

YAHOO! MAIL

Subject Fw: 10.29.2021_BD2561_NOTE TO DISABILITY OF A CERTAIN RISK A

From Bo Dincer <bo.dincer@yahoo.com>

To: County Government Law Enforcement Division <antitrust.atr@usdoj.gov>, commissionerpeirce@sec.gov <commissionerpeirce@sec.gov>, commissionerroisman@sec.gov <commissionerroisman@sec.gov>, comments@dfs.ny.gov <comments@dfs.risc@ic.fbi.gov <risc@ic.fbi.gov>, helpdesk@leo.gov <helpdesk@leo.gov>, helpdesk@listserv.leo.gov <helpdesk@listserv.leo.gov>, Governor Hochul <governor.hochul@exec.ny.gov>, jackson@nysenate.gov <jackson@nysenate.gov>, Bloomberg Supp <skysthelimit@theconclerge.info>, Tmlafronte2 <tmlafronte2@bloomberg.net>, abuse@gs.com <abuse@gs.com>, smcman@fbi.gov <smcman@fbi.gov>

Cc: fbitalenthit@leo.gov <fbitalenthit@leo.gov>, 114pctdvo@nypd.org <114pctdvo@nypd.org>, smcman@fbi.gov <smcman@fbi.gov>, helpdesk@leo.gov <helpdesk@leo.gov>, helpdesk@listserv.leo.gov <helpdesk@listserv.leo.gov>, 1pctdvo@nypd.org <1royalty.statements@sonymusic.com>, tmprosecutordocs@uspto.gov <tmprosecutordocs@uspto.gov>, 72pctyco@nypd.org <72pctyco@nypd.org>, 23pctyco@nypd.org <23pctyco@nypd.org>

Bcc: MILTON MCKENZIE <ms60710444266@yahoo.com>

Date Wed, Aug 10, 2022 at 2:18 PM

If people get \$10,000 for police, police should get a bonus for arresting known felons also, any objection?

Also, "I believe it should be warranted and commensurate to their salaries.:

#i would also vote for a one-year salary bonus up-front on arrest of each tribunal member of the Zuckers, notwithstanding their accessories. As to avoid a conflict of checks and balances.

💎💎💎 GHOSTTraceAward #Sacrifice a pawn.

#the pawns of Stonehears. Just asking. That's all. Doesn't hurt to ask, its called a consented request, not a self-warranted award either.

/S/ BO DINCER

----- Forwarded Message -----

From: "Bo Dincer" <bo.dincer@yahoo.com>
To: "fbitalenthit@leo.gov" <fbitalenthit@leo.gov>, "risc@ic.fbi.gov" <risc@ic.fbi.gov>, "helpdesk@listserv.leo.gov" <helpdesk@listserv.leo.gov>, "helpdesk@leo.gov" <helpdesk@leo.gov>, "STEVEN <smchavez@legal-aid.org>, "DEEO@OGS.NY.GOV" <DEEO@OGS.NY.GOV>, "deed@ogs.ny.gov" <deed@ogs.ny.gov>, "County Government Law Enforcement Division" <antitrust.atr@usdoj.gov>, "a Appellate" <atr.appellate@usdoj.gov>
Cc: "114pctdvo@nypd.org" <114pctdvo@nypd.org>, "1pctdvo@nypd.org" <1pctdvo@nypd.org>, "MILTON MCKENZIE" <ms60710444266@yahoo.com>
Sent: Wed, Aug 10, 2022 at 1:59 PM
Subject: Fw: 10.29.2021_BD2561_NOTE TO DISABILITY OF A CERTAIN RISK AND I
Thank you my old buddy, smcman@fbi.gov, the Rickey Henderson doesn't see anything, other than walking USC Title 18.3, after the fact winners at the Stonehears Asylum, after observing the vi under 18.215, together with CIK filer 93715 and CIK filer 1516523..

** I have one question(s), do they permit conjugal visits at Stonehears Asylum at 116th and BroaDway???

Other than than that, its 10-year minimums at 101 west 55th street, MINIMUM. AFTER THAT. I DON'T CARE WHAT ZIP CODE THEY ARE IN. AS LONG AS ITS A 'MINIMUM 10-YEAR UNDER USC TI ACCESSORIES???' USC TITLE 18.3, AFTER THE FACT, BUT FOR WHAT LIST OF FELONY? THE USC TITLE 18.2? USC TITLE 18.21?

ALL ANNEXED IN NYSCEF 153974_2020. FOR CONVENIENCE.

KMOWN AND PRIOR TO THE MERGER. SEE ALSO EMAIL DEC 22,2021. HIDING SOMETHING deeper below, underneath my tinted window, shine bright, just like the postcard on the exterior of my

So they had a camera on the interior? Which camera number, #sir.

/S/ BO DINCER

----- Forwarded Message -----

From: "Bo Dincer" <bd2561@columbia.edu>
To: "Bo Dincer" <BD2561@columbia.edu>, "BD" <bondstrt@protonmail.com>
Sent: Thu, Nov 11, 2021 at 9:50 AM
Subject: 10.29.2021_BD2561_NOTE TO DISABILITY OF A CERTAIN RISK AND I NOTICE.

----- Forwarded message -----

From: Bo Dincer <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 8:47 PM
Subject: *** DISCIPLINARY RISK ***
To: Lena Mei <lm3440@columbia.edu>, Delva, Marlyn <mmt22@cumc.columbia.edu>, Marlyn Delva <mmt22@columbia.edu>, Daniel Charles Richman <drihcm@law.columbia.edu>, Stephen <conduct-admin@columbia.edu>, <disability@columbia.edu>
Cc: <notifications@maxient.com>, <Section508@ed.gov>, <DEEO@ogs.ny.gov>

I am very confused Dr. Mei,

It is not my responsibility to regulate your department, and as previously stated, I don't understand what it is you need from me.
- Do you need me to help with Community Standards and/or Student Conduct Procedures?

I am unavailable to meet with you prior to the 5th with respect to your offer, below:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

Please advise... I am available on the 5th - same as last - but these resources below should provide better guidance for you without my involvement.

Most respectfully,

/s/ Bo Dincer
646-256-3609

Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794d)

The U.S. Department of Education is committed to making its electronic and information technologies accessible to individuals with disabilities by meeting or exceeding the requirements of Section 508 of the Rehabilitation Act (29 U.S.C. 794d), as amended in 1998. Section 508 is a federal law that requires those who do not have disabilities, unless an undue burden would be imposed on the agency. The Section 508 Standards are the technical requirements and criteria that are used to measure conformance within this law. More information on Section 508 and the technical standards can be found at <http://www.ed.gov/508>.

If you wish to report an issue related to the accessibility of any content on a Department of Education website, including a complaint about the accessibility of a student loan and servicing website, document, form, or statement -- regardless of whether the websites or documents are maintained or distilled ways:

1. Complete the [online form](#). Please include the web address or URL along with a detailed description of the problems you have encountered.
2. Email Section508@ed.gov. Please include the web address or URL along with a detailed description of the problems you have encountered.
3. Submit written correspondence to: Section 508 Coordinator, PCP 10010, 550 12th Street, SW, Washington DC, 20202-7100. In your correspondence, please include the web address or URL along with a detailed description of the problems you have encountered.

On Thu, Oct 28, 2021 at 9:55 AM Lena Mei (via Maxient) <notifications@maxient.com> wrote:

You have received a secured e-mail from [Student Conduct and Community Standards](#) at Columbia University. This is official correspondence and is NOT spam.

Please click the link below to retrieve your letter.

- If you have an active [Columbia UNI](#), you will be authenticated through campus services (e.g., LionMail, SSOL, CourseWorks, etc.).
- If you do not have an active Columbia UNI (and have not already been provided with access code from our office), please contact conduct-admin@columbia.edu.

Your letter will appear in PDF format and will remain accessible through this link for 30 days. If you wish to confirm the legitimacy of this message, please contact Student Conduct and Community Standards at 212-854-8872 or conduct-admin@columbia.edu or 1

[Pick up your letter](#)

----- Forwarded message -----

From: **Bo Dincer** <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 8:28 PM
Subject: Fwd: Dean's Discipline Hearing Second Notice for Baris Dincer from Columbia University
To: Delva, Marilyn <mmt22@cumc.columbia.edu>, Marilyn Delva <mmt22@columbia.edu>
Cc: <bd2561@columbia.com>, Amber Griffiths <ag2943@adcu.columbia.edu>, Sara E. Ede <see2119@columbia.edu>, Baris Dincer <bdincer66@icloud.com>

My Apologies Dean Delva,

I appreciate the invitation for dinner, however; I must include you in the message below.
- I understand this is a private matter - but as stated, is not my department and I am a student...

§Closed Captioning for Video Programming

§FCC 47 C.F.R. § 79.1

§FCC 47 C.F.R. § 79.4

§Audio Description

§FCC 47 C.F.R. § 79.3

§ 47 C.F.R. § 79.2

§ 47 C.F.R. § 79.107-109

https://youtu.be/_0MyVc4brYI?t=259

- I still don't understand the distribution...
- Did I get this correct on the Exam?
- I tried to use it to dot the outliers in our QSR reports, not helpful.

<https://youtu.be/mXFb1EGnftt?t=157>

- I'm confused... even when it's captioned twice.
- Can you read what she is saying and understand why I am concerned?

/s/ BD.



----- Forwarded message -----

Subject: Re: Dean's Discipline Hearing Second Notice for Baris Dincer from Columbia University
To: Lena Mei <lm3440@columbia.edu>, <Section508@ed.gov>, Amber Griffiths <ag2943@adcu.columbia.edu>
Cc: <disability@columbia.edu>, <dsexams@columbia.edu>, <conduct-admin@columbia.edu>

I am very confused Dr. Mei,

I don't regulate your department, and as previously stated, I don't understand what it is you need from me.
- Do you need me to help with Community Standards and/or Student Conduct Procedures?

I am unavailable to meet with you prior to the 5th with respect to your offer, below:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

Please advise... as I am available on the 5th - same as last - but these resources should provide better guidance for you.

Most respectfully,

/s/ Bo Dincer
646-256-3609

I have tried to click on your link and nothing happens...
I just see this: **errorPage=errorPages[errorPageDisplayed]**

Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794d)

The U.S. Department of Education is committed to making its electronic and information technologies accessible to individuals with disabilities by meeting or exceeding the requirements of Section 508 of the Rehabilitation Act (29 U.S.C. 794d), as amended in 1998. Section 508 is a federal law that requires those who do not have disabilities, unless an undue burden would be imposed on the agency. The Section 508 Standards are the technical requirements and criteria that are used to measure conformance within this law. More information on Section 508 and the technical standards can be found at <http://www.ed.gov/508>.

If you wish to report an issue related to the accessibility of any content on a Department of Education website, including a complaint about the accessibility of a student loan and servicing website, document, form, or statement – regardless of whether the websites or documents are maintained or distributed by the agency:

1. Complete the [online form](#). Please include the web address or URL along with a detailed description of the problems you have encountered.
2. Email Section508@ed.gov. Please include the web address or URL along with a detailed description of the problems you have encountered.
3. Submit written correspondence to: Section 508 Coordinator, PCP 10010, 550 12th Street, SW, Washington DC, 20202-7100. In your correspondence, please include the web address or URL along with a detailed description of the problems you have encountered.

Chapter 10 - EQUAL ACCESS TO HUMAN SERVICES

Section 8-1001

Section 8-1001

§ 8-1001 Short title. This chapter shall be known and may be cited as the "Equal Access to Human Services Act of 2003."

Section 8-1002

Section 8-1002

§ 8-1002 Definitions. For purposes of this chapter, the following terms have the following meanings:

- a. "Agency" means the human resources administration/department of social services, including any part, subdivision, field office or satellite facility thereof.
- b. "Agency office" means a job center, food stamp office, medical assistance program office, or other part, subdivision, field office or satellite facility of the agency or agency contractor office that performs a covered function.
- c. "Agency contractor" means any contractor that enters into a covered contract with the agency.
- d. "Agency personnel" means bilingual personnel or interpreter personnel who are employees of the agency.
- e. "Bilingual personnel" means agency, agency contractor, or other contractor employees, not including work experience program participants, who provide language assistance services in addition to other duties.
- f. "Contract" means any written agreement, purchase order or instrument whereby the city is committed to expend or does expend funds in return for work, labor or services.
- g. "Contractor" means any individual, sole proprietorship, partnership, joint venture or corporation or other form of doing business that enters into a contract.
- h. "Covered contract" means a contract between the agency and a contractor to perform a covered function.
- i. "Covered function" means any of the following functions:
 - 1. Benefits or services offered or provided at agency offices;
 - 2. Benefits or services provided by agency contractors to provide employment services in connection with participation of individuals engaged in activities required by sections 335 through 336-c of the social services law;
 - 3. Home care services; and
 - 4. Determinations regarding eligibility for subsidized child care.
- j. "Covered language" means Arabic, Chinese, Haitian Creole, Korean, Russian or Spanish.
- k. "Document" means the following forms and notices developed by the agency:
 - i. Application forms and corresponding instructional materials;
 - ii. Notices that require a response from the participant;
 - iii. Notices that concern the denial, termination, reduction, increase or issuance of a benefit or service;
 - iv. Notices regarding the rights of participants to a conference and fair hearing; and
 - v. Notices describing regulation changes that affect benefits.
- l. "Interpretation services" means oral, contemporaneous interpretation of oral communications.
- m. "Interpreter personnel" means agency, agency contractor, or other contractor employees, not including work experience program participants, whose sole responsibility is to provide language assistance services.
- n. "Language assistance services" means interpretation services and/or translation services provided by bilingual personnel or interpreter personnel to a limited English proficient individual in his/her primary language to ensure their ability to communicate effectively with agency or agency contractor personnel.
- o. "Limited English proficient individual" means an individual who identifies as being, or is evidently, unable to communicate meaningfully with agency or agency contractor personnel because English is not his/her primary language.
- p. "Other covered agency" means the administration for children's services; the department of homeless services; the department of health and mental hygiene; and all functions served by the agency that are not covered functions, including any part, subdivision, field office or satellite facility thereof.
- q. "Primary language" means the language in which a limited English proficient individual chooses to communicate with others.
- r. "Translation services" means oral explanation or written translation of documents.

Section 8-1003

Section 8-1003

§ 8-1003 Language assistance services. a. The agency and all agency contractors shall provide free language assistance services as required by this chapter to limited

English proficient individuals.

b. When a limited English proficient individual seeks or receives benefits or services from an agency office or agency contractor, the agency office or agency contractor shall provide prompt language assistance services in all interactions with that individual, whether the interaction is by telephone or in person. The agency office or agency contractor shall meet its obligation to provide prompt language assistance services for purposes of this subdivision by ensuring that limited English proficient individuals do not have to wait unreasonably longer to receive assistance than individuals who do not require language assistance services.

c. Where an application or form requires completion in English by a limited English proficient individual for submission to a state or federal authority, the agency or agency contractor shall provide oral translation of such application or form as well as certification by the limited English proficient individual that the form was translated and completed by an interpreter.

d. The agency shall make all reasonable efforts to provide language assistance services in person by bilingual personnel.

Section 8-1004

Section 8-1004

§ 8-1004 Translation of documents. The agency shall translate all documents into every covered language as of the first day of the sixtieth month after the effective date of the local law that added this chapter.

Section 8-1005

Section 8-1005

§ 8-1005 Notices. a. Upon initial contact, whether by telephone or in person, with an individual seeking benefits and/or services offered by the agency or an agency contractor, the agency or agency contractor shall determine the primary language of such individual. If it is determined that such individual's primary language is not English, the agency or agency contractor shall inform the individual in his/her primary language of the right to free language assistance services.

b. The agency shall provide in all application and recertification packages an 8 1/2 inch x 11 inch or larger notice advising participants that free language assistance services are available at its offices and where to go if they would like an interpreter. This notice shall appear in all covered languages.

c. The agency and each agency contractor shall post conspicuous signs in every covered language at all agency offices and agency contractor offices informing limited English proficient individuals of the availability of free language assistance services.

d. Other covered agencies. Upon initial contact, whether by telephone or in person, with an individual seeking benefits and/or services offered by an other covered agency, the other covered agency shall determine the primary language of such individual. If it is determined that such individual's primary language is not English, the other covered agency shall inform the individual in his/her primary language of available language assistance services.

Section 8-1006

Section 8-1006

§ 8-1006 Screening and training. The agency and each agency contractor shall screen bilingual personnel and interpreter personnel for their ability to provide language assistance services. The agency and each agency contractor shall provide annual training for bilingual personnel and interpreter personnel and ensure that they are providing appropriate language assistance services.

Section 8-1007

Section 8-1007

§ 8-1007 Recordkeeping. a. No later than the first day of the sixtieth month after the effective date of the local law that added this chapter, the agency and each agency contractor shall maintain records of the primary language of every individual who seeks or receives benefits or services from the agency or agency contractor. At a minimum, the agency and each agency contractor shall maintain specific records of the following:

1. The number of limited English proficient individuals served, disaggregated by agency, agency contractor or contractor, agency office, type of language assistance required and primary language;
2. The number of bilingual personnel and the number of interpreter personnel employed by the agency, disaggregated by language translated or interpreted by such personnel;
3. Whether primary language determinations are recorded properly; and
4. Whether documents are translated accurately and disseminated properly.

b. Other covered agencies. No later than the first day of the sixtieth month after the effective date of the local law that added this chapter, every other covered agency shall maintain records of the primary language of every individual who seeks or receives ongoing benefits or services. At a minimum, the other covered agency shall maintain specific records of the following:

1. The number of limited English proficient individuals served, disaggregated by type of language assistance required and primary language;
2. The number of bilingual personnel and the number of interpreter personnel employed by the other covered agency, disaggregated by language translated by such personnel;

3. Whether primary language determinations are recorded properly; and
4. Whether documents are translated accurately and disseminated properly.

Section 8-1008

Section 8-1008

§ 8-1008 Implementation. a. The agency shall phase in language assistance services for covered functions as follows:

1. As of the first day of the twenty-fourth month after the effective date of the local law that added this chapter, no less than 20% of covered functions provided by agency offices.
2. As of the first day of the forty-eighth month after the effective date of the local law that added this chapter, no less than 40% of covered functions provided by agency offices.
3. As of the first day of the sixtieth month after the effective date of the local law that added this chapter, 100% of covered functions provided by agency offices.

b. Contractors.

1. In all covered contracts entered into or renewed after January 1, 2005, the contractor shall certify that it shall make available language assistance services and maintain and provide access to records as required by this chapter.

2. Every covered contract must contain a provision in which the contractor acknowledges that the following responsibilities constitute material terms of the contract:

(a) to provide language assistance services as required by this chapter;

(b) to comply with the recordkeeping requirements set forth in this chapter;

(c) to provide the city access to its records for the purpose of audits or investigations to ascertain compliance with the provisions of this section, to the extent permitted by law; and

(d) to provide evidence to the city that the contractor is in compliance with the provisions of this section, upon request.

3. If an agency contractor enters into a subcontract agreement to provide any benefits or services under a covered contract, that subcontract will be considered a covered contract for purposes of this section and the provisions of this section will bind the subcontractor. Each contractor is required to include the contract provision set forth in paragraph 2 of this subdivision in any such subcontract agreement.

c. Implementation plans. Within eight months of the effective date of the local law that added this chapter, the agency and each other covered agency shall develop an implementation plan that describes how and when the agency or other covered agency will meet the requirements imposed by this chapter. The agency and each other covered agency shall publish a copy of its implementation plan.

d. Implementation updates and annual reports. No later than 90 days after the end of each calendar year after the publication of the implementation plan and before implementation is complete, the agency and each other covered agency shall publish an implementation update. The implementation update shall describe steps taken over the prior year to implement the requirements of this chapter and shall describe any changes in the agency or other covered agency's plan for implementing the remaining requirements of the local law that added this chapter before the date set forth in subdivision a of this section. The implementation update for every year after 2004 shall include a report on the number of limited English proficient people served, disaggregated by language and by agency office or other covered agency office. Not later than 90 days after the end of each calendar year beginning with 2008, the agency and each other covered agency shall publish an annual report on language assistance services. At a minimum, this annual report of the agency, each agency contractor and each other covered agency shall set forth the information required to be maintained by this chapter.

Section 8-1009

Section 8-1009

§ 8-1009 Rules. The agency and each other covered agency shall promulgate such rules as are necessary for the purposes of implementing and carrying out the provisions of this chapter.

Section 8-1010

Section 8-1010

§ 8-1010 Miscellaneous. a. Nothing in this chapter precludes the agency or an agency contractor from providing language assistance services beyond those required by this chapter.

b. Nothing in this chapter precludes a limited English proficient individual from having an adult volunteer, relative, spouse or domestic partner accompany him/her to provide language assistance services with the agency office or agency contractor, provided that the agency office or agency contractor informs a limited English proficient individual of the availability of free language assistance services and the agency remains responsible for ensuring effective communication.

c. This chapter does not apply to any contract with an agency contractor entered into or renewed prior to January 1, 2005.

Section 8-1011

§ 8-1011 Severability. If any section, subsection, sentence, clause, phrase or other portion of this local law is, for any reason, declared unconstitutional or invalid, in whole or in part, by any court of competent jurisdiction such portion shall be deemed severable, and such unconstitutionality or invalidity shall not affect the validity of the remaining portions of this law, which shall continue in full force and effect.

On Fri, Oct 29, 2021 at 7:54 PM Bo Dincer <bd2561@columbia.edu> wrote:
Dr. Mei,

Can you help me understand the captions in the video and recordings for this course, please?
- I can't understand what she is saying from the whiteboard, but I get lost with the Audio...

Can you maybe help guide me to the correct department for disability on this at Columbia?
- Maybe you can send this to a transcript department for the audio alone for me to be written out?

Is there a department for Accessibility - this is the fourth or fifth time we have been through this?

§Closed Captioning for Video Programming

§FCC 47 C.F.R. § 79.1

§FCC 47 C.F.R. § 79.4

§Audio Description

§FCC 47 C.F.R. § 79.3

§Emergency Information - 47 C.F.R. § 79.2

§User Interfaces and Program Guides

§47 C.F.R. § 79.107-109

I sent this to an expert in R-code who is a Director of a research and investment firm with a market cap to the excess of 50MMM, he heads the dept (IN FACT)

https://youtu.be/_0MyVc4bYI?~259

- I still don't understand the distribution...
- Did I get this correct on the Exam?
- I tried to use it to dot the outliers in our QSR reports, not helpful.

<https://youtu.be/mXFb1EGnft?~157>

- I'm confused... even when it's captioned twice.
- Can you read what she is saying and understand what I am concerned with?

The audio helps to minimize complexity, slightly.

- **Do you understand what she is teaching just by listening to the class; without visuals?**
For instance, if you are hard of sight and rely only on audio...

Just listen to the video alone and let me know if you have an opinion or any concerns with this matter.

Please let me know if you feel the Code of Conduct was maintained for the following generic models in RED:

I attached some New York State Guidelines to help you understand.
Questions regarding this policy should contact via email at DEEO@ogs.ny.gov or at (518) 473-8316.
- I just emailed them for you, because like I said - not my department...

Chapter 5 - CIVIL ACTION BY PERSONS AGGRIEVED BY UNLAWFUL DISCRIMINATORY PRACTICES

Section 8-502

Section 8-502

§ 8-502 Civil action by persons aggrieved by unlawful discriminatory practices. a. Except as otherwise provided by law, any person claiming to be aggrieved by an unlawful discriminatory practice as defined in chapter one of this title or by an act of discriminatory harassment or violence as set forth in chapter six of this title shall have a cause of action in any court of competent jurisdiction for damages, including punitive damages, and for injunctive relief and such other remedies as may be appropriate, unless such person has filed a complaint with the city commission on human rights or with the state division of human rights with respect to such alleged unlawful discriminatory practice or act of discriminatory harassment or violence. For purposes of this subdivision, the filing of a complaint with a federal agency pursuant to applicable federal law prohibiting discrimination which is subsequently referred to the city commission on human rights or to the state division of human rights pursuant to such law shall not be deemed to constitute the filing of a complaint under this subdivision.

b. Notwithstanding any inconsistent provision of subdivision a of this section, where a complaint filed with the city commission on human rights or the state division on human rights is dismissed by the city commission on human rights pursuant to subdivisions a, b or c of section 8-113 of chapter one of this title, or by the state division of human rights pursuant to subdivision nine of section two hundred ninety-seven of the executive law either for administrative convenience or on the grounds that such person's election of an administrative remedy is annulled, an aggrieved person shall maintain all rights to commence a civil action pursuant to this chapter as if no such complaint had been filed.

c. The city commission on human rights and the corporation counsel shall each designate a representative authorized to receive copies of complaints in actions commenced in whole or in part pursuant to subdivision a of this section. Within 10 days after having commenced a civil action pursuant to subdivision a of this section, the plaintiff shall serve a copy of the complaint upon such authorized representatives.

d. A civil action commenced under this section must be commenced within three years after the alleged unlawful discriminatory practice or act of discriminatory harassment or violence as set forth in chapter six of this title occurred. Upon the filing of a complaint with the city commission on human rights or the state division of human rights and during the pendency of such complaint and any court proceeding for review of the dismissal of such complaint, such three year limitations period shall be tolled.

e. Notwithstanding any inconsistent provision of this section, where a complaint filed with the city commission on human rights or state division of human rights is dismissed for administrative convenience and such dismissal is due to the complainant's malfeasance, misfeasance or recalcitrance, the three year limitation period on commencing a civil action pursuant to this section shall not be tolled. Unwillingness to accept a reasonable proposed conciliation agreement shall not be considered malfeasance, misfeasance or recalcitrance.

f. The provisions of this section which provide a cause of action to persons claiming to be aggrieved by an act of discriminatory harassment or violence as set forth in chapter six of this title shall not apply to acts committed by members of the police department in the course of performing their official duties as police officers whether the police officer is on or off duty. This subdivision shall in no way affect rights or causes of action created by Section 14-151 of the Administrative Code of the City of New York.

g. In any civil action commenced pursuant to this section, the court, in its discretion, may award the prevailing party costs and reasonable attorney's fees. For the purposes of this subdivision, the term "prevailing" includes a plaintiff whose commencement of litigation has acted as a catalyst to effect policy change on the part of the defendant, regardless of whether that change has been implemented voluntarily, as a result of a settlement or as a result of a judgment in such plaintiff's favor.

Section 8-401

Section 8-401

§ 8-401 Legislative declaration. The council finds that certain forms of unlawful discrimination are systemic in nature rooted in the operating conditions or policies of a business or industry, the existence of systemic discrimination poses a substantial threat to, and inflicts significant injury upon, the city that is economic, social and moral in character, and is distinct from the injury suffered by an individual as a result of such discrimination. The council finds that the potential for systemic discrimination exists in all areas of public life and that employment, housing and public accommodations are areas in which the economic effects of systemic discrimination are exemplified. The existence of systemic discrimination impedes the optimal efficiency of the labor market by, among other things, causing decisions to discharge persons to be based upon reasons other than qualifications and competence. Such discrimination impedes the optimal efficiency of the housing market and retards private investment in housing by causing decisions to lease or sell housing accommodations to be based upon discriminatory factors and not upon ability and willingness to lease or purchase property. The council finds that the existence of such discrimination in the labor, housing and commercial markets has a detrimental effect on the city's economy, thereby reducing revenues and increasing costs to the city. The council finds that such economic discrimination diminishes its capacity to meet the needs of those persons living and working in, and visiting, the city. The council finds further that the social and moral consequences of systemic discrimination in the city in that systemic discrimination polarizes the city's communities, demoralizes its inhabitants and creates disrespect for the law, thereby frustrating the city's efforts to foster mutual respect and understanding among its inhabitants and to promote a safe and secure environment. The council finds that the potential consequences to the city of this form of discrimination requires that the corporation counsel be empowered to institute a civil action to enforce the city's human rights law so as to supplement administrative means to prevent or remedy injury to the city.

Section 8-402

Section 8-402

§ 8-402 Civil action to eliminate unlawful discriminatory practices. a. Whenever there is reasonable cause to believe that a person or group of persons is engaged in a pattern or practice that results in the denial of the full enjoyment of any right secured by chapter one of this title, a civil action on behalf of the commission or the city may be commenced in a court of competent jurisdiction, by filing a complaint with the commission or the city, or by filing a petition in court, setting forth the facts pertaining to such pattern or practice and requesting such relief as may be deemed necessary to insure the full enjoyment of the rights described in such chapter, including, but not limited to, injunctive relief, punitive damages, and such other types of relief as are specified in subdivision a of section 8-120 of this title. Nothing in this section shall be construed to prohibit (i) an aggrieved person from filing a complaint with the commission or the city or (ii) the commission from filing a commission-initiated complaint pursuant to section 8-109 of chapter one of this title or from commencing a civil action pursuant to chapter five of this title based upon the same facts pertaining to such a pattern or practice as set forth in (i) or (ii) the commission from filing a commission-initiated complaint pursuant to section 8-109 of chapter one of this title alleging a pattern or practice of discrimination, provided that a civil action shall not have previously been commenced.

b. A civil action commenced under this section must be commenced within three years after the alleged discriminatory practice occurred.

c. Such action may be instituted only by the corporation counsel, such attorneys employed by the city commission on human rights as are designated by the corporation counsel or other attorneys employed by the corporation counsel.

Section 8-403

Section 8-403

§ 8-403 Investigation. The corporation counsel may initiate any investigation to ascertain such facts as may be necessary for the commencement of a civil action pursuant to section 8-402 of this title, and the corporation counsel shall have the power to issue subpoenas to compel the attendance of witnesses and the production of documents, to administer oaths and to examine such persons as are deemed necessary.

Section 8-404

Section 8-404

§ 8-404 Civil penalty. In any civil action commenced pursuant to section 8-402 of this chapter, the trier of fact may, to vindicate the public interest, impose upon any person who is found to have engaged in a pattern or practice that results in the denial of any person of the full enjoyment of any right secured by chapter one of this title a civil penalty of not more than two hundred fifty thousand dollars. In determining the appropriate amount of civil penalties to be imposed pursuant to this section a liable party may plead and prove any relevant mitigating factor. Any civil penalties so recovered pursuant to this section shall be paid out of the general fund of the city. Nothing in this section shall be construed to preclude the city from recovering damages, including punitive damages, and other relief pursuant to section 8-402 of this chapter.

PL 105-220, 1998 HR 1385 PL 105-220, enacted on August 7, 1998, 112 Stat 936 codified as: Section 504 of the Rehabilitation Act, 29 U.S.C. § 794d WORKFORCE INVESTMENT ACT OF 1998 SEC. 508. ELECTRONIC AND INFORMATION TECHNOLOGY. (a) REQUIREMENTS FOR FEDERAL DEPARTMENT OF ELECTRONIC AND INFORMATION TECHNOLOGY.—When developing, procuring, maintaining, or using electronic and information technology, each Federal department or agency, including the United States Postal Service, shall ensure, unless an undue burden would be imposed on the department or agency, that (i) individuals with disabilities who are Federal employees have access to and use of information and data that is comparable to the access to and use of the information and data by Federal employees who are not individuals with disabilities; and (ii) individuals with disabilities who are members of the public have access to and use of the information and data that is comparable to the access to and use of the information and data by such members of the public who are not individuals with disabilities. (b) ALTERNATIVE MEANS EFFORTS.—When development, procurement, maintenance, or use of electronic and information technology by a Federal department or agency shall provide individuals with disabilities covered by paragraph (1) with the information and data involved by an alternative means of access that allows the individual to use the information and data. (2) ELECTRONIC AND INFORMATION TECHNOLOGY STANDARDS.—(i) 1998, the Architectural and Transportation Barriers Compliance Board (referred to in this section as the Access Board), after consultation with the Secretary of Education, the Administrator of General Services, the Secretary of Commerce, the Chairman of the Federal Communications Commission, and the Secretary of Housing and Urban Development, shall determine to be appropriate, including consultation on relevant research findings, and after consultation with the electronic and information technology industry and appropriate public or nonprofit agencies or organizations, including organizations representing individuals with disabilities, shall issue standards for electronic and information technology that is consistent with the definition of information technology specified in section 5002(3) of the Clinger-Cohen Act of 1996 (40 U.S.C. 1401(3)); and (ii) the technical and functional performance criteria necessary to implement the requirements set forth in paragraph (1). (B) REVIEW AND CONSTRUCTION OF STANDARDS.—(1) Not later than 6 months after the Access Board publishes the standards required under paragraph (2), the Federal Acquisition Regulatory Council shall review the standards and directives under the control of the department or agency to incorporate those standards. Not later than 6 months after the Access Board revises any standards required under paragraph (2), the Council shall revise the Federal Acquisition Regulation and each appropriate Federal Acquisition Regulation revision. (4) ACQUISITION PLANNING.—In the event that a Federal department or agency determines that compliance with the standards issued by the Access Board under paragraph (2) relating to procurement imposes an undue burden, the documentation by the department or agency supporting such determination shall be made available to the public. (5) SECURITY SYSTEMS.—This section shall not apply to national security systems, as that term is defined in section 5142 of the Clinger-Cohen Act of 1996 (40 U.S.C. 1452). (6) CONSTRUCTION.—(A) EQUIPMENT.—In a case in which the Federal Government provides access to the public to information or equipment owned by the Federal Government available for access and use by individuals with disabilities covered by paragraph (1) at a location other than that where the electronic and information technology is provided to the public; or (ii) to purchase equipment or information technology is provided to the public. (B) SOFTWARE AND PERIPHERAL DEVICES.—Except as required to comply with standards issued by the Access Board under paragraph (2), nothing in paragraph (1) requires the installation of specific accessibility-related software or the purchase of specific hardware or peripheral devices. (c) TECHNICAL ASSISTANCE.—The Administrator of General Services and the Access Board shall provide technical assistance to individuals and Federal departments and agencies concerning the requirements of this section. (c) AGENCY EVALUATIONS.—Not later than 18 months after the date of enactment of the Rehabilitation Act Amendments of 1998, each Federal department or agency shall evaluate the extent to which the electronic and information technology of the department or agency is accessible to and usable by individuals with disabilities described in subsection (a)(1), compared to the access to and use of the technology by individuals described in subsection (a)(1). (d) REPORTS.—(1) INTERIM REPORT.—Not later than 18 months after the date of enactment of the Rehabilitation Act Amendments of 1998, the Attorney General shall prepare and submit to the President a report containing information on and recommendations regarding the extent to which individuals with disabilities described in subsection (a)(1). (2) BIENNIAL REPORTS.—Not later than 3 years after the date of enactment of the Rehabilitation Act Amendments of 1998, and every 2 years thereafter, the Attorney General shall prepare and submit to the President and Congress a report containing information on and recommendations regarding the extent to which individuals with disabilities described in subsection (a)(1). (e) COOPERATION.—Each head of a Federal department or agency (including the Access Board, the Equal Employment Opportunity Commission, and the General Services Administration) shall conduct periodic evaluations under subsection (c) and prepare the reports under subsection (d). (f) ENFORCEMENT.—(1) GENERAL.—(A) COMPLAINTS.—Effective 2 years after the date of enactment of the Rehabilitation Act Amendments of 1998, any individual with a disability may file a complaint alleging that a Federal department or agency is not complying with the requirements of this section. (B) APPLICATION.—This subsection shall apply only to electronic and information technology that is procured by a Federal department or agency not less than 2 years after the date of enactment of the Rehabilitation Act Amendments of 1998. (2) ADMINISTRATIVE COMPLAINTS.—Complaints filed with the Federal department or agency receiving the complaint shall apply the complaint procedures established to implement section 504 for resolving allegations of discrimination in a federally conducted program or activity. (3) CIVIL ACTIONS.—The remedies, procedures, and rights set forth in section 504 shall apply to any individual who files a complaint under paragraph (1). (g) APPLICATION TO OTHER FEDERAL LAWS.—This section shall not be construed to limit any right, remedy, or procedure otherwise available under any provision of Federal law (including sections 501 through 505) that provides greater or equal protection for individuals with disabilities.

I am very confused Dr. Mei,

I don't regulate your department, and as previously stated, I don't understand what it is you need from me.
- Do you need me to help with Community Standards and/or Student Conduct Procedures?

I am unavailable to meet with you prior to the 5th with respect to your offer, below:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

Please advise... as I am available on the 5th - same as last.

Most respectfully,

/s/ Bo Dincer
646-256-3609

----- Forwarded message -----

From: **Bo Dincer** <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 6:02 PM
Subject: Fwd: Please see attached.
To: Stephen Gerard O'Connell <sgo2107@columbia.edu>, Stephen O'Connell <sgo2107@adcu.columbia.edu>

My apologies to the DEPT at Lewisohn...

I sent this over to Dr. Mei I thought we were clear on this.

I am very confused Dr. Mei,

I don't regulate your department, and as previously stated, I don't understand what it is you need from me.
- Do you need me to help with Community Standards and/or Student Conduct Procedures?

I am unavailable to meet with you prior to the 5th with respect to your offer, below:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

Please advise... as I am available on the 5th - same as last.

Most respectfully,

/s/ Bo Dincer
646-256-3609

----- Forwarded message -----

From: **Bo Dincer** <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 5:59 PM
Subject: Re: Please see attached.
To: Lena Mei <lm3440@columbia.edu>, Lena Mamykina <om2196@cumc.columbia.edu>
Cc: Bennett, Spencer C. <scb2176@cumc.columbia.edu>, <disability@columbia.edu>

I am very confused Dr. Mei,

I don't regulate your department, and as previously stated, I don't understand what it is you need from me.
- Do you need me to help with Community Standards and/or Student Conduct Procedures?

I am unavailable to meet with you prior to the 5th with respect to your offer, below:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

Please advise... as I am available on the 5th - same as last.

Most respectfully,

/s/ Bo Dincer
646-256-3609
On Fri, Oct 29, 2021 at 11:43 AM Lena Mei <lm3440@columbia.edu> wrote:
Dear Bo,

Thank you for your email. Please do not worry about Director Katie's out of office as it does not apply to your situation.

I want to reiterate that you have two hearings that you need to participate in. The dates are listed below. If you want to meet before November 5, 2021 and ask any questions that you have, please let me know.

Hearing 1:
November 5, 2021 at 9:30am EST
Join by using this link: <https://columbiauniversity.zoom.us/j/91518007617?pwd=YkJOYzNBcUdYWVJML2M3MU54V3ZuUT09>

Hearing 2:
November 10, 2021 at 2:00pm EST
Join by using this link: <https://columbiauniversity.zoom.us/j/99405554643?pwd=enRQdUJpWFU2eUtzZmZYUS8vOVJvUT09>

Sincerely,
Lena Mei

On Thu, Oct 28, 2021 at 9:43 PM Bo Dincer <bd2561@columbia.edu> wrote:
To whom this may concern,

I received a different message from Director Katie.
- I forwarded that you as well Miss Mei.

/s/ BD.

On Wed, Oct 27, 2021, 4:18 PM Lena Mei <lm3440@columbia.edu> wrote:
Dear Bo,

November 5, 2021 is the time we held for your hearing. As for meeting to answer any of your concerns, we can meet with you prior to the November 5th hearing date. Please provide your availability for the end of this week and early next week. I can meet with you on the 29th at 9:30am or the 1st

Sincerely,
Lena Mei

On Wed, Oct 27, 2021 at 4:03 PM Bo Dincer <bd2561@columbia.edu> wrote:
No ma'am,

To keep matters official, you offered to provide me:

"If you have any questions or concerns, we can arrange a meeting to discuss the process."

To which I agreed during the time you are available to address my questions at that time.

BD.
646-256-3609

On Wed, Oct 27, 2021, 1:59 PM Lena Mei <lm3440@columbia.edu> wrote:
Dear Bo,

Thank you for informing our office that you can join the hearing on November 5, 2021 at 9:30am EST.

The hearing will not be held in person. Please join by using this link <https://columbiauniversity.zoom.us/j/91518077617?pwd=YkJOYzNBcUdYWVJML2M3MU54V3ZuUT09>.

Sincerely,
Lena Mei

On Wed, Oct 27, 2021 at 1:50 PM Bo Dincer <bd2561@columbia.edu> wrote:
Yes ma'am,

When transitioning to another officer it's important that you address my concerns and questions.

I see you are available on the 5th at 930 which works fine with me to meet with you. Can we meet at your office by any chance?

Thank you in advance for your availability for guidance.

Most respectfully,

/s/ BO DINCER.
646-256-3609

On Wed, Oct 27, 2021, 1:24 PM Lena Mei <lm3440@columbia.edu> wrote:
Dear Bo,

Thank you for your email. Your conduct matter with our office, Student Conduct and Community Standards, has not been resolved. Your hearing has been rescheduled to November 5, 2021 at 9:30am EST. Spencer Bennett is transitioning to another officer and will not be able to answer any of your process.

Sincerely,
Lena Mei

On Wed, Oct 27, 2021 at 12:36 PM Bo Dincer <bd2561@columbia.edu> wrote:
Very nice to meet you Dr. Mei,

I received a call, returned the same to SCCS and I understand all matters are cleared.
— please advise as I will need details if there is an issue.

Thank you!
/s/ BD.
646-256-3609

--
LENA MEI
Administrative Coordinator
Student Conduct and Community Standards
Columbia University in the City of New York
T: 212-853-0695 F: 212-854-8614 Website
Confidentiality Notice: The information (including any attachments) contained in this e-mail message is intended only for the personal and confidential use of the recipient(s) name above. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, disclosure, dissemination, distribution, or copying of this message is strictly prohibited. If you have received this communication in error, please notify me immediately by e-mail, and delete the original message.

--
LENA MEI
Administrative Coordinator
Student Conduct and Community Standards
Columbia University in the City of New York
T: 212-853-0695 F: 212-854-8614 Website
Confidentiality Notice: The information (including any attachments) contained in this e-mail message is intended only for the personal and confidential use of the recipient(s) name above. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, disclosure, dissemination, distribution, or copying of this message is strictly prohibited. If you have received this communication in error, please notify me immediately by e-mail, and delete the original message.

--
LENA MEI
Administrative Coordinator
Student Conduct and Community Standards
Columbia University in the City of New York
T: 212-853-0695 F: 212-854-8614 Website
Confidentiality Notice: The information (including any attachments) contained in this e-mail message is intended only for the personal and confidential use of the recipient(s) name above. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, disclosure, dissemination, distribution, or copying of this message is strictly prohibited. If you have received this communication in error, please notify me immediately by e-mail, and delete the original message.

--
LENA MEI
Administrative Coordinator
Student Conduct and Community Standards
Columbia University in the City of New York
T: 212-853-0695 F: 212-854-8614 Website
Confidentiality Notice: The information (including any attachments) contained in this e-mail message is intended only for the personal and confidential use of the recipient(s) name above. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, disclosure, dissemination, distribution, or copying of this message is strictly prohibited. If you have received this communication in error, please notify me immediately by e-mail, and delete the original message.

----- Forwarded message -----
From: **Bo Dincer** <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 5:08 PM
Subject: Re: PLEASE READ: Deadline for Scheduling November Midterms at DS
To: <dsexams@columbia.edu>

I already cleared of my midterm exams thank you so much.

On Thu, Oct 28, 2021, 11:20 AM <disability@columbia.edu> wrote:

Dear Students,

As we approach the academic holiday, we are writing to follow-up to our email yesterday with a few clarifications regarding November midterm exams. If you have submitted all of your TARFs already for November midterms, you can disregard this message. **If you are unsure if you have submitted all of your TARFs, please keep reading.**

Unsure if you submitted all of your TARFs, please reply to this email and we will send you a confirmation of all of the quizzes and exams that you have scheduled at DS. Please review the list of scheduled exams and quizzes and submit TARFs for any other exams you have that are not scheduled with DS.

If you have an exam in the month of November **that you did not submit a TARF for**, this means it is not scheduled at DS and your TARF is past due!!!!

We have granted you an extension to submit your November TARFs no later than:

***** Thursday, October 28th by 7pm*****

Please note:
• 11/1 and 11/2 are academic holidays.
• There are no classes on 11/24, 11/25 and 11/26

Reminders Scheduling Exams @ DS:

- To schedule an exam at DS, you must submit a TARF (Testing Accommodation Request Form). There are MASTER Tarfs and Regular TARFs, as detailed below.
- Regular TARFs: must be completed, signed by your professor and submitted to DS at least three weeks in advance of the exam date.
<https://health.columbia.edu/sites/default/files/content/Docs/Testing%20Accommodation%20Request%20Form%20%28TARF%29.pdf>
- MASTER TARFs: ALL you need to do is complete the student section and submit the TARF. Refer to link for the list of MASTER Tarf courses: <https://health.columbia.edu/services/testing-accommodations>
- Please submit TARFs to disability@columbia.edu (or you can drop them off at Wien Hall) by this Thursday at 7pm.
- If you are unable to submit TARFs for any November exams, you MUST reply to this email by Thursday at 7pm with details (course, date of exam, prof name) and reason you are unable to submit TARF.

We wish you all a restful, restorative and relaxing upcoming fall break. Please let us know if you have any questions.

Sincerely,
The Team at Disability Services

Disability Services
Columbia Health
Wien Hall, 1st Floor Suite 108A
411 W. 116th Street, MC 3714
New York, NY 10027

Refer to the following URL for the campus map for the location of Wien:
www.columbia.edu/files/columbia/content/accessibilitymap2014.pdf

V/TTY: 212.854.2388
Fax: 212.854.3448
www.health.columbia.edu/ods

This e-mail message and any attachments are private communication and may contain confidential, privileged information meant solely for the intended recipient. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender immediately by replying to this message, then delete the e-mail and any attachments from your system. Thank you.

----- Forwarded message -----
From: **Bo Dincer** <bd2561@columbia.edu>
Date: Fri, Oct 29, 2021 at 7:32 PM
Subject: Fwd: McDonald's Questionnaire: COMPLIANT?
To: Lena Mei <lm3440@columbia.edu>, <disability@columbia.edu>, <dsexams@columbia.edu>, Bennett, Spencer C. <scb2176@cumc.columbia.edu>
Cc: <DEED@ogs.ny.gov>

Dr. Mei,

Can you help me understand the captions in the video and recordings for this course, please?
- I can't understand what she is saying from the whiteboard, but I get lost with the Audio...

Can you maybe help guide me to the correct department for disability on this at Columbia?
- Maybe you can send this to a transcript department for the audio alone for me to be written out?

Is there a department for Accessibility - this is the fourth or fifth time we have been through this.

I sent this to an expert in R-code who is a Director of a research and investment firm, publicly-traded global analyst.

https://youtu.be/_0MyVc4brYI?t=259
- I still don't understand the distribution... Did I get this correct on the Exam? I tried to use it to dot the outliers in our QSR reports, not helpful there.

<https://youtu.be/mXFb1EGnf?t=157>
- I'm confused... even when it's captioned twice.
- Can you read what she is saying and understand what I am concerned with?

The audio helps to minimize complexity, slightly...
- Do you understand what she is teaching just by listening to the class; without visuals?
For instance, if you are hard of sight and rely only on audio... before I have to really get into it.
Just listen to the video alone and let me know if you have an opinion or any concerns with this matter.

Please let me know if you feel the Code of Conduct was maintained for the following generic models in RED:

I attached some New York State Guidelines to help you understand.
Questions regarding this policy should contact via email at DEED@ogs.ny.gov or at (518) 473-8316.

- I just emailed them for you, but I told you I'm busy, and it's not my department...

- [NYS P08-005 Accessibility of Web-Based Information and Applications](#)

New York State Policy NYS P08-005 establishes minimum accessibility requirements for web-based information and applications developed, procured, maintained or used by state entities. The goal of the policy is to encourage a more inclusive state workforce and increase the availability of governmental services to all members of the public. Questions regarding this policy should contact via email at DEEC@nys.ny.gov or at (518) 473-8395.

State Sexual Orientation and Gender Identity and Expression Discrimination Laws Chart: Overview • **Maintained**

Practice notes

Disability Accommodation Under the ADA • **Maintained**

Employee Handbooks: Best Practices • **Maintained**

Sexual Orientation and Gender Identity Discrimination Under Title VII • **Maintained**

Standard documents

Employee Handbook Acknowledgment • **Maintained**

Equal Employment Opportunity Policy • **Maintained**

Gender Transition in the Workplace Policy • **Maintained**

Stand-Alone Policy Acknowledgment • **Maintained**

Unionized Employee Handbook Acknowledgment • **Maintained**

Unionized Employee Stand-Alone Policy Acknowledgment • **Maintained**

Standard clauses

Employee Handbook Disclaimer • **Maintained**

Employee Handbook Disclaimer About Employee Benefit Plans • **Maintained**

Employee Handbook Disclaimer for Unionized Employees Covered by a Collective Bargaining Agreement • **Maintained**

Employment Policy Disclaimer for Unionized Employees Covered Under a Collective Bargaining Agreement • **Maintained**

Policy Disclaimer of Restrictions on Employees' NLRA Rights • **Maintained**

Checklists

Reviewing Employee Handbooks Checklist • **Maintained**

Toolkit

Collective Bargaining Basics Toolkit • **Maintained**

Employee Handbook Toolkit • **Maintained**