



AGENDA

**Equal Employment
Opportunity
Committee**

Meeting Date

May 8, 2018

Time

3:30 P.M.

Location

Board Room (532)

CALL TO ORDER

Robert F. Nolan

ADOPTION OF MINUTES

Robert F. Nolan

MARCH 13, 2018

CONDITIONAL CONTRACTORS

Matilde Roman, Esq.

U.S. FOODS, INC.

EEO COMMITTEE PRESENTATION

Blanche Greenfield, Esq.

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date

March 13, 2018

**BOARD OF
DIRECTORS**

**EQUAL EMPLOYMENT OPPORTUNITY
COMMITTEE MEETING**

A meeting of the Equal Employment Opportunity Committee of the NYC Health + Hospitals Board of Directors was held on March 13 2018 in the Board Room at 125 Worth Street, Room 532, New York City with Robert F. Nolan, Committee Chair, presiding.

COMMITTEE MEMBERS

Robert F. Nolan, Chairperson

Josephine Bolus, RN, Board Member

Mitchell Katz, President/Chief Executive Officer

HHC STAFF

Yvette Villanueva, Human Resources

Colicia Hercules, Chair 's Office

Barbara Keller, Legal Affairs

John Kim, Legal Affairs

Matilde Roman, Diversity and Inclusion

Therese Russo, Diversity and Inclusion

W.B. MASON

Bob Berrian, W.B. Mason

Trevis Hinds, W.B. Mason

Brian Charpendier, W.B. Mason

Jenni Nowicke, W.B. Mason

Adrienne Rosa, W.B. Mason

CALL TO ORDER

The meeting was called to order at 3:30 p.m. by Robert F. Nolan. The minutes of the November 14, 2017 EEO Committee were adopted as submitted.

EQUAL EMPLOYMENT OPPORTUNITY UPDATE

Barbara Keller, the First Deputy General Counsel at the Office of Legal Affairs provided an update to members of the Committee about their Equal Employment Opportunity (EEO) activities. Barbara Keller stated that the Office of Legal Affairs will provide the EEO Committee with a report about EEO complaints and investigations at the next EEO Committee meeting.

Ms. Keller reported that the EEO policy is currently being updated, with assistance from Human Resources, to remain consistent with municipal, state and federal laws. The policy is currently undergoing review, and once the policy becomes final, it will be disseminated to all staff. In addition, to supplement the System's existing sexual harassment awareness training, Legal Affairs also created a new module that will be available online through the PeopleSoft Employee Learning Management (ELM) system. The module is being finalized and will "go live" in the near future. It is expected that all staff will be enrolled in the training.

In addition, revisions to the EEO training module is being made, which will include general guidance on the System's EEO policy and complaint process. Legal Affairs anticipates the module to be completed by the end of March. All new employees will be required to take this training, and the training will also be mandated on an annual basis to all staff.

Ms. Keller expressed to the Committee the office's continued commitment of creating a better work environment for all NYC Health + Hospitals employees by supporting a culture of respect and inclusion, and protecting the system from liability.

2018 CONDITIONALLY APPROVED CONTRACTORS UPDATE

CONDITIONAL APPROVAL CONTRACTS

W.B. MASON COMPANY, INC. CONTRACT

W.B. Mason's Material Management (Office Supplies) contract was awarded in November of 2016 with a value of \$8.8 million. NYC Health + Hospitals workforce analysis is specific to its New York City location. This year, the vendor has 8 job groups with workforce underrepresentation for women and/or minorities, as follows: First/Mid-Level Managers Job Group 1C for minorities; Supervisors Job Group 1C for women and minorities; Sales Job Group

4A for minorities; Administrative Support Workers Job Group 5A for minorities; Operatives Job Group 7A for women and minorities; Laborers and Helpers Job Group 8A for women.

Trevis Hinds, Director of Human Resources in New York; Adrienne Rosa, HR representative; Bob Berrian, NYC public engagement representative; Brian Charpendier, regional branch manager for NYC's 5 boroughs; and Jenni Nowicke, NYC Health + Hospitals account manager represented W.B. Mason.

Trevis Hinds, Director of Human Resources for New York, reported a successful year. One year ago, W.B. Mason had identified 14 underrepresented job groups, and this year, there are 8 areas of underrepresentation. He attributes this to their increased engagement in the area of diversity, including a focus on leveraging employee referrals, growing various grassroots programs, and recruiting from diversity web sites. They use an "intimacy model" of business, where each client is supported by a personal driver, customer service representative, and sales representative. They recruit from local schools and neighborhoods that the company serves to fill these three areas of work, as doing so strengthens the worker-client relationship.

W.B. Mason also created an in-house learning and development team in 2017. A learning and development director was hired 9 months ago to increase diversity and inclusion efforts. Learning and Development initiatives in the past year included harassment trainings and leadership development trainings that groom current managers for promotions. Out of 115 of those participants, 40% were minorities or women.

Robert Nolan, EEO Committee Chairperson, asked where W.B. Mason is located. W.B. Mason representatives responded that they have locations in the Bronx, Brooklyn, Manhattan, and Secaucus New Jersey, with Manhattan as its central distribution hub. Secaucus is its largest location.

Mr. Nolan commented that in their corrective action plan, five of the ten external diversity posting sites they list as recruiting from are related to veterans. He asked what those recruitment efforts have yielded for them. Mr. Hinds replied that they have found that veterans have a good mindset for working in the delivery of products. Mr. Nolan asked how many women and minorities W.B. Mason has hired from those veteran sources. Brian Charpendier, regional branch manager for NYC's 5 boroughs, replied that recruitment within the Operatives job group resulted in the hiring of minorities, but not women. These jobs are mostly truck drivers and delivery operatives who make anywhere from 40 to 75 deliveries every day. Mr. Nolan commented that the Operatives category requires a lot of corrective action, as 25 minority hires are needed to eliminate the underrepresentation.

Committee members discussed how W.B. Mason's job categories were consolidated from March 2017 to March 2018. Matilde Roman, Chief Diversity and Inclusion Officer, clarified that there was a consolidation of Operatives Job Groups 2 and 3, as well as Operatives Job Groups 7 and 8.

She went on to say that in the past year, nine job groups have been consolidated. Mr. Hinds replied that correcting for underrepresentation is a work in progress. Barbara Keller, Legal Affairs, commented that the level of minority underrepresentation seems disturbing. Mr. Hinds commented that the number of minorities that the EEO Committee stated are needed to correct for underrepresentation in the Operatives 7A Job Group are not aligning with W.B. Mason's. He said that minorities make up over 70% of the Operatives job group. Ms. Roman said that while the total numbers of operatives in this job group has increased from 2017 to 2018, so has the underrepresentation. Ms. Keller commented that while W.B. Mason's underrepresentations decreased from 14 to 8, the job groups decreased from 17 to 8, which means that the number of job groups went down by 9 while the number of underrepresented job groups only went down by 6. This means that W.B. Mason is not improving in underrepresentation, but is actually doing worse. Mr. Hinds commented that they will need to reconcile those numbers because his records show that 73% of drivers in the NYC area are minorities and that 75% of customer service employees are minorities and/or women. Mr. Charpendier replied that he was unclear about the consolidation across job categories, but they will talk with Human Resources and write a letter to clear up the discrepancies.

Josephine Bolus commented that Mr. Hinds has done a marvelous job in working on increasing the diversity of the workforce, as in 2017 W.B. Mason was not doing anything at all in that area. Mr. Hinds thanked Ms. Bolus, and commented that the entire NYC HR workforce is looking to increase its diversity pool.

Mr. Nolan asked where W.B. Mason is looking for workers. Do they recruit in Bronx and Brooklyn at school job fairs? Many colleges are nearby, where young men and women are looking for jobs after they graduate school. Mr. Hinds replied yes, they recruit from those neighborhoods, especially for jobs in the distribution and customer service job group areas. In sales, it is important to understand the customer and the neighborhood the customer is from, as this builds rapport between the sales representative and the customer.

Mr. Nolan asked if W.B. Mason is linked to the Bronx, Brooklyn, and/or Manhattan Chambers of Commerce. Mr. Hinds replied that they are linked the Hispanic Bronx, Harlem and Brooklyn Chambers of Commerce. Mr. Nolan commented that he did not see these offices on the list provided in the corrective action plan. Mr. Hinds stated that he would include those in their next corrective action plan. Mr. Nolan commented that elected officials tied to the Chambers of Commerce, as well as the boroughs' President's Offices have their own job fairs in each of the boroughs every month. Mr. Nolan asked if he found that those relationships have resulted in new hires. Mr. Hinds replied that their Bronx Chamber of Commerce relationship has resulted in new hires. Workforce One has also been very helpful in recruiting. W.B. Mason holds job fairs with them every quarter. They are also connected with several driving schools in the city. At the end of March, representatives are putting on a job fair at Ferrari driving school in Queens to hire CDL drivers. Staff have also established a contact at Red Hook on the Road in Brooklyn, where

they can build relationships with drivers who have CDLs. He clarified that some W.B. Masons drivers need a CDL and some do not.

Josephine Bolus asked if W.B. Mason has offered scholarships to CDL driver school. Mr. Hinds replied that they have not done so yet, because those employees get a very robust compensation package. W.B. Mason offers additional compensation once staff are CDL drivers. They also provide great benefits, free phones to workers' entire families, free boots, and overtime pay after 8 hours (instead of the normal 40 hours), in addition to other benefits. Ms. Bolus suggested offering scholarship for current drivers to become CDL drivers.

Mr. Nolan asked how their contracted organization IBIS has helped W.B. Mason reduce workforce underrepresentation. Mr. Hinds answered that they did not end up contracting with IBIS, but instead went for a long-term approach by recruiting and hiring a learning and development director with 25 years of experience to run the learning and development program. They are also rolling out an HRS online platform that will offer a management learning tool that will be concentrated on increasing leadership skillsets. Last month, the Learning and Development and HR directors visited all NYC W.B. Mason locations to hold a 2-hour leadership seminar with current supervisors. Out of 115 of those participants, 40% were diverse; 25% of those 40% were women.

Mr. Nolan asked what Mr. Hinds can identify that has helped W.B. Mason in the last year to increase the number of minorities and women in the specified job groups. Mr. Hinds responded that engagement initiatives have been the main success. His HR team is 80% diverse and are committed to increasing minority and women representation. They recently had a meeting to continue discussing how to continue increasing diversity numbers.

Mr. Nolan asked for questions from the EEO Committee. There were none, so he thanked W.B. Mason for their improvements and adjourned the meeting.

The meeting was adjourned at 4:20pm.

RFN: tr



April 13, 2018

Ms. Sharon Pringle
Assistant Director
Supply Chain Services
New York Health and Hospitals
160 Water Street, 13th Floor
New York, NY 10038

Dear Ms. Pringle:

In response to the Conditional Approval dated March 23, 2018, US Foods, Inc. (USF) submits the following action plan:

USF provides equal opportunity in all areas of its employment practices and prohibits unlawful discrimination against any employee on the grounds of race, color, creed, religion, sex, gender identity or expression, sexual orientation, pregnancy, status as a parent, age, marital status, national origin, ancestry, citizenship status, disability, genetic information, political beliefs, protected veteran status or other basis protected by law. USF also takes affirmative action to employ, advance in employment and otherwise treat minorities, women, qualified individuals with disabilities and protected veterans without discrimination in all employment practices, terms, conditions and privileges of employment.

USF's Metro New York Distribution Center, located in Perth Amboy, NJ, has an Affirmative Action Program (AAP) to satisfy its equal employment opportunity/affirmative action responsibilities under Executive Order 11246, as amended, and the implementing rules and regulations of the Secretary of Labor. As part of that AAP, USF established percentage annual placement goals for minorities and/or women in those job groups where the percentage of minorities and/or women employed was less than would reasonably be expected given their availability. These placement goals are objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of its AAP work.

USF has developed and will execute action-oriented programs designed to correct any focus areas identified in the AAP. USF's Metro New York Distribution Center utilizes the following local recruitment sources to provide opportunities for the advancement of minorities and females:

- Bergen County Job Fair & Career Resource
- Middlesex County VoTech
- Lincoln Technical Institute
- NJ Department of Labor & Workforce Development
- Rutgers University
- The College of New Jersey

USF's outreach partnership with the above organizations includes, but is not limited to, posting its open positions, attendance at job fairs, providing facility tours and conducting informational sessions about USF and its employment opportunities. In addition, US Foods has hosted on-site job fairs as another means to communicate our job opportunities. To the extent that NYC Health and Hospitals is aware of other recruitment sources in the New York Metro area, USF is always open to considering additional outreach partners.

| ROSEMONT HEAD OFFICE |

9399 W. HIGGINS ROAD, SUITE 500, ROSEMONT, IL 60018 P: 847.720.8018/ F: 480.293.2662 | USFOODS.COM |

To address the areas of underrepresentation¹ identified by NYC Health and Hospitals below, USF makes the following commitments to developing a plan that will be directed toward increasing the percentage of minorities and/or women in 2018:

1C Mid Management (Females and Total Minorities)

2A Administrative Professionals (Females and Total Minorities)

4A Commission Only Sales (Females and Total Minorities)

As job openings occur in the job groups indicated above, USF will work with the professional and community-based organizations as listed, including posting open jobs. In addition to the outreach efforts, USF utilizes the following programs to provide opportunities for the advancement of minorities and females within its organization:

- tuition assistance
- performance evaluation
- job posting
- on-the-job training
- external training
- succession planning
- high potential programs
- emerging leader programs
- coaching

USF monitors the above training and development programs to ensure that they are carried out in a non-discriminatory manner.

Finally, USF conducts a periodic review of its affirmative action programs, including a review of employment transactions and progress toward the goals and objectives identified in the AAP. USF analyzes its employment transactions to verify that its selection processes are non-discriminatory and that staff reductions do not impact disproportionately on minorities and/or women.

USF is committed to the above action plan that is directed toward increasing the percentage of minorities and women in its workforce, particularly where underrepresentation² exists.

If you have any questions, I can be reached at the telephone number below or my email address is cindy.kaneshiro@usfoods.com.



Cindy R. Kaneshiro
Director, Workplace Compliance

¹ Use of the term "underrepresentation" is not an admission that minorities and/or women have been or presently are being discriminated against in any way in violation of federal, state or local fair employment practices laws.

² Use of the term "underrepresentation" is not an admission that minorities and/or women have been or presently are being discriminated against in any way in violation of federal, state or local fair employment practices laws.

US Foods, Inc. (Perth Amboy, NJ) (2018)
Underutilized Job Groups

Job Group: 1C - Mid Management (Grades 12-14)

Test: Standard Deviation

Total Employees: 24

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	19	5	1	23	0	0	0	0	0	1
Employees (%)	79.2	20.8	4.2	95.8	0.0	0.0	0.0	0.0	0.0	4.2
Availability (%) Goal	58.8	41.2	31.1	68.9	8.0	11.8	9.7	0.1	0.1	1.3
Test: Standard Deviation	NO	YES	YES	NO	NO	NO	NO	NO	NO	NO
	2.02	-2.02	-2.84	2.84	-1.44	-1.79	-1.60	-0.16	-0.15	1.23
Add'l Needed to Eliminate Problem Area (#)	0	1	2	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	7	0	2	3	3	1	1	0

US Foods, Inc. (Perth Amboy, NJ) (2018)
Underutilized Job Groups

Job Group: 2A - Administrative Professionals
 Test: Standard Deviation
 Total Employees: 26

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	8	5	21	3	1	1	0	0	0
Employees (%)	69.2	30.8	19.2	80.8	11.5	3.8	3.8	0.0	0.0	0.0
Availability (%) Goal	49.3	50.7	38.9	61.1	9.7	12.1	15.5	0.1	0.0	1.6
Test: Standard Deviation	NO	YES	YES	NO	NO	NO	NO	NO	NO	NO
	2.03	-2.03	-2.06	2.06	0.30	-1.28	-1.63	-0.17	-0.02	-0.64
Additional Needed to Eliminate Problem Area (#)	0	1	1	0	0	0	0	0	0	0
Additional Needed to Reach Availability (#)	0	6	6	0	0	3	4	1	0	1

US Foods, Inc. (Perth Amboy, NJ) (2018)
Underutilized Job Groups

Job Group: 4A - Commission Only Sales

Test: Standard Deviation

Total Employees: 96

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NIHOPI	Two +
Employees (#)	87	9	7	89	1	1	4	0	0	1
Employees (%)	90.6	9.4	7.3	92.7	1.0	1.0	4.2	0.0	0.0	1.0
Availability (%) Goal	72.8	27.2	16.7	83.3	3.6	8.4	3.4	0.2	0.1	1.0
Test: Standard Deviation	NO	YES	YES	NO	NO	YES	NO	NO	NO	NO
	3.92	-3.92	-2.48	2.48	-1.36	-2.59	0.42	-0.46	-0.29	0.01
Add'l Needed to Eliminate Problem Area (#)	0	9	2	0	0	2	0	0	0	0
Add'l Needed to Reach Availability (#)	0	18	10	0	3	6	0	1	1	0

Equal Employment Opportunity Committee

Tuesday, May 8, 2018



Conditional Approved Contracts

U.S. FOODS, INC.
Rosemont, IL

Materials Management
(Dietary Services)
\$358,000,000.00



U.S. Foods, Inc.	2015	2016	2017	2018
# EMPLOYEES	701	698	707	734
# JOB GROUPS	14	14	14	14
# JOB GROUPS WITH UNDERREPRESENTATION	5	5	3	3
# OF TOTAL MINORITY & FEMALE UNDERREPRESENTATION	6	7	5	6
# MINORITY	JG 1C- Middle Management Total Employees: 25 Total Minorities: 1 -2.96 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 117 Total Minorities: 13 -3.86 9 to eliminate problem area	JG 1C- Middle Management Total Employees: 25 Total Minorities: 2 -2.47 1 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 113 Total Minorities: 2 -4.12 10 to eliminate problem area	JG 1C- Middle Management Total Employees: 24 Total Minorities: 1 -2.80 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 112 Total Minorities: 10 -2.21 1 to eliminate problem area	JG 1C- Middle Management Total Employees: 24 Total Minorities: 1 -2.84 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 96 Total Minorities: 7 -2.48 2 to eliminate problem area JG 2A- Professionals, Administrative Total Employees: 26 Total Minorities: 5 -2.06 1 to eliminate problem area
	JG 1C- Middle Management Total Employees: 25 Total Females: 4 -2.89 1 to eliminate problem area JG 2A- Professionals, Administrative Total Employees: 41 Total Females: 14 -2.66 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 117 Total Females: 16 -4.39 12 to eliminate problem area JG 7A -Warehouse Total Employees: 176 Total Females: 1 -2.02 1 to eliminate problem area	JG 1C- Middle Management Total Employees: 25 Total Females: 3 -2.88 2 to eliminate problem area JG 2A- Professionals, Administrative Total Employees: 40 Total Females: 14 -2.52 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 113 Total Females: 14 -4.40 12 to eliminate problem area JG 7A -Warehouse Total Employees: 181 Total Females: 0 -2.48 1 to eliminate problem area JG 7B - Drivers Total Employees: 213 Total Females: 0 -2.48 1 to eliminate problem area	JG 1C- Middle Management Total Employees: 24 Total Females: 5 -2.15 1 to eliminate problem area JG 2A- Professionals, Administrative Total Employees: 32 Total Females: 9 -2.71 2 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 112 Total Females: 12 -3.92 9 to eliminate problem area	JG 1C- Middle Management Total Employees: 24 Total Females: 5 -2.02 1 to eliminate problem area JG 2A- Professionals, Administrative Total Employees: 26 Total Females: 8 -2.03 1 to eliminate problem area JG 4A -Commission Only Sales Total Employees: 96 Total Females: 9 -3.92 9 to eliminate problem area

EEO Committee Presentation

The Office of Equal Employment Opportunity (EEO)

May 08, 2018

Presented by: Blanche Greenfield, Chief Employment Counsel



Mission of the Office of EEO

It is the mission of the Office of EEO to uphold and reaffirm the System's commitment to equal employment opportunity and to support a culture of respect and inclusion in the workplace. Pursuant to its mission, the Office of EEO is responsible for, among other things, reviewing and responding to informal and formal complaints of discrimination, reviewing requests for reasonable accommodations, and providing specialized EEO trainings.

The responsibilities of the Office of EEO include, but are not limited to:

- Maintaining the System's compliance with all federal, state, and local anti-discrimination laws to ensure equal opportunity within the terms, conditions and privileges of employment;
- Providing an internal avenue of redress through the investigation and resolution of complaints of unlawful employment discrimination and harassment;
- Reviewing and responding to requests for reasonable accommodation, which includes, requests for accommodation due to a disability; pregnancy, childbirth or related medical conditions; and/or status as a victim of domestic violence, sex offenses, or stalking;
- Delivering trainings, conducting oversight, and administering EEO programs for the System.



EEO Metrics - Definitions

Reasonable Accommodations (RAs): Modifications to a job and/or actions taken which allow employees and/or applicants for employment to perform the essential functions of their job and/or to enjoy equal benefits and privileges of employment. The Office of EEO is responsible for reviewing all requests for a reasonable accommodation due to disability; status as a victim of domestic violence, sex offenses, or stalking; and/or pregnancy, childbirth or related medical conditions.

Internal Complaints: Complaints filed by System employees or applicants for employment with the System's Office of EEO alleging a violation of the System's EEO Policy. These complaints are reviewed by the EEO personnel assigned to the complainant's facility and where applicable an investigation is conducted and a letter is issued to the complainant regarding any determination.

External Complaints: Formal complaints alleging unlawful discrimination and/or retaliation filed with an external Civil Rights Agency, such as the Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights and/or the New York City Commission on Human Rights.



EEO Activity (2015, 2016, 2017)

EEO Activity	2015	2016	2017
Requests for Reasonable Accommodations (RAs) Received	478	1,022	1,646
<i>Total # Approved RAs</i>	-	-	1,144
<i>Total # Denied RAs</i>	-	-	75
<i>Total # Administratively Closed RAs¹</i>	-	-	369
<i>Total # Pending RAs</i>	-	-	58
Internal Complaints	124	154	110
External Complaints²	90	76	43
EEO Trainings	Not tracked	78	89

1. A reasonable accommodation request may be administratively closed for a number of reasons, including, but not limited to the requester withdrawing the request as it is no longer required, the request is not covered by the EEO Policy (e.g. childcare), the requester seeks leave that is otherwise covered by an HR-approved leave (e.g. FMLA), the requester is separated from the System prior to a determination, etc.
2. Formal complaints alleging unlawful discrimination and/or retaliation filed with an external Civil Rights Agency, such as the Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights and/or the New York City Commission on Human Rights



Complaints Breakdown (By Disposition) – 2017

EEO Activity	Internal Complaints	External Complaints
Total # Received	110	43
Total # Closed with Reasonable/Probable Cause Determination	3	2
Total # Closed with No Reasonable/Probable Cause Determination	64	24
Total # Administratively Closed*	34	1
Total # Pending/Open	9	5

*Note: A complaint may be administratively closed for the following reasons: complainant voluntarily withdraws complaint, complainant does not articulate a violation of the EEO Policy, complainant files externally prior to a determination, complainant is uncooperative and/or does not complete a complaint form, and/or the complaint is more properly addressed by another department/entity.



Complaints Breakdown – Sexual Harassment

Internal Complaints

Status	2016	2017
Total	36	29
No Probable Cause	13	18
Probable Cause	6	2
Administratively Closed	16	6
Pending	1	3

External Complaints

Status	2016	2017
Total	3	2
No Probable Cause	3	2
Probable Cause	0	0
Administratively Closed	0	0
Pending	0	0



EEO Updates

- In April 2018, the New York City Council passed the Stop Sexual Harassment in NYC Act.
 - Mandatory annual Sexual Harassment Training
 - Mandatory annual reporting of Sexual Harassment information within city agencies.
- Drafted revised EEO Policy
- Created two new EEO online trainings
 - EEO
 - Sexual Harassment

