EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK

RESOLUTION #11/14-073: Preliminary Determination Pursuant to the Audit of the Board of Correction's (BOC) Equal Employment Opportunity Program from January 1, 2008 to December 31, 2010.

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, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy (EEOP), a set of uniform standards and procedures designed to ensure the equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, the Equal Employment Practices Commission audited the BOC'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 any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,
that pursuant to the audit of the BOC's compliance with the city's Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary finding:

1. The agency's organization chart does not include the EEO Officer title or its reporting relationship. (EEPC/Sect. 831, City Charter)

2. The agency did not designate, or secure per agreement between the agency and another City agency, a trained employee of each gender for complaint intake/investigation. (Sect. VB, EEOP and EEPC/Sect. 831, City Charter)

Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Executive Director Richard T. Wolf formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, a response to these findings within thirty days of receipt of the letter indicating

what corrective actions the BOC will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on October 6, 2011.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva A. Rice
Commissioner

Cesar A. Perez, Esq.
Chair

EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK

RESOLUTION #12/09-073C: Determination of implementation by the Board of Correction of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Board of Correction's compliance with the Citywide Equal Employment Opportunity Program from January 1, 2008 to December 31, 2010.

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 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to insure equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Board of Correction (BOC), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated October 6, 2011, setting forth its findings and recommended corrective actions; and

Whereas, the BOC submitted its response to the EEPC's preliminary determination letter, on November 15, 2011; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its letter in lieu of final determination letter on November 30, 2011 identifying those recommendations accepted and rejected by BOC; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the BOC for a period not to exceed six months, from January 2012 through June 2012, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Board of Correction submitted its Final Compliance Report on May21, 2012; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Summary Compliance Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,
that the Board of Correction has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved,
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Executive Director of the Board of Correction, Richard T. Wolf, formally informing him that the BOC has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on May 24, 2012

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner

Cesar A. Perez, Esq.
Chair

Wolf, Richard (BOC)

From: Wolf, Richard (BOC)
Sent: Monday, January 30, 2012 4:36 PM
To: Bennett, Jim (BOC); Ezeji, Verna (BOC); Glover, Tonya (BOC); Gray, Rahzeem (BOC); Limuli, Laura (BOC); Reed, Julia (BOC); Sang, Diana (BOC); Walker, Hamilton (BOC)
Cc: Armstead, Kennith (BOC); Potler, Cathy (BOC)
Subject: Equal Employment Opportunity Prograam

This is to remind you that EEO concerns may be raised with either of two designated persons: Deputy Executive Director Cathy Potler (BOC's EEO Officer) or Kennith Armstead (the Board's EEO Counselor).

I also want to reaffirm the Board's strong commitment to maintaining a work environment that recognizes and appreciates the diversity of its workforce. We intend to continue to maintain fair employment practices for all employees.

If you have any questions or comments, please let me know.

Richard T. Wolf, Esq.
Executive Director
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