

# Equity.

# Diversity.

# Inclusion.



**sanitation**  
Jessica S. Tisch Commissioner

---

Colleagues,

At the Department of Sanitation (“DSNY”), our employees reflect the remarkable range of cultures and perspectives of our great City’s population. We recognize that unique individuals, collaborative teams, and inclusive leaders generate new ideas that have far-reaching impact on the quality of service that we deliver to the people of New York City. It is our willingness to embrace the richness of our diverse teams and their ideas that drives our growth and progress.

A diverse workforce that represents a wide range of backgrounds, perspectives, and experiences is an important part of DSNY’s mission and directly impacts our ability to innovate and keep New York City clean, safe, and healthy. Diversity and inclusion are embraced, people are hired and advanced on their merits, and employees treat each other with mutual respect and dignity. We strive to be an agency where the best people want to work and where opportunities to develop are widely available.

DSNY maintains a longstanding commitment to ensuring equal opportunity for all employees and applicants for employment. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex, age, disability, veteran status, or other protected classes. DSNY does not tolerate any forms of unlawful discrimination, sexual or workplace harassment, or any other inappropriate conduct.

DSNY’s Office of Equity, Diversity & Inclusion (“OEDI”) immediately investigates any allegations of harassment or inappropriate conduct towards employees or job applicants. If the allegations are substantiated, appropriate action is taken. Further, the Department of Sanitation does not tolerate retaliation against an employee who engages in protected activity by reporting illegal discrimination, sexual or workplace harassment, or other inappropriate conduct. DSNY supports all employees in exercising their rights under applicable EEO statutes and regulations. For more information on how to report discrimination or harassment in the workplace, please contact OEDI at 212-291-1380 or [OEDI@dsny.nyc.gov](mailto:OEDI@dsny.nyc.gov).

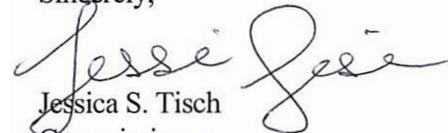
Ensuring compliance with equal employment opportunity rules and values is a mandatory component of the performance evaluation for every DSNY manager and supervisor. DSNY employees at all levels of supervision must create and maintain a workplace that is free of unlawful discrimination and sexual and other illegal harassment, and must carry out these duties with the same passion and leadership as their other organizational responsibilities.

As evidence of its commitment to ensuring equal employment opportunity, DSNY conducts periodic EEO training for its employees that addresses, among other things, discriminatory hiring practices, sexual and workplace harassment, and other inappropriate conduct.

DSNY is committed to fostering and maintaining an environment where equal employment opportunity, diversity, and inclusion are a natural part of the culture. My expectation is that you will join me in providing your full commitment and support.

Remember, we are one team, working together, with the same goal – serve the people of New York City with pride, excellence, and **STRENGTH**. After all, we are the City's **STRONGEST!**

Sincerely,



Jessica S. Tisch  
Commissioner