



**Department of Finance**

**Proposed 5-Year Accessibility  
Plan**

**2024 - 2028**

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## **Background**

Local Law 12 of 2023 (“Local Law 12”), codified as section 23-1004 of the NYC Administrative Code, requires agencies to prepare and publish 5-year accessibility plans using a template provided by the Mayor’s Office for People with Disabilities (MOPD).

Local Law 12 requires that the accessibility plans outline any and all steps to ensure that the agency’s workplace, programs and activities are fully accessible to and inclusive of persons with disabilities. The proposed steps can include but are not limited to alterations or structural changes to any agency operated premises; any planned upgrades or improvements to agency access and or accessibility to agency programs and services; and any efforts to make agency programs and services more accessible to and inclusive of persons with disabilities.

This template includes certain required content. For example, your plan must include certain headings (“General”, headings for the areas described in section (b)(2) of Local Law 12).

The template also includes content that is recommended, but not required. You can adapt this content to reflect your agency’s needs and resources.

## **Commitment Statement to Diversity & Equal Employment Opportunity (EEO)**

The Department of Finance encourages a respectful work environment in which all employees know and understand their rights and obligations under the City’s Equal Employment Opportunity Policy. We are committed to fostering a discrimination-free workplace through education and dialogue,

and to developing and retaining a diverse and inclusive workforce that reflects our City's population. Understanding and appreciating one another's differences drives stronger performance and makes the workplace a more interesting and respectful place. All personnel at every level within our Agency should strive to create a work environment of inclusion and fairness so that we can all be proud to be Department of Finance employees.

## **General**

### **Mission and Background of Agency**

The Department of Finance (DOF) is the central nervous system of the New York City government. DOF collects the revenues that make every city service possible. Public education, police and fire protection, hospitals and healthcare facilities, parks, and recreation centers. It all begins with DOF.

DOF also administers the tax and revenue laws of the city fairly, efficiently, and transparently to instill public confidence and encourage compliance while providing exceptional customer service.

### **Executive Summary**

DOF will continue to regularly review the Agency's Physical, Digital and Programmatic Access, as well as strive to always improve Effective Communications and Workplace Inclusion to ensure compliance with Local Law 12.

DOF will continue to provide reasonable accommodations to enable individuals who have needs under certain qualifying bases to perform the essential functions of the job and enjoy equal

employment opportunities. All city agencies are required to provide reasonable accommodations to all program applicants and participants, employees, interns (paid or unpaid), and consultants that permit them to perform the essential functions of their job in connection with disability; religion; status as a victim of domestic violence, sex offenses, or stalking; pregnancy, childbirth, or related medical conditions, including lactation needs (collectively, protected bases). Reasonable accommodations are for the requestor's condition only.

### **Accessibility Statement**

DOF is committed to ensuring that our digital and physical properties are accessible to all, including persons with disabilities. We are continually striving to improve the user experience to provide full accessibility to everyone, including persons with disabilities.

### **Contact Information:**

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### **Agency Links**

[Finance's Commitment to Diversity - DOF \(nyc.gov\)](#)

[Website Accessibility Statement - DOF \(nyc.gov\)](#)

## **Agency Plan**

Local Law 12 requires each agency to publish a plan describing the steps it is currently taking and will take over the next 5 years to ensure that your agency's workplace, services, programs, and activities are accessible to and accommodating and inclusive of persons with disabilities.

## **Physical Access**

DOF currently has business locations at 66 John Street, 2nd Floor, New York; 3030 Third Avenue, 2nd Floor, Bronx; 375 Pearl Street, Floors 26 -30, New York; 144-06 94th Avenue, Jamaica, NY 11435; 210 Joralemon Street, Brooklyn; 350 St. Marks Place, Staten Island; One Centre Street, 5th Floor, New York, 345 Adams Street, Brooklyn; and 30-03 Review Avenue, Long Island City.

Beginning in May 2017, DOF began conducting accessibility assessments at all of the DOF business locations. At each location, appropriate signage, building and restroom accessibility, customer service, and overall ADA compliance concerns were assessed.

The Staten Island Business Center entrance was repaired to allow greater accessibility to wheelchair and mobility impaired individuals. It is important to note that DOF is actively pursuing a new location for the Staten Island business location and anticipates relocation within 3 to 5 years.

Manhattan, Queens, Bronx, Business Centers, 345 Adams Street and 375 Pearl Street have all been structurally altered and or renovated and are currently ADA and accessibility compliant.

## **Digital Access**

DOF has taken the following steps and actions to improve the accessibility of the Agency's website.

### **Font Standardization**

To enhance readability, DOF has standardized the use of large non-serif styled fonts with a minimum font size of 16pt (or 1em). This ensures that text content is clear and legible for all users.

### **Contrasting Colors**

DOF has implemented color contrast best practices to ensure that text and visual elements on the agency's website have sufficient contrast. This makes it easier for users with low vision or color blindness to read and understand the content.

### **Alt Text**

All images, charts, and other visual content on DOF's website are accompanied by descriptive alt text. This provides screen reader technology users with meaningful descriptions of visual elements, enabling them to access the information that may otherwise be conveyed through images.

### **Use of Proper Headings**

DOF utilizes heading tags appropriately to structure content and distinguish between headings, subheadings, and paragraph text. This ensures that the Agency's website is organized and

navigable for all users, including those who rely on screen readers.

### **Form Field Labels**

All form fields on the website are equipped with clear and descriptive labels, to assist users with screen readers with understanding the purpose of each field and filling out forms correctly.

### **Converting Infographics to Text**

Wherever possible, DOF has converted infographics and visual content into text-based formats whenever possible, to allow users, including those with visual impairments, to access the information contained in the graphics.

### **Using White Space**

DOF has incorporated white space strategically in our web design to improve readability and comprehension. The use of adequate spacing between elements helps prevent content from appearing cluttered and ensures an improved user experience.

### **Content Editing**

To make the web site content more user friendly, DOF edited and optimized the content for readability. This includes breaking down complex information into digestible sections, summarizing lengthy texts, and providing clear and concise information.



## **Programmatic Access**

### **DHE**

The Disabled Homeowners' Exemption (DHE) offers a property tax reduction for disabled New Yorkers who own one-, two-, or three-family homes, condominiums, or cooperative apartments with a combined annual income of \$58,399 or less. The benefit offers eligible disabled homeowners up to a 50% reduction in their home's assessed value. The property must be the applicant's primary residence, with a potential exception if you are receiving in-patient care at a residential health care facility. Applicants need to submit documentation of their disability, such as a disability award letter from the Social Security Administration, an award letter from the U.S. Railroad Retirement Board or U.S. Postal Service, a certificate from the New York State Commission for the Blind, or a Veterans Administration letter stating that they are entitled to a veterans disability pension. All of the owners must be persons with disabilities, unless the home is owned by spouses or siblings, in which case only one homeowner must have a disability.

### **DRIE**

Eligible tenants who have a disability and live in an eligible apartment in New York City may be able to freeze their rent and prevent future rent increases with the Disability Rent Increase Exemption (DRIE). Upon qualification for DRIE, the Department of Finance will "freeze" a tenants rent and issue a tax abatement credit to the landlord for most future rental increases, protecting the tenant from paying higher amounts. To qualify for DRIE, you must be at least 18 years old, the combined income of everyone

living in the apartment must be \$50,000 or less, and you must spend more than one-third of your monthly combined household income on rent. You must live in and be on the lease of a rent-controlled, rent-regulated, or rent-stabilized apartment, or an apartment located in a building whose mortgage was federally insured under Section 213 of the National Housing Act and is owned by a Mitchell-Lama development, limited dividend housing company, redevelopment company, Housing Development Fund Corporation (HDFC) incorporated under New York State's Private Housing Finance Law, Battery Park City or certain former Mitchell-Lama developments . You must also have been awarded one of the following: Supplemental Security Insurance (SSI); Social Security Disability Insurance (SSDI); U.S. Department of Veterans Affairs disability pension or disability compensation; United States Postal Service disability pension or disability compensation; or Disability-related Medicaid if the applicant has received either SSI or SSDI in the past.

### **Disabled crime victims tax benefits**

This disabled crime victim's exemption provides a tax exemption for a victim of a crime who became physically disabled as a result of the crime. This benefit is also for someone who becomes disabled by trying to stop a person who has committed a crime; trying to prevent a crime from happening; or trying to help a law enforcement officer make an arrest. The applicant must live in a one, two or three family home and be a member of a resident owner's household. The physical disability caused by the crime must include a permanent physical impairment which greatly limits one or more major life activities. The applicant must have had to make improvements to the home for accessibility and the

improvements must increase the property's assessed value. Law enforcement members are not eligible. Any increase in the assessed value of the property related to the improvement to accommodate the crime-related disability is exempt from taxes.

### **Disabled veterans tax benefits**

The Alternative Veterans Exemption is available on a veteran's primary residence and allows an additional reduction in the property's assessed value to veterans who incur service-connected disabilities, equal to one-half of their service-connected disability ratings (regardless of whether such veterans served in combat zones). An applicant will need to submit U.S. Veterans Administration documents for service-connected disability rating to receive disability benefits portion of exemption.

The Eligible Funds Veterans Exemption reduces the assessed value of a property purchased by a veteran with eligible funds. There is a further exemption that permits veterans who qualify for grants to purchase or to modify specially adapted houses to accommodate their serious disabilities, or the homes of their widowed spouses.

DOF has and will continue to provide the highest level of accessibility for persons with disabilities and all program applicants and participants. The agency will make any and all necessary ADA and or accessibility upgrades and adjustments to remain in compliance with the policies of the Mayor's Office for People with Disabilities (MOPD) and the City of New York.

## **Effective Communications**

DOF is committed to and will continue to provide effective communications and accessible services to people with disabilities. By utilizing clear and appropriate signage and correspondence and providing a fully accessible website, DOF will make every effort to maintain and possibly improve overall communication effectiveness.

## **Workplace Inclusion**

DOF is committed to preventing discrimination and ensuring that all employees are aware of their rights and obligations under EEO. All employees are encouraged to work together to maintain an atmosphere of diversity and workplace inclusion.

## **Methodology**

1. Assess DOF Facilities (in conjunction with MOPD, initiatives, rules and regulations).
  - a. DOF must ensure that staff can effectively communicate with people who are deaf, hard of hearing, blind, visually impaired, or who have speech limitations.
  - b. DOF must permit a service animal to accompany an individual with a disability to all areas of facilities where the public is normally allowed to go.
  - c. DOF must reasonably modify space to provide access to all.

- d. For the purposes of this assessment, the DOF must meet all current accessibility and ADA compliance standards.

### **Budget and Resource Allocation**

DOF will continue to evaluate ways to improve accessibility and allocate resources and budget as deemed necessary.

### **Training**

DOF will strive to further improve overall agency accessibility and related knowledge by ensuring that current and new staff members complete DCAS available trainings, including but not limited to “Disability Etiquette: Inclusive Workplace Strategies for People with Disabilities.”

## Appendix A

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[Your Rights \(nyc.gov\)](#)