

AGREEMENT
between
THE CHICAGO COMMISSION ON HUMAN RELATIONS
and
UNITED STATES DEPARTMENT OF JUSTICE
OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED
UNFAIR EMPLOYMENT PRACTICES

The Chicago Commission on Human Relations ("Chicago Commission") and the Office of Special Counsel for Immigration Related Unfair Employment Practices of the U.S. Department of Justice ("Office of Special Counsel") agree 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 Chicago Commission is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. Those Ordinances prohibit discrimination in employment, housing, public accommodations, credit and bonding. Those ordinances protect individuals from ~~discrimination on the basis of race, color, religion, national origin, sex, age, sexual orientation,~~ disability, ancestry, parental status, marital status, military discharge status and source of income.

The Office of Special Counsel is charged with the enforcement of the provisions of the Immigration Reform and Control Act of 1986 which prohibit discrimination in employment on the basis of citizenship status or national origin.

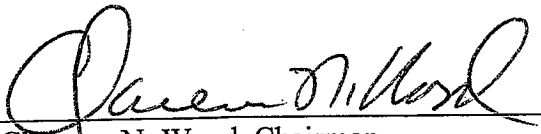
The purposes of this Agreement are to ensure that matters within the jurisdiction of each agency are communicated to that agency without delay, and to educate the public on the rights and responsibilities under the pertinent laws.

The Chicago Commission hereby agrees to act as an agent for the Office of Special Counsel for the sole purpose of satisfying the time limits of filing a charge. To ensure that the deadlines are satisfied, the Chicago Commission will accurately record and notify the Office of Special Counsel of the date when the Chicago Commission receives a complaint containing allegations that appear to fall within the jurisdiction of the Office of Special Counsel. The Chicago Commission will forward a copy of its complaint and other relevant documents to the Office of Special Counsel as soon as possible. Further, the Chicago Commission shall refer to the Office of Special Counsel any individual whose complaint falls into its jurisdiction but not that of the Chicago Commission's. The Chicago Commission shall also give a copy of the Office of Special Counsel's complaint form to individuals who may be able to file with them.

Nothing in this Agreement affects or diminishes either agency's authority to investigate and proceed with complaints that fall within the coverage of its statute or ordinances.

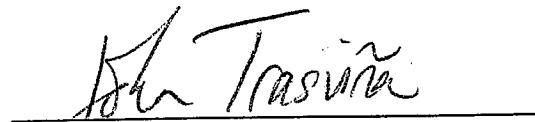
Either agency may terminate this Agreement with reasonable written notice to the other agency if the terminating agency determines that continuing compliance with this Agreement is contrary to the best interests of the agency.

This Agreement shall become effective on October 15, 1999.



Clarence N. Wood, Chairman
Chicago Commission on Human Relations

Dated: 10/14/99



John Trasviña, Special Counsel
Office of Special Counsel

Dated: 10/14/99