

TRAINING

In addition to providing basic training on the DOE's Non-Discrimination Policy, OEO provides tailored workshops and training for DOE employees on such topics as: sexual harassment, the complaint process and diversity/sensitivity awareness in the workplace.

DIVERSITY MANAGEMENT UNIT

The Diversity Management Unit promotes and monitors compliance with the 2009 Amendments to the School Governance Law relating to diversity and inclusion in hiring, retention and Minority and Women-owned Business Enterprise (MWBE) procurement.

Working toward diversity and inclusion is an ongoing goal that the Department of Education strives to achieve. The Diversity Management Unit, in compliance with the 2009 Amendments to the School Governance Law, prepares an annual Diversity and Inclusion Plan for the Department of Education. The Plan highlights the initiatives taken by the DOE to advance diversity in hiring and MWBE procurement pursuant to the 2009 amendments to the School Governance Law. Each year, the Plan will be presented to the Panel for Educational Policy (PEP). The DOE remains committed to diversity and inclusion for all employees, applicants, and vendors.

EXTERNAL AGENCIES

N.Y.C. COMMISSION ON HUMAN RIGHTS

40 Rector Street, 9th Floor
New York, New York 10006
(212) 306-5070

NEW YORK STATE DIVISION OF HUMAN RIGHTS

1 Fordham Plaza - 4th Floor
Bronx, New York 10458
(718) 741-8400

U. S. DEPARTMENT OF EDUCATION

Office for Civil Rights
32 Old Slip, 26th Floor
New York, NY 10005
(646) 428-3900

U.S. DEPARTMENT OF LABOR

New York District Office
ESA – Office of Federal Contract Compliance Programs (OFCCP)
26 Federal Plaza, Room 36-116
New York, NY 10278
(212) 264-7743

U. S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

New York District Office
33 Whitehall Street, 5th Floor
New York, New York 10004
(212) 336-3620



OFFICE OF EQUAL OPPORTUNITY (OEO)

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CHANCELLOR

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BROOKLYN, NY 11201
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<http://schools.nyc.gov/oeo>



Office of Equal Opportunity

DEPARTMENT OF EDUCATION'S NON-DISCRIMINATION POLICY

It is the policy of the City of New York Department of Education (DOE) to provide educational and employment opportunities without regard to race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (sex), military status, prior record of arrest or conviction (except as permitted by law), predisposing genetic characteristics, or status as a victim of domestic violence, sexual offense or stalking.

The DOE strives to maintain an environment free of discrimination and harassment on any of the above-noted grounds, including Sexual Harassment or Retaliation. This policy is in accordance with federal, state and city civil rights laws.

In accordance with Chancellor's Regulation A-830, you may file a complaint of discrimination or unlawful harassment (based on the above-noted categories) with the Department's Office of Equal Opportunity (OEO). Complaints must be filed within 1 year of the incident that you are complaining about. Chancellor's Regulation A-830 and its Complaint Forms may be accessed at www.schools.nyc.gov/oeo.



OEO MISSION STATEMENT

The Office of Equal Opportunity serves the students and staff of the DOE. Our function is to educate and sensitize students, parents of students, teachers, administrators and DOE staff members regarding their rights and responsibilities. In doing so, OEO will promote and ensure compliance with all aspects of federal, state and city laws, as well as the Department's policies and regulations.

The Executive Director of the OEO is responsible for the implementation, monitoring and administration of the Department's Non-Discrimination Policy.



COMPLAINT UNIT

The OEO Complaint Unit is responsible for investigating and resolving internal complaints of alleged discrimination and harassment at the Department of Education.

DISABILITY UNIT

The OEO Disability Unit is responsible for ensuring that the DOE is in compliance with federal, state and city laws. The Unit investigates complaints of employment discrimination based on disability. It advises employees of their rights, and the procedure to follow when requesting a reasonable accommodation due to a disability from the Department's HR Connect Medical Office.

In addition, the Unit intervenes in instances where an approved accommodation has not been implemented at the work site.

CONTRACT COMPLIANCE UNIT

The OEO Contract Compliance Unit monitors and evaluates the Equal Opportunity Contract approval process.

DOE requires that vendors doing business with the Department provide the OEO with an acceptable written Affirmative Action Plan (AAP) for Contracts of \$100,000 or more. OEO offers technical assistance and provides samples of Affirmative Action Plans for vendors.