

MEMORANDUM

TO: All Employees

FROM: John J. Doherty

DATE: September 1, 2005

RE: **Equal Employment Opportunity at DSNY**

The Department of Sanitation is committed to *New York City's Equal Employment Opportunity Policy*. DSNY takes very seriously the prevention of 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 am pleased with Sanitation's innovations and accomplishments in the area of equal opportunity. I would like to remind all DSNY employees of the following resources available to them and encourage all to make use of these resources:

- **The Equal Employment Opportunity Office of DSNY** is located at 137 Centre Street, Room 505, New York, N.Y. 10013. Tel. # - (917) 237 - 5214, Fax # - (212) 219 - 5010, TTY # - (212) 219 - 1887. Director Fernando L. Camacho can also be reached via e-mail: fcamacho@dsny.nyc.gov , and Deputy Director Teresa Neal, tneal@dsny.nyc.gov.
- **EEO Liaisons/Counselors** - Each of the Borough Offices has two designated EEO Liaisons who have been trained in what constitutes an issue of discrimination and who work closely with the EEO Office if a situation is reported to them. Liaisons are also available at Fresh Kills, the 59th St MTS, the Enforcement Headquarters, Lot Cleaning Headquarters and the Bureau of Support Services at CRS. *(Please refer to the list of Liaisons on the reverse.)*
- **DSNY's Career Counselor** - Chuck McCarthy, who is the Director of Management Development, assigned to the Training Division of DSNY, is extremely well versed in the Department's training and promotional opportunities as well as citywide programs. He can be reached at (718) 334 - 9242 or cmccarthy@dsny.nyc.gov .
- **Managers and Supervisors** - have a significant role in DSNY's EEO Program. They have been specially trained in how to immediately and appropriately respond to EEO situations. Employees may seek out their supervisors for guidance in the event they are presented with an EEO issue or contact an EEO Liaison or the EEO Office.

EEO LIAISONS/COUNSELORS

<u>LOCATION</u>	<u>EEO CONTACT</u>	<u>TELEPHONE</u>
Manhattan Borough	John Rivera	(212)-360-3520
	Cassandra Russell	(212)-360-3520
Bronx Borough	Joseph Ruffino	(718)-901-1295
	Akisha Chambers	(718)-901-1295
Brooklyn North	Joseph Giandolfo	(718)-768-7719
	Jacqueline Graham	(718)-768-7719
Brooklyn South	Patrick Douglas	(718)-714-2704
	Sharon Hahn	(718)-714-2704
Queens East	Leslie McBride	(718)-321-6400
	Monica Haile	(718)-321-6400
Queens West	Joseph Siano	(718)-334-9183
	Anna Wilson	(718)-334-9183
Staten Island Borough	Anthony Maddaluno	(718)-370-5400
	Theresa Quagliariello	(718)-370-5400
Fresh Kills	Barry Asnes	(718)-967-4829
	Gloria Coletti	(718)-967-4603
59 th St. MTS	Pelops Irby	(212)-977-6821
Enforcement	Jeff Wheeler	(718)-714-2734
	Major Brown	(718)-714-2779
Lot Cleaning	Daphne Roman	(212)-410-8800
	David Glenn	(212)-410-8800
Bureau of Support Services	Thomas Clavin(BME)	(718)-334-9298
	Kim Best-Simms (BME)	(718)-334-9362
	Matt McGrath (BBM)	(718)-334-9314

Note: All employees are reminded that they may also contact the DSNY EEO Office directly at (917) 237 - 5214.