

**AGREEMENT**  
**between**  
**ANTI-DISCRIMINATION UNIT**  
**DEPARTMENT OF LABOR AND HUMAN RESOURCES**  
**COMMONWEALTH OF PUERTO RICO**  
**San Juan, Puerto Rico**  
**and**  
**UNITED STATES DEPARTMENT OF JUSTICE**  
**OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED**  
**UNFAIR EMPLOYMENT PRACTICES**

In recognition of the growing diversity of the Commonwealth of Puerto Rico, the Anti-discrimination Unit and the Office of Special Counsel of 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 Anti-discrimination Unit of the Commonwealth of Puerto Rico, is charged with the enforcement of Law 100, June 30, 1959, as amended, regarding prohibition of discrimination in employment. This ordinance protects individuals from discrimination on the basis of race, color, religion, national origin, gender, age, marital status, or social status. 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 Anti-discrimination Unit of the Commonwealth of Puerto Rico and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits of filling 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.

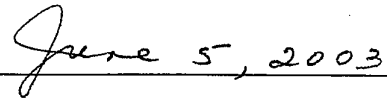
When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency a copy of the charges will be forwarded

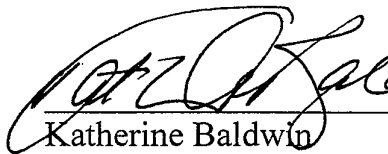
to the other agency as soon as possible. In addition, copies of all relevant documents will be forwarded upon request.

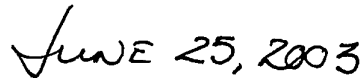
If both agencies are investigating a charge arising from the same fact situation, the agencies will coordinate their investigations to the greatest extent practical and share information so as to minimize duplication of effort.

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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Carmen Ana Lugo Fournier, Director  
Anti-discrimination Unit

  
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June 5, 2003

  
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Katherine Baldwin  
Deputy Special Counsel

  
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JUNE 25, 2003