



**U.S. Department of Justice**

**Civil Rights Division**

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*Assistant Attorney General*

*950 Pennsylvania Avenue, N.W. - MJB  
Washington, DC 20530*

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**THE GOVERNMENT OF PALAU**  
**and**  
**THE UNITED STATES DEPARTMENT OF JUSTICE**  
**CIVIL RIGHTS DIVISION,**  
**OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED**  
**UNFAIR EMPLOYMENT PRACTICES**

**INTRODUCTION**

The U.S. Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration Related Unfair Employment Practices (Office of Special Counsel) was created by an act of Congress in 1986 to enforce 8 U.S.C. Section 1324b. That Section prohibits discrimination in employment against United States citizens, United States nationals, legal immigrants and other work-authorized aliens on the basis of either citizenship status or national origin. That Section also prohibits employers from engaging in certain unfair documentary practices, and from retaliating against persons who have either asserted their rights under 8 U.S.C. Section 1324b or taken part in an investigation or law suit pursued by the Office of Special Counsel. The Office of Special Counsel is also required by 8 U.S.C. Section 1324b to engage in outreach efforts to increase the knowledge of employers, employees and the general public on the rights and responsibilities created by 8 U.S.C. Section 1324b.

The Government of the Republic of Palau, a separate sovereign state in free association with the United States of America, strives to protect and serve all the people of Palau, both in Palau and while residents of the United States. The U.S./Palau Compact of Free Association authorizes citizens of Palau to freely enter the United States to work, study or reside.

All the people of the Republic of Palau enjoy certain basic civil rights under both Palauan and U.S. federal law. Included in these are the rights created by 8 U.S.C. Section 1324b to be protected from illegal employment discrimination based on citizenship status or national origin.

Both the Republic of Palau and the Office of Special Counsel recognize the importance of addressing the needs of the Palauan community in the United States. This Memorandum of Understanding expresses the desire and intention of the Republic of Palau and the Office of Special Counsel to cooperate to better serve all the people of the Republic of Palau, including its growing immigrant community. Accordingly, the Republic of Palau and the Office of Special Counsel have reached the following understandings:

#### COOPERATE

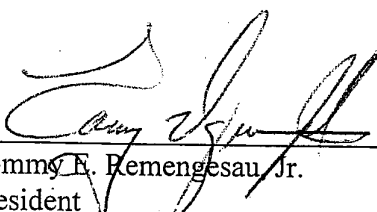
The Republic of Palau and the Office of Special Counsel intend to cooperate to protect the rights of both immigrants and U.S. Citizens, and to better educate the immigrant community, the business community, and the general public regarding the rights and responsibilities of both employers and workers under 8 U.S.C. Section 1324b, and other laws.

#### TRAINING AND OUTREACH

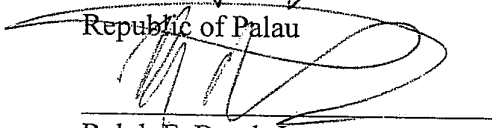
The Office of Special Counsel plans to train employees of the Washington, D.C. Embassy of Palau, or other Palauan consular offices in the United States, on the rights and responsibilities of both workers and employers under 8 U.S.C. Section 1324b. The Office of Special Counsel also expects to consult with the Embassy of Palau on outreach and educational efforts directed toward the Palauan community in the United States. Through these efforts, both the Office of Special Counsel and the Republic of Palau hope to serve both the worker and employer communities by preventing unlawful employment discrimination before it occurs.

#### RESERVATION OF AUTHORITY

This Memorandum of Understanding does not diminish either participant's authority to investigate and prosecute charges that fall within the coverage of its statutes or regulations, to independently conduct educational or outreach efforts, or to carry out any other activity. Nor does this Memorandum of Understanding create any new substantive rights for any group or individual under Palauan or United States law.

  
Tommy E. Remengesau, Jr.  
President  
Republic of Palau

3/14/02  
Date

  
Ralph F. Boyd, Jr.  
Assistant Attorney General  
Civil Rights Division  
United States Department of Justice

3/14/02  
Date