



The NYC Equal Employment Practices Commission

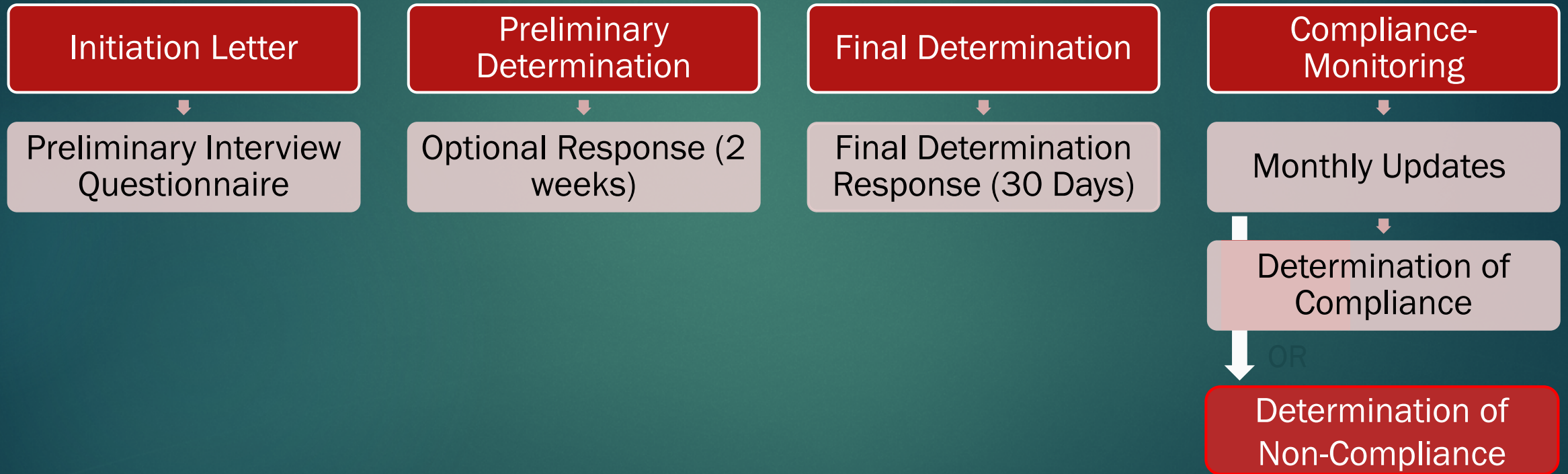
The EEPC's Mission Statement

The mission of the Equal Employment Practices Commission is to assist New York City government in its efforts to provide equal employment opportunities.

We do this by:

- ▶ Serving as a thought leader in establishing best practices for making employment decisions
- ▶ Producing research studies to inform employment policy
- ▶ Collaborating with entities to overcome challenges in creating a fair and inclusive workplace

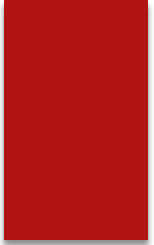
Overview of Audit Process



Audit Standard		CA's
1	Annual distribution of an EEO policy statement	8
2	Annual distribution of an EEO Policy	4
3	Establish and utilize a complaint tracking system	3
4	Submit annual EEO plans and quarterly reports	12
5	Establish and implement an EEO training plan	21
6	Appoint a principal EEO Professional	7
7	Appoint support EEO professionals	14
8	Training for personnel involved in recruiting/hiring	25
9	Designate a Disability Rights or ADA Coordinator	10
10	Distribute reasonable accommodation process	10
11	Utilize the Section 55-a Program	0
12	Annual workforce data review	23
13	Use and maintain an applicant/candidate log	18
14	Diversity in entity-produced content	1
15	Designate staff to assess recruitment efforts for discretionary titles	6
16	Assess recruitment efforts for discretionary titles	7
17	Designate Career Counselor	24
18	Designate a principal HR professional to provide agency-wide job information	15
19	Assess selection methods for discretionary titles	10
20	Assess selection methods for civil service titles	16
Total Number of CA's for Compliance Monitoring		234

EEPC's Employment Practices Audit (Focus on Underutilization)

EEPC's Community Board Employment Practices Audit



Audit Standard	CAs
1 Distribute and/or Post EEO Policy Statement	12
2 Distribute and/or Post EEO Policy	10
3 EEO and Sexual Harassment training	31
4 Distribute principal EEO Professional contact information/Inform how to file complaints	20
5 Distribute complaint investigation procedures	10
6 Distribute Disability Rights/ADA Coordinator contact information	16
7 Distribute reasonable accommodation process/Inform how to request reasonable accommodations	22
8 EEO Tagline	4
9 Training for personnel involved in recruiting/hiring	28
Total Number of CAs for Compliance Monitoring	153

EEPC Audit 2022 - 2023

- ▶ Top Issues
- ▶ Audit Survey
- ▶ Areas of Focus



EEPC Audit 2024

- ▶ EEPC Staffing
- ▶ EEO Officer's Handbook
- ▶ Collaboration with DCAS on the EEPC's Audit Standards
- ▶ Changes to EEPC's website
- ▶ EEPC Newsletter
- ▶ EEPC Certificate of Compliance





Questions