

AGREEMENT  
between  
MICHIGAN DEPARTMENT OF CIVIL RIGHTS  
and  
THE OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED  
UNFAIR EMPLOYMENT PRACTICES

The Michigan Department of Civil Rights is charged with the enforcement of the provisions of the Elliott-Larsen Civil Rights Act of 1976 which prohibits discrimination in employment on the basis of race, religion, color, national origin, age, sex, height, weight and marital status. The Office of Special Counsel for Immigration Related Unfair Employment Practices, U. S. Department of Justice, is charged with the enforcement of the provisions of the Immigration Reform and Control Act of 1986 which prohibits discrimination in employment on the basis of citizenship status or national origin. The purpose of this Agreement is to minimize duplication of effort and to ensure the matters within the jurisdiction of an agency are communicated to that agency without delay.

The Michigan Department of Civil Rights and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits for filing of charges. To ensure that filing deadlines are met, 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 receiving the charge will forward a copy of it to the other agency as soon as possible. Copies of all relevant documents will be forwarded upon request by each agency.

If both agencies are investigating a charge arising from the same fact situation, the agencies will coordinate their investigations and share their information to the greatest extent practicable so as to minimize duplication of effort.

Nothing in this Agreement diminishes either agency's authority to investigate and prosecute charges that fall within the coverage of its statute. Any provision of this Agreement may be modified upon written consent of the parties. This Agreement may be terminated by either party upon thirty (30) days written notice to the other party.

Lawrence J. Ashford  
Signature

Special Counsel  
Title

4-3-89  
Date

John Ray Costello  
Signature

Director  
Title

3-28-89  
Date