

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

**RESOLUTION #2014/905C-15: Determination of Compliance (No Corrective Action Required)** pursuant to the Audit and Evaluation of the Discrimination Complaint and Investigation Procedures of the Office of the Richmond County District Attorney.

**Whereas**, pursuant to Chapter 36, Section 831(d)(5) 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 ensure fair and effective 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**, the Equal Employment Practices Commission conducted an audit and evaluation of the Office of the Richmond County District Attorney's Discrimination Complaint and Investigation Procedures in accordance with established protocols; and

**Whereas**, in accordance with Chapter 36, Section 832(c), this Commission may make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the prescribed action. Now, Therefore,

**Be It Resolved**, that pursuant to the audit and evaluation of the Office of the Richmond County District Attorney's Complaint and Investigation Procedures, the Equal Employment Practices Commission hereby affirms and adopts the following determination:

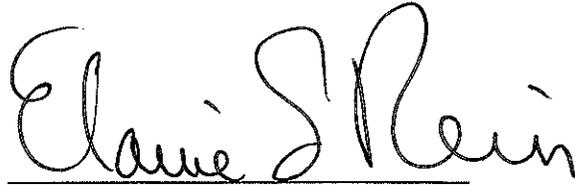
*The agency's Discrimination Complaint and Investigation Procedures adhered to the standards required to establish compliance; therefore, no corrective action is required at this time.*

**Be It Finally Resolved**, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward this determination to the Honorable Daniel M. Donovan, Jr., Richmond County District Attorney.

Approved unanimously on June 26, 2014.

Arva R. Rice  
Commissioner

Malini Cadambi Daniel  
Commissioner

A handwritten signature in black ink, reading "Elaine S. Reiss". The signature is written in a cursive style with a horizontal line underneath the name.

Elaine S. Reiss, Esq.  
Commissioner



OFFICE OF THE DISTRICT ATTORNEY  
RICHMOND COUNTY

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DANIEL M. DONOVAN, JR.  
DISTRICT ATTORNEY

130 STUYVESANT PLACE  
STATEN ISLAND, NEW YORK 10301

**TO:** All Employees  
**FROM:** Daniel M. Donovan, Jr.  
**DATE:** July 15, 2011  
**SUBJECT:** **Equal Employment Opportunity Program**

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I would like to reaffirm my dedication to maintaining a work environment that recognizes and appreciates the diversity of its workforce. We intend to promote equal employment opportunity (EEO) by continuing effective measures or implementing new strategies and programs, when necessary, that prevent, diminish or eliminate barriers to equal opportunity.

The Richmond County District Attorney's Office (RCDA) is an equal employment opportunity employer committed to compliance with federal, state and local laws prohibiting employment discrimination. Employment decisions at RCDA will be made on the basis of merit, fitness and equality of opportunity and without discrimination based on *age, alienage, color, creed, disability, gender (including gender identity), genetic predisposition or carrier status, marital status, military status, national origin, prior record of arrest or conviction, race, religion, sexual harassment, sexual orientation or status as a victim of domestic violence, sex offenses or stalking.*

As recommended by the NYC Equal Employment Practices Commission, the RCDA organizational chart has been updated to reflect the EEO Officer's direct report to the District Attorney. The organizational chart may be found on the office intranet.

Detailed information regarding the RCDA EEO program, its policies and procedures may be found on the office intranet at: <http://intranet.rcdaoffice.org/eoo.htm>

Employees with EEO concerns are advised to speak with Frank Malandro, EEO Officer, or Camille Gatins, EEO Counselor. Each can be reached at the following:

Frank Malandro  
130 Stuyvesant Place, Rm. 720  
(718) 556-7037  
frank.malandro@rcda.nyc.gov

Camille Gatins  
130 Stuyvesant Place, 7<sup>th</sup> Floor  
(718) 556-7025  
camille.gatins@rcda.nyc.gov

I thank you for sharing my commitment to creating a work environment that encourages and appreciates diversity.