

THE COMMONWEALTH OF MASSACHUSETTS
 COMMISSION AGAINST DISCRIMINATION
 ONE ASHBURTON PLACE, BOSTON, MA 02108-1518



Argeo Paul Cellucci
 Governor
 Jane Swift
 Lieutenant Governor
 Andrew S. Natsios
 Secretary

Charles E. Walker, Jr.
 Chairman
 Douglas T. Schwarz
 Commissioner
 Dorca I. Goméz
 Commissioner

AGREEMENT
 between

The Massachusetts Commission Against Discrimination

and

**The United States Department of Justice
 Civil Rights Division
 Office of Special Counsel for Immigration-Related
 Unfair Employment Practices**

In recognition of the growing diversity of the Commonwealth of Massachusetts, the Massachusetts Commission Against Discrimination and the Office of Special Counsel for Immigration-Related Unfair Employment Practices of the United States Department of Justice have agreed to work together to increase the levels of information and assistance regarding the rights and responsibilities of residents under the anti-discrimination provisions of immigration and other laws.

The Massachusetts Commission Against Discrimination (MCAD) is empowered to receive, initiate, and investigate complaints, conduct public hearings, issue orders to eliminate discrimination where it is found to exist, and mitigate the effects of such discrimination on the bases of race, color, religion, sex, age, handicap, national origin, retaliation, or sexual orientation, among others. Originally enacted in 1946, the Massachusetts anti-discrimination statute, Mass. Gen. L. ch. 151B, §§ 1-10, is eighteen years older than the Federal law, Title VII. See 1946 Mass. Acts 368. It regulates conduct in employment in order to carry out the Commonwealth's interest in ensuring that its workplaces are free from unlawful discrimination.

The Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC), Civil Rights Division, U.S. Department of Justice is charged with enforcement of the provisions of the Immigration Reform and Control Act of 1986 (as amended) which prohibits discrimination in employment on the basis of national origin or citizenship status, or in the form of "document abuse." It regulates conduct in employment in order to carry out the nation's interest in ensuring that its workplaces are free from unlawful discrimination.

The purpose of this Agreement is to minimize duplication of effort and to ensure that matters within the jurisdiction of either agency are communicated to that agency without delay.



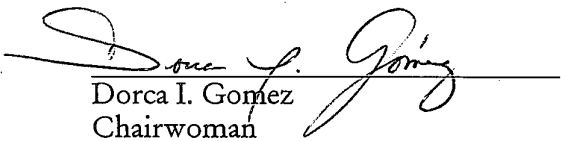
By this Agreement, MCAD and OSC hereby appoint each other as their respective agents for the sole purpose of satisfying time limits for filing of charges. To ensure that filing deadlines are satisfied, each agency will accurately record the date of filing of charges and notify the other agency of that date when referring a charge.

When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency, the agency referring the charge will advise the charging party that an opportunity exists to file a complaint with the other agency and will forward a copy of the charge to the other agency as soon as possible.

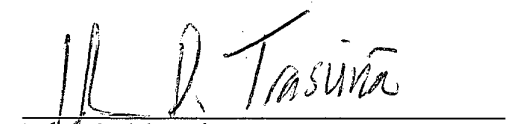
If both agencies are investigating a charge arising from the same fact situation, the agencies will coordinate their investigations to the greatest extent practical and share information so as to minimize duplication of effort. It is understood that neither agency will divulge information under this Agreement in violation of applicable laws.

The Office of Special Counsel shall provide training to the staff of the Massachusetts Commission Against Discrimination, and its affiliate local human rights commissions, in identifying cases and issues that may arise under the jurisdiction of the OSC. Training shall be provided on or before the effective date of this agreement.

The effective date of this agreement shall be September 15, 2000 or the date that training is provided to the staff of MCAD and its affiliate local human rights commissions, whichever is later. Nothing in this Agreement diminishes either agency's authority to investigate and prosecute charges that fall within the coverage of its statutes.


Dorca I. Gomez
Chairwoman
Massachusetts Commission Against Discrimination

7/20/2000
Date


John D. Trasvina
Special Counsel for Immigration Related
Unfair Employment Practices
Civil Rights Division
U. S. Department of Justice

10/16/00
Date