



The City of New York
BUSINESS INTEGRITY COMMISSION
100 Church Street · 20th Floor
New York · New York 10007
Tel. (212) 437-0500 · Fax (646) 500-7096
www.nyc.gov/bic

Asim Rehman
Commissioner and Chair

NYC Business Integrity Commission

Accessibility Progress Report

2025-2026

General

- The New York City Business Integrity Commission (BIC) is a regulatory and law enforcement agency with jurisdiction over the trade waste industry and the City's public wholesale markets. Businesses seeking to operate in these industries within the City of New York must, by law, apply to BIC and be approved by BIC for the requisite license or registration. BIC's goals include: to keep industries free of organized crime and other forms of corruption; to ensure that regulated businesses are able to complete fairly; that customers receive equitable treatment, and that regulated businesses do not present a harm to public safety and conduct their affairs with honesty and integrity.
- This will be BIC's first submission of an Accessibility Progress Report for year 2025-2026.

Statement of Commitment

- The New York City Business Integrity Commission believes in an equitable, diverse, and inclusive environment. BIC is committed to providing people with disabilities access to BIC's services; to identifying, preventing and removing barriers to accessibility; and to meeting accessibility requirements in a manner that respects the dignity and independence of persons with disabilities.

Disability Service Facilitator and Other Key Accessibility Information:

- BIC's Disability Service Facilitator is:
 - Robert Turbiak Director of Personnel Services
 - DSF-BIC@bic.nyc.gov
 - 212-437-0500

- The link provided is for the agency’s notice of non-discrimination / notice of rights, grievance procedure and website accessibility statement [Accessibility Policy - BIC](#) as of April 28, 2026. The DSF is currently in the process of reviewing and as needed updating any materials for compliance.

Feedback Process

We welcome all feedback on the accessibility of our digital content via our [Website Accessibility Feedback - nyc.gov](#)

Progress Report

The progress report must address the five areas identified in section (b)(2) of Local Law 12 (NYC Admin Code § 1004(b)(2)):

- Physical Access
 - BIC’s leased office space is located on the 20th floor at 100 Church Street, New York, New York 10007. We have implemented the following improvements within our office space:
 - Portable assistive listening systems
 - Braille signage
- Digital Access
 - BIC will continue to strive to meet Web Content Accessibility Guidelines 2.2 Level AA for both our internal and public facing websites.
- Programmatic Access
 - BIC is committed to providing training on the requirements of accessibility as they apply to people with disabilities. We require all staff within their first 30 days of employment to take the Disability Awareness Training facilitated by DCAS.
- Effective Communications
 - BIC is committed to providing accessible service to people with disabilities and making our information and communications accessible to people with disabilities. BIC is similarly committed to ensuring its digital content is accessible to and usable by people with disabilities. To achieve greater digital accessibility and remove barriers to persons with disabilities, BIC will:
 - Upon request, provide or arrange for the provision of accessible formats and communication supports to persons with disabilities in a timely manner, taking into account the person’s accessibility needs.
 - Provide, upon request, accessible formats and communication support for receiving and responding to feedback from persons with disabilities.
 - Ensure professional training sessions as offered by DCAS are attended by staff.

- Workplace Inclusion
 - BIC has incorporated the Citywide EEO Policy into the BIC Code of Conduct and BIC Employee Handbook. BIC's current policy requires that all employees upon hire read both documents and sign a receipt to that effect.

Consultations and Feedback

BIC has not received any feedback from the public or staff on our Accessibility Plan.

Conclusion

Consistent with the purpose of the legislation, BIC strives to use reasonable efforts to ensure that its policies, practices, and procedures are consistent with the requirements of Local Law 12 of 2023.