



# **New York City Police Pension Fund**

## **Local Law 12 of 2023 Accessibility Progress Report 2025-2026**

## Table of Contents

|                                                                              |   |
|------------------------------------------------------------------------------|---|
| <b>General</b> .....                                                         | 3 |
| Statement of Commitment.....                                                 | 3 |
| Disability Service Facilitator and Other Key Accessibility Information ..... | 4 |
| Feedback Process.....                                                        | 4 |
| <b>Progress Report</b> .....                                                 | 5 |
| <b>Consultations and Feedback</b> .....                                      | 8 |
| <b>Conclusion</b> .....                                                      | 8 |

## **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 statutory pension benefits. Since being established in 1857 as the “Police Life and Health Insurance Fund,” the Police Pension Fund remains 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.

This is PPF’s second annual Progress Report following the publication of its five-year Accessibility Plan in May 2024. Over the past year, the PPF has made excellent progress on its goals for 2025 – 2026 which focus on removing barriers to accessing the Fund’s workplace, services, programs, and activities. Although the Fund has not received feedback on its Accessibility Plan, we remain committed to improving physical, digital, and programmatic access, and providing effective communications for people with disabilities. PPF is continually improving accessibility standards, making it an inclusive environment for members, retirees, beneficiaries, and employees.

### **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 people 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**

The New York City Police Pension Fund welcomes feedback anonymously from Fund employees, members, and 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 along with other useful information for people with disabilities is available on our [public website](#).

- [Non-Discrimination Policy and Notice of Rights](#)
- [Grievance Procedure](#)
- [Website Accessibility Statement](#)

## **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 2026, PPF has:

- Maintained an ADA-compliant waiting area and braille signage across common areas, including restrooms.
- Continued to provide an audio induction loop assistive listening system in a conference room used for meetings.
- Worked with building management to review additional physical access improvements, including push button door access and accessible emergency information.

By May 2027, PPF will:

- Continue to evaluate physical accessibility by responding to requests and feedback from members and employees. The Fund plans to install additional enhancements to the accessible bathroom toilet stalls.
- Ensure Fire Wardens are aware of all employees who have mobility disabilities and need assistance to evacuate the premises in emergency situations. Each employee needing assistance will be assigned a Fire Warden.

## Digital Access

As of May 2026, PPF has:

- Met Web Content Accessibility Guidelines 2.2 Level AA for both our internal and public facing websites.
- Utilized accessibility resources from the Mayor's Office for People with Disabilities, including the Accessible PDF Guide for review and updates of forms, brochures, and other web content.

By May of 2027, PPF will:

- Continue working to meet updated Web Content Accessibility Guidelines for both our internal and public-facing websites.
- Designate a Digital Inclusion Officer to monitor and communicate digital accessibility standards across the Fund, including ensuring our social media accounts are using alt text.

### **Programmatic Access**

As of May 2026, PPF has:

- Continued providing educational and training resources in accessible formats that support inclusivity.

By May of 2027, PPF will:

- Continue training staff on accessibility obligations and inclusive service delivery, and review member-facing program materials periodically to identify and remove barriers to participation.

### **Effective Communications**

As of May 2026, PPF has:

- Continued travelling, when necessary, to additional locations to provide service for members with disabilities who are retiring.
- Provided Disability Etiquette and Awareness training to relevant staff and EEO professionals, as applicable.
- Maintained accessibility-related language in recruitment and other member-facing communications, as appropriate.
- Updated the employee handbook to include the EEO Office will arrange for sign language interpreters and other forms of effective communication for people with disabilities.

By May of 2027, PPF will:

- Work with the Information Technology unit to institute assistive technology for relay-based access for members who are hearing impaired.
- Continue enhancing communication efforts by implementing feedback from members and employees with disabilities.

### **Workplace Inclusion**

As of May 2026, PPF has:

- Continued incorporating the Citywide EEO Policy into the Fund's Employee Handbook and onboarding process.
- Reviewed and updated internal policies and procedures, as necessary, to reflect accessibility-related requirements and inclusive practices.
- Continued notifying applicants and candidates that reasonable accommodations are available upon request to the Fund's EEO Office.

By May of 2027, PPF will:

- Continue reviewing internal policies and incorporate updates to relevant accessibility laws, rules, and regulations into the Employee Handbook. We will also continue reviewing recruitment, onboarding, and workplace practices to identify and address remaining accessibility barriers.
- Continue to disseminate information about disability-inclusive events hosted by the Department of Citywide Administrative Services (DCAS).
- Continue to actively participate in the 55-a Program.
- Mandate the Disability Awareness and Etiquette training for all employees every three years.

## **Consultations and Feedback**

The Fund welcomes and encourages feedback to improve accessibility services. With the release of our 2024 – 2028 NYC Police Pension Fund Accessibility Plan, we developed a grievance procedure (see Exhibit B) for any individual 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 2026, the PPF has not received any feedback regarding accessibility.

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.

## **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.