

**AGREEMENT
between**

**STATE OF MONTANA
HUMAN RIGHTS COMMISSION**

and

**UNITED STATES DEPARTMENT OF JUSTICE
OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED
UNFAIR EMPLOYMENT PRACTICES**

The Montana Human Rights Commission is charged with the enforcement of the provisions of the Montana Human Rights Act that prohibit discrimination in employment on the basis of race, creed, religion, marital status, color, sex, physical or mental handicap, age or national origin. 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 that prohibit 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 that matters within the jurisdiction of an agency are communicated to that agency without delay.

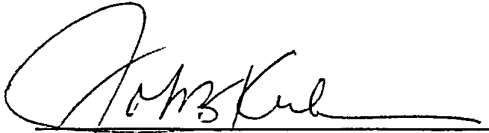
The Montana Human Rights Commission and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits for filing of charges. To ensure that filing deadlines are satisfied, each agency will accurately record the date of filing of 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 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.

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.

Nothing in this Agreement diminishes either agency's authority to investigate and prosecute charges that fall within the coverage of its statute.

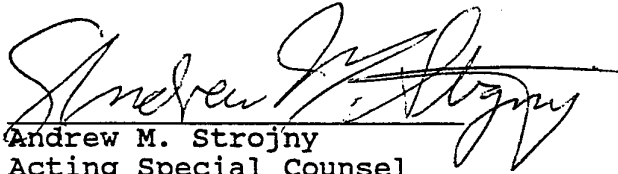
This agreement will remain in effect until September 1, 1990, by which time the parties to this agreement will have decided whether to continue the agreement on an indefinite basis beyond that date.



John B. Kuhr
Chair
Montana Human Rights Commission

9/8/89

Date



Andrew M. Strojny
Acting Special Counsel

9/26/89
Date