Where to Find Information on Equal Employment Opportunity

by Christine Bruzzese

Equal Employment Practices Commission (EEPC). This is an independent city agency that monitors EEO programs and policies in city government. Annual Reports were published from 1992 to 2007. These reports document Commission activities and accomplishments. Also included are names of Commissioners and plans for the year ahead. Holdings are complete. EEPC audits of city agencies are comprised of Letters of Preliminary Determination and Agency Responses. Coverage is complete from 1992 to the present.

Commission on Human Rights. The Commission on Human Rights enforces the New York City Human Rights Law and investigates cases of discrimination in employment, housing and other matters. The Commission has issued various reports since the 1950’s on discrimination and related topics. The City Hall Library maintains a fairly comprehensive collection of these materials. Text of individual hearings and case files are located here. Annual Reports of this agency are in the City Hall Library collection from 1959 to present, although holdings are not inclusive.

Department of Citywide Administrative Services. The Office of Citywide Equal Employment Opportunity is part of Department of Citywide Administrative Services (DCAS). Check the website at www.nyc.gov/html/dcas under “Employee and Agency Resources” to learn more. Featured on this site are the City’s EEO policy, list of agency EEO officers and other relevant information.

Other Publications. In October 1993, the Mayor’s Sexual Harassment Task Force and Steering Committee published Sexual Harassment in the City’s Workforce – Recommendations to Identify, Stop, and Prevent It. Findings and recommendations are provided for training, complaint procedures, establishment of a citywide office to handle sexual harassment issues, monitoring, discipline and other key areas. The City of New York Equal Employment Opportunity Policy: Standards and Procedures to be Utilized by City Agencies was issued in 1996. It is the precursor of the current policy available on the DCAS website. The City Hall Library collection includes other city and state agency reports on EEO issues and clippings files on discrimination, fair practices in employment and related topics.

Websites. Besides the DCAS website discussed above, other sites may be of interest: