



DATE: 04/06/2020
TIME: 18:16:33
SER#: 37322446

FINEST MESSAGE

General Administrative Information

TO: ALL COMMANDS

SUBJECT: UPDATED INFORMATION RE REASONABLE ACCOMMODATIONS FOR EMPLOYEES AT HIGH RISK OF COVID-19

EFFECTIVE IMMEDIATELY, THE COVID-19 REASONABLE ACCOMMODATION PROCESS HAS BEEN STREAMLINED TO IMPROVE EFFICIENCY. EMPLOYEES AT HIGH RISK OF SEVERE ILLNESS FROM COVID-19 SHOULD SUBMIT THEIR REQUEST TO THE EQUAL EMPLOYMENT OPPORTUNITY DIVISION VIA EMAIL AT EMPLOYEEEREASONABLEACCOMMODATION@NYPD.ORG AND OBTAIN A LOG NUMBER. EMPLOYEES ARE NOT REQUIRED TO OBTAIN APPROVAL FROM A SUPERVISOR TO REQUEST A REASONABLE ACCOMMODATION FROM EEOD.

EMPLOYEES WILL BE ASKED TO PROVIDE NAME, TAX NUMBER, RANK/TITLE, COMMAND, COMMAND CODE, BUREAU, PSB/DB/HB/TB BOROUGH, BASIS FOR THE REQUEST, MEMBER'S CONTACT INFORMATION AND COMMANDING OFFICER CONTACT INFORMATION. EMPLOYEES MUST SUBMIT SUPPORTING MEDICAL DOCUMENTATION TO EEOD BEFORE THE REQUEST WILL BE APPROVED.

THE EQUAL EMPLOYMENT OPPORTUNITY DIVISION (EEOD) MAY BE CONTACTED VIA THE ABOVE EMAIL OR BY TELEPHONE AT: (646) 610-5330.

ACCORDING TO THE CDC, THOSE AT HIGH-RISK FOR SEVERE ILLNESS FROM COVID-19 INCLUDE:

- PEOPLE AGED 65 YEARS AND OLDER
- PEOPLE OF ALL AGES WITH UNDERLYING MEDICAL CONDITIONS, PARTICULARLY IF NOT WELL CONTROLLED, INCLUDING:
 - PEOPLE WITH CHRONIC LUNG DISEASE OR MODERATE TO SEVERE ASTHMA
 - PEOPLE WHO HAVE SERIOUS HEART CONDITIONS
 - PEOPLE WHO ARE IMMUNOCOMPROMISED: INCLUDING, BUT NOT LIMITED TO, CANCER TREATMENT, BONE MARROW OR ORGAN TRANSPLANTATION, IMMUNE DEFICIENCIES, POORLY CONTROLLED HIV OR AIDS, AND PROLONGED USE OF CORTICOSTEROIDS AND OTHER IMMUNE WEAKENING MEDICATIONS

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-PEOPLE WITH SEVERE OBESITY (BODY MASS INDEX [BMI] OF 40 OR HIGHER)

-PEOPLE WITH DIABETES

-PEOPLE WITH CHRONIC KIDNEY DISEASE UNDERGOING DIALYSIS

-PEOPLE WITH LIVER DISEASE

-PREGNANT INDIVIDUALS

MEMBERS OF THE SERVICE ARE ENCOURAGED TO VISIT THE CENTER FOR DISEASE CONTROL WEBSITE FOR UPDATED INFORMATION REGARDING HIGH-RISK POPULATIONS.

[HTTPS://WWW.CDC.GOV/CORONAVIRUS/2019-NCOV/NEED-EXTRA-PRECAUTIONS/PEOPLE-AT-HIGHER-RISK.HTML](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html)

THE DEPARTMENT WILL WORK DILIGENTLY IN AN ATTEMPT TO PROVIDE ACCOMMODATIONS TO AS MANY MEMBERS OF THE SERVICE AS POSSIBLE. MEMBERS REQUESTING COVID-19 REASONABLE ACCOMMODATIONS WILL BE NOTIFIED BY EEOD VIA EMAIL OR TELEPHONE OF THE STATUS OF THEIR REQUEST.

COMMANDING OFFICERS/CIVILIAN MANAGERS WILL BE NOTIFIED BY THE EEOD VIA EMAIL OR TELEPHONE OF APPROVED REQUESTS.

AUTHORITY: CHIEF OF DEPARTMENT PO HUCKE 1816 HOURS
OPS. UNIT BROADCAST MESS. NO. 04/06-018