



LISA BOVA-HIATT
INTERIM CHIEF EXECUTIVE OFFICER

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

The New York City Housing Authority (NYCHA) is committed to providing all prospective and current employees with working environments that are free of discrimination, retaliation, and sexual harassment. NYCHA strives to create a workforce that mirrors the communities it serves and to cultivate a workplace inclusive of the differences amongst these communities so everyone has equal employment opportunities to develop professionally and succeed.

It is the policy of NYCHA that all employment actions including but not limited to hiring, promotions, transfer, discipline, salary, performance evaluations, or assignments, be based on legitimate and non-discriminatory reasons, without regard to the following protected categories, whether actual or perceived. Employees who have a known relationship with someone who is, or is perceived to be, within one of the following protected groups are also protected.

- Age
- Arrest or Conviction
- Caregiver Status
- Color
- Consumer Credit History
- Disability
- Familial Status
- Gender/Sex (Including Pregnancy, Childbirth, or Related Medical Conditions)
- Gender Identity or Expression
- Immigration or Citizenship Status
- Marital or Partnership Status
- National Origin or Ethnicity
- Predisposing Genetic Characteristics
- Race
- Religion or Creed
- Salary or Pay History
- Sexual Orientation
- Sexual and Reproductive Health Decision
- Status as a Veteran or Active-Duty Military Service Member
- Status as Victims of Domestic Violence, Sex Offenses, and Stalking
- Unemployment Status

Discrimination is prohibited in the workplace or at any location that can be reasonably regarded as an extension of the workplace, including but not limited to any field location, off-site location, training facility, or other NYCHA sponsored event or party. This policy also applies to vendors, consultants, interns, contractors, or others who perform work on behalf of NYCHA.

Any manager or supervisor who receives a complaint of discrimination or becomes aware of discriminatory conduct **must** immediately report this information to NYCHA's Office of Diversity, Equity, and Inclusion (ODEI). Supervisors and managers are not permitted to engage

in any independent investigation of the complaint no matter the intent. Failure to comply with these requirements may result in disciplinary action against the manager or supervisor.

If you believe you or others have been discriminated against on the basis of any of the categories detailed in this policy, please immediately report it ODEI by e-mailing odei@nycha.nyc.gov, calling (212) 306-4468, or visiting the office at 90 Church Street, 6th floor, New York NY 10007. You may make such report anonymously if preferred.

ODEI's EEO and Fair Housing Investigations Unit will be able to provide further assistance to advise on next steps. All communications with ODEI investigators will be kept confidential.

Retaliation against persons who participate in any investigation, file a complaint, or otherwise engage in any protected activity is strictly prohibited and not tolerated. This includes protection for employees who volunteer information about or otherwise express opposition to discrimination. Anyone found to have retaliated against another may be subject to discipline after the investigation is conducted.

For more information on ODEI and its EEO and Fair Housing Investigations Unit, please visit NYCHA Connect or <https://www.nyc.gov/site/nycha/about/policies-procedures.page> or <https://www.nyc.gov/site/nycha/about/contact.page>.