

Equal Employment Opportunity



sanitation

Gregory P. Anderson Commissioner

Colleagues,

At the New York City Department of Sanitation (DSNY), our mission is clear: we keep New York City clean, safe, and healthy by collecting, recycling, and disposing of waste; cleaning streets and public spaces; combating illegal dumping; and clearing snow and ice. Every day, DSNY collects 24 million pounds of trash, recycling, and compostable material. We operate 59 district garages and manage a fleet of more than 2,000 collection trucks, 450 mechanical brooms, 705 salt spreaders, and dozens of specialized machines used to clean and plow bike lanes. Under Mayor Mamdani's leadership, DSNY is creating a new era for our city's neighborhoods, one where cleanliness is measured not by the absence of trash but by vitality and well-maintained public spaces. With one of the highest wintertime uniformed headcounts in 20 years, we are also more prepared than ever to remove snow and ice from the City's 19,000 lane miles of streets.

We do this work together, as a 10,000-member Department, each with our own roles. Our employees work in dozens of facilities and in the streets of all five boroughs on every shift to deliver on this mission for all New Yorkers. DSNY reflects the rich diversity of New York City. Our strength comes from uniting as one team, and creating a work environment where every employee feels connected, valued, and heard. By fostering open communication, mutual respect, and collaboration between uniformed and civilian colleagues, we boost engagement, morale, and performance, while building a stronger, more cohesive DSNY community.

DSNY has a longstanding and unwavering commitment to equal employment opportunity. No employee should ever face discrimination based on race, color, religion, national origin, sex, age, disability, veteran status, or any other protected category. Harassment, discrimination, and inappropriate conduct will not be tolerated. Reports of such behavior will be promptly and thoroughly investigated by our Equal Employment Opportunity Unit ("EEO Unit"), and appropriate action will be taken. Retaliation against employees who engage in protected activities is strictly prohibited.

Equal employment opportunity is our shared responsibility. It is a core component of performance evaluations for all DSNY managers and supervisors, and leadership at every level is held accountable for maintaining a workplace free from discrimination and harassment.

To reinforce this commitment, DSNY will continue to provide regular training on equal employment opportunity, harassment prevention, and workplace conduct. These efforts ensure that equity, diversity, and inclusion remain at the heart of our culture and aligned with our mission to serve all New Yorkers. I ask for your continued partnership in advancing these principles. Together, we will maintain a workplace where every employee is valued, respected, and empowered to contribute to our mission.

For questions or to report concerns, please contact Ryan David, Executive Director of the Office of Equal Employment Opportunity & Workplace Violence Prevention, at 212-291-1380 or EEO-WPV@dsny.nyc.gov.

Let us all work tirelessly to truly deliver to all New Yorkers the promise of a clean city — one where every New Yorker leaves their home to a block they take pride in, a neighborhood they cherish, and a city that helps them thrive.

We are one team, united in our mission to serve our fellow New Yorkers with pride, excellence, and strength.

We are **NEW YORK'S STRONGEST!**

Sincerely,

Gregory P. Anderson
Commissioner