

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #12/22-054: Preliminary Determination Pursuant to the Audit of the Civilian Complaint Review Board's (CCRB) Equal Employment Opportunity Program from January 1, 2009 to December 31, 2011.

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 CCRB'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 CCRB'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:

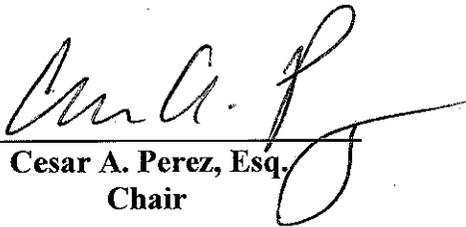
1. The agency did not update its organizational chart to reflect the EEO Officer's title and reporting relationship. (EEPC/Sect. 831, City Charter)
2. The agency head did not designate a Disability Rights Coordinator, whose responsibility it will be to ensure compliance with all federal, state, and local laws, as well as City and agency policies, pertaining to persons with disabilities. (Sect. VB and VC, EEOP)

Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Executive Director Joan M. Thompson formally informing her 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 CCRB will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on July 26, 2012.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner


Cesar A. Perez, Esq.
Chair

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

RESOLUTION #12/23-054C: Determination of implementation by the Civilian Complaint Review Board of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Civilian Complaint Review Board's compliance with the Citywide Equal Employment Opportunity Policy from January 1, 2009 to December 31, 2011.

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 Civilian Complaint Review Board (CCRB), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated July 26, 2012, setting forth its findings and recommended corrective actions; and

Whereas, the CCRB submitted its response to the EEPC's preliminary determination letter, on August 23, 2012; and

Whereas, the Civilian Complaint Review Board submitted with its response to the preliminary determination documentation of actions taken to rectify the non-compliance identified in the preliminary determination; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to consider the CCRB's response to the preliminary determination, and determine whether the corrective actions taken by the agency are sufficient to remedy non-compliance identified in the preliminary determination; and

Whereas, at the EEPC's request, pursuant to Section 815.a.(19) of the New York City Charter, on October 12, 2012, the CCRB submitted a copy of the agency head's memorandum to staff, which outlined the corrective actions implemented in response to the EEPC's audit; 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 determined that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

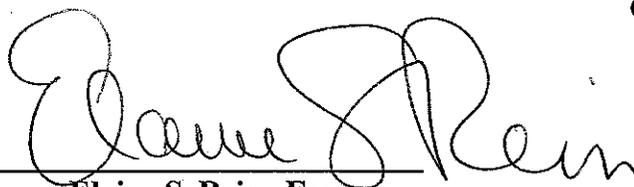
Be It Resolved,
that the Civilian Complaint Review Board has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved,
that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Executive Director of the Civilian Complaint Review Board, Joan M. Thompson, formally informing her that the CCRB has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on October 18, 2012,

Malini Cadambi Daniel
Commissioner

Arva R. Rice
Commissioner



Elaine S. Reiss, Esq.
Commissioner



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MICHAEL R. BLOOMBERG
MAYOR

JOAN M. THOMPSON
EXECUTIVE DIRECTOR

MEMORANDUM

To: All Staff

From: Joan M. Thompson, Executive Director

Date: October 12, 2012

Re: **Equal Employment Practices Commission Audit**

The Equal Employment Practices Commission (EEPC) is empowered to audit and evaluate the Equal Employment Opportunity Programs of all New York City agencies. The EEPC completed an audit of our agency's EEO program covering the period of January 1, 2009 through December 31, 2011. The EEPC recommended the following actions that the CCRB has included into its EEO program. Both recommendations have been implemented.

SUMMARY OF RECOMMENDED CORRECTIVE ACTIONS:

1. The EEO Officer should report directly to the agency head (or to a direct report to the agency head), the agency should update its organizational chart to reflect this title and reporting relationship.

The organizational chart has been updated to reflect the change.

2. The agency head should designate a Disability Rights Coordinator, whose responsibility it will be to ensure compliance with all federal, state, and local laws, as well as City and agency policies, pertaining to persons with disabilities. The Disability Rights Coordinator and/or EEO Officer should receive, or be notified of, requests for accommodations and recommend appropriate action to the agency head regarding EEO-related issues.

A Disability Rights Coordinator has been named and is reflected in the updated organizational chart.

I reaffirm the agency's strong commitment to maintaining fair employment practices for all CCRB employees. The CCRB is committed to preventing discrimination by ensuring that all employees are aware of their rights and obligations under the EEO policy and by encouraging a work environment that tolerates and appreciates differences among employees. All personnel should work together to maintain an atmosphere of respect and appreciation for the diversity reflected in our staff.

I encourage all employees to review the EEO policy and to address any concerns to the EEO Officer, Tahira Delaine at (212) 442-8830 or co-EEO Officer, Marcos Soler at (212) 442-8736 or EEO Counselor, Denise Alvarez at (212) 442-8811.