Board of Commissioners has approved the attached Determination.

Thank you and principal EEO Professional Ryan David for the cooperation extended to the EEPC during the course of our review, evaluation, and monitoring of your agency's employment and EEO-related practices.

Sincerely,

A handwritten signature in blue ink, appearing to read "Sasha Neha Ahuja".

For Sasha Neha Ahuja  
Chair

c: Ryan David, Principal EEO Professional, DSNY



*This*

# *Determination of Compliance*

*is hereby issued to*

## *The Department of Sanitation*

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*for successful implementation of 3 of 3 required corrective action(s),  
thereby achieving compliance with the Equal Employment Practices Commission's  
Sexual Harassment Prevention and Response Practices Audit  
from January 1, 2017 to this date.*

On this 2nd day of July in the year 2020,

A handwritten signature in blue ink, appearing to read "Charise L. Terry", written over a horizontal line.

Charise L. Terry, Executive Director

*In care of Commissioner Kathryn Garcia  
and Principal EEO Professional Ryan David*