Legislation Details (With Text)

File #:	Int 0560-2022 **Version:** A	**Name:**	Requiring the fire department to annually report on equal employment opportunity complaints.
Type:	Introduction	**Status:**	Enacted
		In control:	Committee on Fire and Emergency Management
On agenda:	6/16/2022		
Enactment date:	11/28/2022	**Enactment #:**	2022/120

Title: A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to annually report on equal employment opportunity complaints

Sponsors: Nantasha M. Williams, Tiffany L. Cabán, Shaun Abreu, Alexa Avilés, Lincoln Restler, Selvena N. Brooks-Powers, Marjorie Velázquez, Shekar Krishnan, Amanda C. Farías, Carmen N. De La Rosa, Pierina Ana Sanchez, Mercedes Narcisse, Crystal Hudson, Julie Menin, Kevin C. Riley, Althea V. Stevens, Shahana K. Hanif, Kristin Richardson Jordan, Carlina Rivera, Darlene Mealy

Indexes: Report Required

Attachments: 1. Summary of Int. No. 560-A, 2. Summary of Int. No. 560, 3. Int. No. 560, 4. June 16, 2022 - Stated Meeting Agenda, 5. Hearing Transcript - Stated Meeting 6-16-22, 6. Minutes of the Stated Meeting - June 16, 2022, 7. Committee Report 9/19/22, 8. Hearing Testimony 9/19/22, 9. Hearing Transcript 9/19/22, 10. Proposed Int. No. 560-A - 10/27/22, 11. Committee Report 11/3/22, 12. Hearing Transcript 11/3/22, 13. November 3, 2022 - Stated Meeting Agenda, 14. Hearing Transcript - Stated Meeting 11-3-22, 15. Minutes of the Stated Meeting - November 3, 2022, 16. Int. No. 560-A (FINAL), 17. Fiscal Impact Statement, 18. Mayor's Letter, 19. Local Law 120

Date	Ver.	Action By	Action	Result
6/16/2022	*	City Council	Introduced by Council	
6/16/2022	*	City Council	Referred to Comm by Council	
9/19/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
9/19/2022	*	Committee on Fire and Emergency Management	Laid Over by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Amendment Proposed by Comm	
11/3/2022	*	Committee on Fire and Emergency Management	Amended by Committee	
11/3/2022	A	Committee on Fire and Emergency Management	Approved by Committee	Pass
11/3/2022	A	City Council	Approved by Council	Pass
11/3/2022	A	City Council	Sent to Mayor by Council	
11/16/2022	A	Mayor	Hearing Held by Mayor	
11/28/2022	A	Mayor	Bill Signing Scheduled by Mayor	
11/28/2022	A	Mayor	Signed Into Law by Mayor	
11/29/2022	A	City Council	Recved from Mayor by Council	

Int. No. 560-A

Council Members Williams, Cabán, Abreu, Avilés, Restler, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa, Sanchez, Narcisse, Hudson, Menin, Riley, Stevens, Hanif, Richardson Jordan, Rivera and Mealy

A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to annually report on equal employment opportunity complaints

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 15 of the administrative code of the city of New York is amended by adding a new section 15-146 to read as follows:

§ 15-146 Annual report on equal employment opportunity complaints. a. Definitions. For purposes of this section, the following term has the following meaning:

EEO complaint. The term "EEO complaint" means a complaint filed with the equal employment opportunity office of the department regarding a potential violation of the city's equal employment opportunity policy.

b. No later than 30 days after the end of each fiscal year, the department shall submit to the mayor and the speaker of the council, and post on the department's website, a report regarding EEO complaints.

c. Such report shall contain the following information:

1. The number of EEO complaints filed during the previous fiscal year;

2. The number of EEO complaints resolved during the previous fiscal year;

3. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the average time elapsed between the filing and resolution of such complaints;

4. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints withdrawn prior to a final determination;

5. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints resolved through mediation;

6. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints not substantiated, further disaggregated by reason the complaint was not substantiated, including

but not limited to:

(a) a determination that there was insufficient evidence to establish that the alleged conduct occurred;

(b) a determination that the conduct subject to the complaint occurred but did not violate the city's equal employment opportunity policy; or

(c) a determination that conduct subject to complaint occurred and violated the city's equal employment opportunity policy but the identity of the offending party was unable to be ascertained;

7. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints substantiated;

8. Of the EEO complaints provided pursuant to paragraph 7 of this subdivision, the number of EEO complaints that resulted in corrective action taken by the department, further disaggregated by the form of corrective action, including but not limited to: formal reprimand, fine, loss of pay or benefits, transfer, suspension, demotion, and termination; and

9. Staffing information of the department's equal employment opportunity office, disaggregated by job title, further disaggregated by budgeted and actual headcount.

d. All information on EEO complaints reported pursuant to subdivision c of this section shall be disaggregated by whether an employee subject to such complaint served in the department's bureau of fire operations, bureau of emergency medical services, or in another civilian position; further disaggregated by the type of misconduct alleged to have occurred, including but not limited to, harassment, bullying, or sexual misconduct.

e. No report required pursuant to this section shall contain personally identifiable information or other information that is required by law to be kept confidential.

§ 2. This law takes effect immediately.

Session 12:
LS 9476
JDK
10/26/22

Session 11:
Int. 1761-2019
MHL
LS #10591