

**LOCAL LAWS
OF
THE CITY OF NEW YORK
FOR THE YEAR 2022**

No. 120

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 *Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints withdrawn prior to a final determination;*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

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on November 3, 2022 and approved by the Mayor on November 28, 2022.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 120 of 2022, Council Int. No. 560-A of 2022) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council and approved by the Mayor.

STEPHEN LOUIS, Acting Corporation Counsel.