



LISA BOVA-HIATT
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, Conviction, or Pending Case Status
- Caregiver Status
- Cannabis use
- Color
- Consumer Credit History
- Disability
- Familial Status
- Gender/Sex (Including Pregnancy, Childbirth, or Related Medical Conditions)
- Gender Identity or Expression
- Height
- Immigration or Citizenship Status
- Marital or Partnership Status
- National Origin or Ethnicity
- Predisposing Genetic Characteristics
- Pre-employment marijuana testing
- 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
- Weight



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 EEO, Fair Housing, and Access Services (EFAS). 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 EFAS by e-mailing efas@nycha.nyc.gov or by calling (212) 306-4468. You may make such report anonymously if preferred. Employees have the right to file a complaint within one year of the alleged discrimination.

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

All employees are expected to cooperate with the EEO Office and in EEO investigations. Cooperation includes participating in an interview during the investigative process. Failure to cooperate may result in a referral for disciplinary action.

This EEO Policy also prohibits interfering with an employee's right to request and utilize Family and Medical Leave Act (FMLA) leave or retaliating against an employee for utilizing approved FMLA leave.

For more information on EFAS and its EEO and Fair Housing Investigations Unit, complaint procedures, or access to this policy and others, 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>.



Employees may also contact external administrative agencies to discuss any issues they believe relate to violations of this policy. A list of these agencies is provided below:

New York City Commission on Human Rights

22 Reade Street, 2nd Floor
New York, New York 10007
(212) 306-7450
311 (in NYC) (Voice and TTY)

New York State Division of Human Rights

One Fordham Plaza, 4th Floor
Bronx, New York 10458
1-888-392-3644

<https://forms.ny.gov/s3/nysdhrcomplaint>

U.S. Equal Employment Opportunity Commission

New York District Office
33 Whitehall Street, 5th Floor
New York, New York 10004
(800) 669-4000
(800) 669-6820 (TTY)
www.eeoc.gov

A translation of this document is available on NYCHA's website: on.nyc.gov/nycha-policies

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