



**THE POLICE COMMISSIONER  
CITY OF NEW YORK**

May 29, 2026

Julie Menin  
Speaker  
New York City Council  
City Hall  
New York, NY 10007

Dear Speaker Menin:

I write in response to the just-released report, “A Review of EEOD Compliance with Department’s EEO Policies and Procedures and Industry Standards for the Period October 1, 2017 to October 31, 2020” (the “Report”). The Report was issued by EPT Legal LLC, an independent external consultant retained by the Department as required by Local Law 47 of 2021 to review the historical practices of the Department’s Office of Equal Employment Opportunity (“OEEO”) from October 2017 to October 2020. The NYPD fully cooperated with EPT in all aspects of its review and the preparation of the Report.

During that period, the office was called the Equal Employment Opportunity Division (“EEOD”) and was led by Deputy Inspector James Kobel. Following an investigation by the City Council and by the NYPD’s Internal Affairs Bureau, Deputy Inspector Kobel was found to have made inappropriate and discriminatory remarks, impeded an NYPD investigation, wrongfully divulged NYPD information on social media, improperly used NYPD equipment, and made misleading statements to investigators. The Deputy Inspector was terminated on February 3, 2021.

The Report is deeply disturbing. Cases that should have been carefully reviewed were left to languish with no oversight. There were cases referred to mediation that plainly did not belong there. At times, cases were closed following little, if any, investigative efforts. Put bluntly, on multiple occasions from October 2017 to October 2020 allegations of abhorrent discrimination were ignored by the very division responsible for investigating them. It is a stain on this Department’s history.

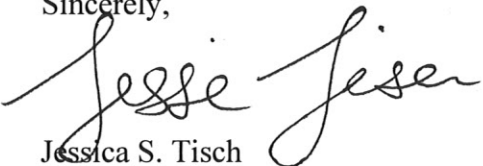
The Report does not generally attribute these failures to gaps in policy. Indeed, while the Report makes certain policy recommendations, its analysis of the Department’s policies—even during the period under review—is quite positive. The fundamental problem was that, under Kobel’s leadership, EEOD simply was not following those policies. For example, the Report notes that EEOD complainants and respondents often were not given the most basic information about the process to which they were entitled. That was against EEOD policy, both then and now. The report contains multiple other examples of deviations from longstanding Department policy that run through the Report.

The matters addressed in the Report occurred between six and nine years ago. There is different leadership and almost entirely different personnel in OEE0. The day-to-day practices and procedures in OEE0 bear no resemblance to what is described in the Report. Today, the Department thoroughly reviews every EEO allegation it receives. Complainants and respondents are informed of the process and their rights. The results of each investigation are documented. All OEE0 investigations are overseen by a senior member of OEE0 and investigators receive recurring training on Department policy and best practices. Audits are conducted of OEE0's investigations to ensure compliance with policy. More broadly, I hold the members of OEE0—like all members of the Department under my leadership—to the highest standards of ethics and professionalism. The Assistant Commissioner who now oversees OEE0 reports directly to me and well understands the expectations that I have for the Office.

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We thank the Report's authors for their thorough work on this very important subject. The Department is reviewing the Report's recommendations regarding improvements to OEE0 policies and procedures and will formally address the recommendations in the time frame mandated by Local Law 47 of 2021.

Sincerely,

A handwritten signature in cursive script that reads "Jessica S. Tisch". The signature is written in black ink and is positioned above the printed name.

Jessica S. Tisch  
Police Commissioner