

**AGREEMENT**  
**between**  
**AGENCY FOR HUMAN RIGHTS AND COMMUNITY RELATIONS**  
**DENVER, COLORADO**  
**and**  
**UNITED STATES DEPARTMENT OF JUSTICE**  
**OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED**  
**UNFAIR EMPLOYMENT PRACTICES**

In recognition of the growing diversity of Denver, Colorado, the Agency for Human Rights and Community Relations and the Office of Special Counsel for Immigration Related Unfair Employment Practices of the U.S. 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.

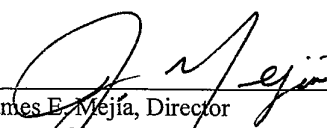
The Agency for Human Rights and Community Relations of the City and County of Denver, Colorado is charged with enforcement of Chapter 28, Article IV of the Revised Municipal Code regarding prohibition of discrimination in employment, housing and commercial space, public accommodations, educational institutions and health and welfare services. This ordinance protects individuals from discrimination on the basis of race, color, religion, national origin, gender, age, sexual orientation, marital status, military status or physical or mental disability. The Office of Special Counsel 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, ensure that matters within the jurisdiction of an agency are communicated to that agency without delay, and educate the public of their rights and responsibilities under the pertinent laws.

The Agency for Human Rights and Community Relations of Denver, Colorado and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits of filing a charge. To ensure that the deadlines are satisfied, each agency will accurately record and notify the other agency the date of the charge filed.

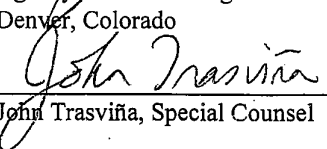
When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency, a copy of the charge will be forwarded to the other agency as soon as possible. In addition, copies of all relevant documents will be forwarded upon request.

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.

  
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James E. Mejía, Director  
Agency for Human Rights and Community Relations  
Denver, Colorado

10/22/98  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
John Trasviña, Special Counsel

10/22/98  
\_\_\_\_\_  
Date