

THE POLICE COMMISSIONER CITY OF NEW YORK

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

October 3, 2025

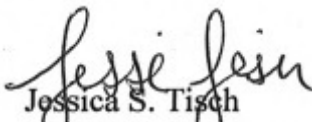
As the Police Commissioner of the New York Police Department, I firmly believe in fostering a department free from discrimination that ensures equal treatment and makes every person feel welcome in the workplace.

Our Commitment: We uphold the rights and protections afforded by the New York City EEO Policy, City and State Human Rights Laws, and all relevant regulations. This applies to all employees, applicants, contractors, and the public we serve.

Equal Treatment: We are dedicated to building a diverse workforce and fostering a culture of openness, collaboration, and mutual respect. We actively work to eliminate any structural barriers that may hinder equal treatment in our recruitment, promotion, and development processes.

Leadership Accountability: Our executive team shares this vision and actively contributes to promoting EEO values. All managers and supervisors are responsible for ensuring a safe, equitable, and inclusive environment for employees and delivering fair and impartial service to the public.

Transparency and Compliance: We hold ourselves accountable for preventing discrimination in all aspects of employment. All personnel are accountable for upholding EEO values and implementing our annual EEO plan. We diligently adhere to EEO mandates and work towards achieving our EEO goals. All staff will receive ongoing training on the City's EEO Policy and its implementation. Together, we can build a stronger, more inclusive NYPD that serves all New Yorkers with fairness and respect.

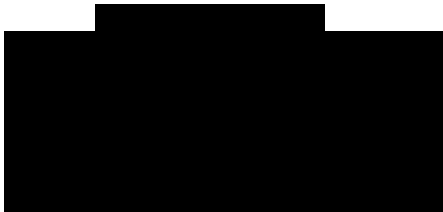

Jessica S. Tisch
Police Commissioner

Federal, State and/or City laws and/or Department policy prohibit employment discrimination based on actual or perceived status of a person's race, color, national origin, alienage or citizenship status, religion or creed, gender (including gender identity - which refers to a person's actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), pregnancy and pregnancy related conditions, sexual and reproductive health decisions (e.g., fertility-related medical procedures, sexually transmitted disease prevention, testing and treatment, family planning services and counseling, such as birth control drugs and supplies, emergency contraception, sterilization procedures, pregnancy testing and abortion), disability, age, military status and uniformed service, unemployment status, consumer credit history (for certain titles), salary history, familial status (parent or guardian of a person under 18 years of age who is living with them), caregiver status (person who provides ongoing care for a minor child or relative with a disability), prior record of arrest or conviction (under some circumstances), marital status, partnership status, genetic information or predisposing genetic characteristic, sexual orientation, or status as a victim of domestic violence, stalking or sexual offenses.

If you are an employee wishing to submit an internal EEO complaint or request reasonable accommodation, please reach out to the Office of Equal Employment Opportunity. For members of the public with disabilities who need reasonable accommodations, please contact our Disability Services Facilitator. Contact information for both is provided below.

Equal Employment Opportunity and Disability Services Contacts:

***Deputy EEO Officer/ Disability Services
Facilitator***



Office of Equal Employment Opportunity



Additional Resources:

Equal Employment Opportunity

DCAS EEO Policy

DCAS EEO Policy Handbook "What to Know
About Equity, Inclusion, and EEO"

DCAS EEO Complaint Process at a Glance

Reasonable Accommodations

DCAS Reasonable Accommodations Procedural
Guidelines

DCAS Reasonable Accommodations at a Glance

DCAS Reasonable Accommodation Process
Brochure

Disability Services

NYPD – Disability Service Facilitator