



Addendum to the NYCCoC LGBTQI Policy - 9/14/18

Background:

On 8/17/18 the NYCCoC Steering Committee passed a motion for the CoC to adopt the DSS LGBTQI Policy (i.e. DSS Policy Directive #2017-01) and require all CoC & ESG funded programs to comply with the policy.

During the meeting Steering Committee members asked that the processes for filing a grievance regarding alleged violations of and asking questions regarding the policy be clarified. The motion below is intended to provide the requested clarification and was passed during the 9/14/18 Steering Committee meeting.

Motion:

All CoC funded projects are required to have written client grievance and personnel policies that conform with the requirements of at least one of the government agencies represented on the NYCCoC Steering Committee.

The LGBTQI policy (DSS Policy Directive #2017-01) adopted by the Steering Committee on 8/17/18 shall be amended to replace the sections titled “violations” and “more information” (i.e., sections H & I on pages 11 and 12) with the text below. The policy, as amended, will be incorporated into the NYC CoC's written standards.

Violations

Any employee or contracted vendor who discriminates against, harasses, or violates the rights of lesbian, gay, bisexual, transgender, questioning or intersex individuals, or retaliates against any individual who opposes such action, is subject to disciplinary action as well as sanctions and penalties imposed by the courts and regulatory agencies, such as the New York City Commission on Human Rights and the New York State Division of Human Rights.

Complaints of harassment, discrimination, retaliation, and/or the creation of a hostile work environment may be reported to any of the following:

- Complaints related to NYCCoC decisions, policies, or practices may be submitted to the NYCCoC Grievance committee by calling 929-221-6279 or emailing nycccoc@dss.nyc.gov

- Complaints related to a particular CoC or ESG funded project can be submitted directly to the agency that receives CoC or ESG funds for that project in accordance with that agency's client grievance or personnel policies. Projects are required to maintain documentation of complaints related to alleged violations of the NYCCCoC's LGBTQI policy, including any written complaints received, a written summary of complaints filed orally, a written summary of the resolution of complaints and any follow-up actions taken. Projects are required to provide such documentation to the NYCCCoC co-chairs upon request.

Complaints may also be submitted:

- By calling the New York City Commission on Human Rights at 311 or (718) 722-3131
- By calling the New York State Division of Human Rights at (888) 392-3644

For More Information please contact the DSS CoC team at 929-221-6279 or nycccoc@dss.nyc.gov. If you are interested in learning more about LGBTQI related topics and issues, please refer to the resources available below:

Ackerman Institute for the Family- Gender and Family project
<http://www.ackerman.org/gfp/>

Department of Citywide Administrative Services (DCAS)- Citywide Diversity and Equal Employment Opportunity
<http://www.nyc.gov/html/dcas/html/about/eeo.shtml>

PFLAG (Parents, Families and Friends of Lesbians and Gays) NYC <http://www.pflagnyc.org/>

Transgender Law Center <http://transgenderlawcenter.org>

NYC LGBT Community Center <https://gaycenter.org/>

Lambda Legal www.lambdalegal.org

National Center for Transgender Equality www.transequality.org

National LGBTQ Task Force www.thetaskforce.org

New York Commission on Human Rights <http://www1.nyc.gov/site/cchr/index.page>

Mobilization for Justice: www.mobilizationforjustice.org/