

**FACT SHEET**  
**Lifeguard Re-qualifying Process**

Saturday, May 19, 2007

**ONLY JONES BEACH LIFEGUARD CORPS ISSUED  
SWIMSUITS MAY BE WORN DURING THE REHIRE  
PROCEDURE**

**SWIM COMPONENT AT NASSAU COUNTY COMMUNITY COLLEGE POOL**

10:00 AM: Check-in, completion of paperwork, photo identification etc.  
• **Remember to bring proper identification as listed on the back of the gold I9 letter.**

10:30 AM: Approximate time of first swim heat in the pool

12:00 PM: Last swim heat

**RUN COMPONENT AT NASSAU COUNTY COMMUNITY COLLEGE  
PARKING LOT**

11:00 AM: Approximate first run heat

1:00 PM: Last run heat

All lifeguard uniform materials will be distributed after the completion of the swim component at the Nassau County Community College gym, prior to completing the run at the Nassau County Community College parking lot.

Candidates participating in the re-qualifying procedure are considered to be in pay status and should follow all rules as outlined in the Seasonal Employee Handbook including no alcoholic beverages in or around the parking lots at Nassau County Community College. Failure to follow these rules may result in disciplinary action. Once you have completed the re-qualifying procedure and you leave the area, included the parking fields, you are no longer considered to be in pay status.

**JONES BEACH LIFEGUARD CORPS**  
NEW YORK STATE OFFICE OF PARKS, RECREATION AND HISTORIC  
PRESERVATION, LONG ISLAND REGION  
LIFEGUARD QUALIFYING PROCEDURE  
JONES BEACH STATE PARK - WEST BATHHOUSE POOL  
SUNDAY, JUNE 8, 2008 - 7:30 A.M. START

To fill full-time and/or weekend positions at the following Long Island State Parks:

Jones Beach, Robert Moses, Sunken Meadow, Heckscher,  
Hither Hills, Montauk Downs, Orient Beach, and Wildwood

The minimum qualifications for taking the qualifying procedure and employment as a lifeguard are:

1. Candidates must be at least 17 years of age by the date of the test – no exceptions.
2. Candidates must be able to successfully complete both the Lifeguard Qualifying Procedure and the lifeguard training program. All candidates must attend 40 hours of required training in pay status before they can be considered for placement as New Hire lifeguards. First Aid and CPR for the Professional Rescuer/AED certification requirements must be met on candidate's own time prior to placement. No prior swimming certifications are necessary. Once hired, candidates will be trained and certified.
3. All candidates participating in the Qualifying Procedure must present photo proof of age and identity prior to swim.
4. **Candidates must have at least 20/40 uncorrected vision in each eye. Contact lenses or glasses are not permitted.**

**Lifeguard Qualifying Procedure**

**Male candidates must wear either boxer, brief or board shorts when qualifying  
Female candidates must wear a standard one piece or two piece bathing suit**

- 1) **Three Lap Swim (Timed) 100 Yards**  
Applicant must finish swim in 75 seconds or less to continue.
- 2) **Ocean Swim (Timed) Approximately 350 to 400 Yards**  
Applicant must complete the swim on prescribed open water, run-swim-run course to continue. Stopping will result in being disqualified.
- 3) **Beach Run - (Timed) 1200 Yards**  
Applicant must complete the run in six minutes or less to continue. Time may be adjusted to account for unusual tidal or surface conditions.
- 4) **Cross-Chest Carry (Timed) 66 Yards (33 Yard Swim; 33 Yard Cross-Chest Carry)**  
Applicant carries manikin in cross-chest position. Must complete the event in 85 seconds or less.

**NOTE:** All elements must be successfully completed to be considered qualified for hiring. (Not necessarily performed in this order.)

After notification of successful completion, candidate must present the following documentation prior to employment:

- 1) A form signed by a qualified physician stating that the candidate is able to perform "full lifeguard duties" (due only after candidate has received a conditional offer of employment) and meets acceptable standardized requirements.
- 2) An original birth certificate indicating that the candidate is at least 17 years of age (current U.S. Passport may be presented in lieu of birth certificate at the time of hiring).
- 3) An original Social Security Card.
- 4) Candidates who are 17 years of age must present valid working papers.
- 5) All New Hire candidates must successfully complete 40 hours of lifeguard rookie training in pay status prior to reporting to their assigned work stations.

**IMMEDIATELY AFTER SUCCESSFULLY COMPLETING THE PROCEDURE, PARK ASSIGNMENTS WILL BE MADE. STARTING PAY RATE MINIMUM OF \$12.56/HOUR.**

NEW YORK STATE  
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF  
HUMAN RIGHTS on the Complaint of

ROY J. LESTER,

Complainant,

v.

NEW YORK STATE, OFFICE OF PARKS,  
RECREATION & HISTORIC PRESERVATION,  
Respondent.

Federal Charge No. 16GA703632

DETERMINATION AND  
ORDER AFTER  
INVESTIGATION

Case No.  
10118514

On 6/13/2007, Roy J. Lester filed a verified complaint with the New York State Division of Human Rights ("Division") charging the above-named respondent with an unlawful discriminatory practice relating to employment because of age in violation of N.Y. Exec. Law, art. 15 (Human Rights Law).

After investigation, and following opportunity for review of related information and evidence by the named parties, the Division has determined that there is NO PROBABLE CAUSE to believe that the respondent has engaged in or is engaging in the unlawful discriminatory practice complained of. This determination is based on the following:

Respondent provided a list of names and ages of the Lifeguards hired for 2007 season. Of the two hundred seventy-one Lifeguards hired, 80 are over the age of forty and six are the same age as the Complainant.

Further, the Respondent employs 271 employees as Lifeguards at the location in question, 80 of whom ages ranges from age 40 to age 80. Therefore, it is not reasonable to believe that the respondent denied the Complainant the privilege of taking the rehire exam because of his age 57.

Complainant admits that he was not allowed to take the rehire exam because he was not wearing the State issued swimming wear at the time the rehire exam was offered.

DEC 10 2007

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cc: Cameron  
Chip Gordon

There is no information to support Complainant's allegation of discrimination based on age in violation of the NYS Human Rights Law.

The complaint is therefore ordered dismissed and the file is closed.

PLEASE TAKE NOTICE that any party to this proceeding may appeal this Determination to the New York State Supreme Court in the County wherein the alleged unlawful discriminatory practice took place by filing directly with such court a Notice of Petition and Petition within sixty (60) days after service of this Determination. A copy of this Notice and Petition must also be served on all parties including General Counsel, State Division of Human Rights, One Fordham Plaza, 4th Floor, Bronx, New York 10458. DO NOT FILE THE ORIGINAL NOTICE AND PETITION WITH THE STATE DIVISION OF HUMAN RIGHTS.

Your charge was also filed under the Age Discrimination in Employment Act (ADEA). Enforcement of the aforementioned law(s) is the responsibility of the U.S. Equal Employment Opportunity Commission (EEOC). You have the right to request a review by EEOC of this action. To secure review, you must request it in writing, within 15 days of your receipt of this letter, by writing to EEOC, New York District Office, 33 Whitehall Street, 5th Floor, New York, New York 10004-2112. Otherwise, EEOC will generally adopt our action in your case.

Dated: 12/7/07  
Hempstead, New York

STATE DIVISION OF HUMAN RIGHTS

By:



Carmen Acosta  
Regional Director