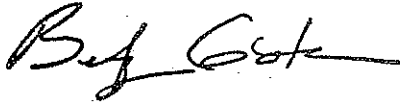




**The Public Advocate for the City of New York**  
*Improving Access to City Services*

**Betsy Gotbaum**  
Public Advocate

TO: All Staff

FROM: Betsy Gotbaum 

DATE: January 9, 2009

SUBJECT: Equal Employment Practices Commission Audit

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The Equal Employment Practices Commission (EEOC) recently completed an audit of the Public Advocate's Office (PA) compliance with the City's Equal Employment Opportunity Program. The audit specifically addressed the period from January 1, 2005 through December 31, 2006. The auditors also looked at our current practices and conducted a mail-in survey of our staff to ascertain how effectively the agency is addressing Equal Employment Opportunity (EEO) issues. I am pleased to report that the EEOC listed only a few recommendations, all of which have already been implemented.

The recommendations already implemented are: the distribution of the EEO Policy Handbook, *About EEO: What You May Not Know*, to all current and new employees and I officially appointed the EEO Officer, Elba Feliciano, as the disability rights coordinator and notified the staff of the appointment.

As Public Advocate, I affirm this agency's strong commitment to maintaining fair employment practices for all employees and job applicants. It is essential that the PA prevents discrimination and ensures that all employees are aware of their rights and obligations under this policy.

All employees are encouraged to utilize the resources available within PA and to address any concerns to either the EEO Officer, Elba Feliciano or EEO Male Counselor, Randy Lafargue.