

# **The New York City Police Pension Fund**

## **Accessibility Progress Report**

### **2024-2025**

#### **General**

The New York City Police Pension Fund (“The Fund” or “PPF”) prides itself on serving the world’s finest active and retired members and their beneficiaries as a primary focus. Since being established in 1857 as the “Police Life and Health Insurance Fund,” the Police Pension Fund continues to provide the highest professional standard of service to our members. We remain committed to providing courteous, professional service by providing customized attention throughout our lifelong partnership with the uniformed staff of the New York City Police Department (NYPD) and their families.

The New York City Police Pension Fund Accessibility Plan outlined goals and achievements we set for 2024 – 2028. So far, we’ve made excellent progress on our goals for 2024 – 2025 which focus on removing barriers to accessing the Fund’s workplace, services, programs, and activities. Although we have not received much feedback on our Accessibility Plan, we remain committed to improving physical, digital, and programmatic access, and providing effective communications for people with disabilities. We are continually improving the user experience for everyone and applying the relevant accessibility standards and plan to focus on implementing a TTY service in the next year.

#### **Statement of Commitment**

The New York City Police Pension Fund believes in an equitable, diverse, and inclusive environment. The PPF is committed to providing people with disabilities with access to the Fund’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.

Our Accessibility Plan is a testament to our dedication in the improvement of accessibility across all aspects of the Funds operations. We recognize that identifying and removing barriers is an ongoing process. At the PPF, we believe everyone should have equal access to our services and proudly take steps to ensure accessibility is a priority.

## **Disability Service Facilitator and Other Key Accessibility Information**

### **Contact information & Feedback Process**

The New York City Police Pension Fund welcomes feedback anonymously from Fund employees, customers, and members of the public about accessibility at the New York City Police Pension Fund, and about this plan. We are committed to reviewing the feedback we receive in good faith and taking the steps to address barriers that are identified through this feedback. If you need assistance accessing a particular program, service, or this plan, please contact the Fund's Disability Services Facilitator at:

Office of the Chief of Staff, Sal LoCascio

(212) 693-5100

[DL-DSF@nycppf.org](mailto:DL-DSF@nycppf.org)

The NYC Police Pension Fund's accessibility statement is available on our [public website](#).

### **Feedback Process**

We welcome your feedback about accessibility at the NYC Police Pension Fund. Feedback may be submitted by using the [Website Accessibility Feedback Form](#).

# **Progress Report**

## **Physical Accessibility**

As of May 2025, we have:

- Made the waiting area ADA compliant.
- Installed an audio induction loop assistive listening system in one conference room.
- Installed braille signage across all common areas including all bathrooms.

By May 2026, we will:

- Work with building management to install push button door access pads.
- Ensure that emergency evacuation information is posted in large print and in various formats – including braille.

## **Digital Access**

As of May 2025, we have:

- Met Web Content Accessibility Guidelines 2.1 Level AA for both our internal and public facing websites.

By May of 2026, we will:

- Meet updated Web Content Accessibility Guidelines.

## **Programmatic Access**

As of May 2025, we have:

- Provided educational and training resources in an accessible format.

- Maintained records, where applicable, for training participants' names and dates of completion.

By May of 2026, we will:

- Provide additional educational or training resources in an accessible format that considers inclusivity.
- Continually provide training on the requirements of accessibility as they apply to people with disabilities.

### **Effective Communications**

As of May 2025, we have:

- Travelled, when necessary, to additional locations to provide service for retiring members with disabilities.
- Provided accessible formats and communication support, upon request, from people with disabilities.
- The Disability Services Facilitator has attended Disability Etiquette and Awareness training offered by the Department of Citywide Administrative Services (DCAS).
- Incorporated the DEI statement on job postings.

By May of 2026, we will:

- Offer Disability Etiquette and Awareness training to EEO Professionals offered by DCAS.

### **Workplace Inclusion**

As of May 2025, we have:

- Incorporated the Citywide EEO Policy into the Fund's Employee Handbook. The Fund's current policy requires all employees to read, review, and sign the Employee Handbook, upon hire.

- Reviewed, assessed, and amended, where necessary, its internal policies and procedures to incorporate accessibility equity into the Fund's core operations with respect to Fund employees and members of the Fund with whom PPF interacts.
- When making offers of employment, successful candidates are notified that accommodations are available upon request to the Fund's EEO Office.

By May of 2026, we will:

- Continuously review internal policies and integrate updates and/or amendments regarding accessibility to relevant laws, rules, and regulations into the Employee Handbook. In conjunction with the commencement of its 5-year accessibility plan, the Fund plans to do an accessibility review of agency policies to ensure they address any accessibility issues.

## **Consultations and Feedback**

With the release of our 2024 – 2028 NYC Police Pension Fund Accessibility Plan, we developed a grievance procedure for any member of the Fund alleging discrimination on the basis of disability in the provision of services by PPF. In addition, an appeal procedure was developed for a grievant who may not agree with the PPF's decision. As of May 2025, the PPF has not received any feedback from members regarding accessibility.

Employment related complaints for employees and applicants for employment seeking a reasonable accommodation are reviewed confidentially on a case-by-case basis by the EEO Office, as promulgated by the City's EEO Policy. As of May 2025, the PPF has not received any feedback from employees and applicants regarding accessibility.

We will continue to monitor any feedback and include it in drafting our future accessibility goals.

## **Conclusion**

Consistent with the purpose of the legislation, the New York City Police Pension Fund strives to use reasonable efforts to ensure that its policies, practices, and procedures actively pursues inclusion of people with disabilities. We hope to continually make great progress which would demonstrate our commitment of improving accessibility, addressing current and future barriers, and ensuring that our operations are accessible to everyone. We welcome and appreciate any feedback we receive and will consider it in our future accessibility goals. We understand that improving accessibility at the New York City Police Pension Fund is an ongoing process and we are committed to engaging in the process through receiving feedback and conducting consultations with people with disabilities.