

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #12/14-831: Preliminary Determination Pursuant to the Audit of the Business Integrity Commission (BIC) and its compliance with the City's Equal Employment Opportunity (EEO) Policy and Federal, State and City equal employment opportunity requirements for the period 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 Business Integrity Commission'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 BIC'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:

The BIC did not use the tagline *the Business Integrity Commission and the City of New York is an Equal Opportunity Employer*.

Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Commissioner Shari H. Hyman 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 BIC will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on June 28, 2012.

Angela Cabrera
Commissioner

Elaine S. Reiss, Esq.
Commissioner



Cesar A. Perez, Esq.
Chair

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

RESOLUTION # 12/20-831C: Determination of implementation by the Business Integrity Commission of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Business Integrity Commission'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 Business Integrity Commission (BIC), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated June 28, 2012, setting forth its findings and recommended corrective actions; and

Whereas, the BIC submitted its response to the EEPC's preliminary determination letter, on August 1, 2012; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to consider the BIC'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, the Business Integrity Commission submitted with its response to the preliminary determination documentation of the action taken to rectify the non-compliance identified in the preliminary determination; 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 Business Integrity Commission has implemented the recommended corrective action deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

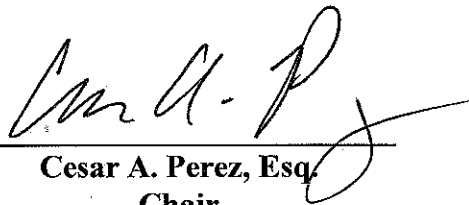
Be It Finally Resolved,

that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to the Commissioner of the Business Integrity Commission, Shari H. Hyman, formally informing her that the BIC has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on September 13, 2012.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner



Cesar A. Perez, Esq.
Chair

Memo

To: All Staff
From: Shari C. Hyman, Commissioner and Chair
CC: ---
Date: 11-29-2011
Re: Equal Opportunity at BIC

The Business Integrity Commission ("BIC") is committed to preventing illegal discrimination by ensuring that all employees are aware of their rights and obligations under the EEO Policy, by maintaining fair employment practices for all of our employees, and by encouraging a work environment that tolerates and appreciates differences among employees. All personnel should work together to maintain an atmosphere of appreciation for the diversity reflected in our staff.

I would like to announce the individuals involved in working on the agency's EEO program and thank them for their contribution toward this very important assignment. They are:

EEO Officer:	Matthew Gonzalez
EEO Counselor:	Ana Fernandez

I encourage all employees to access the City's EEO policy available on the Agency's drive and to address any concerns you have to Matthew Gonzalez at (212) 676-6209 or with Ana Fernandez at (212) 676-6262.