

AGREEMENT
between

THE SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

and

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

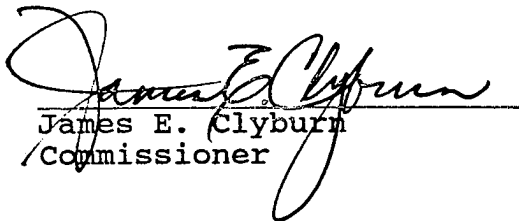
The South Carolina Human Affairs Commission is charged with the enforcement of the provisions of the State of South Carolina Human Affairs law that prohibit discrimination in employment on the basis of race, age, religion, color, national origin, sex, physical or mental handicap. The Office of Special 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 Human Affairs Commission of the State of South Carolina 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.

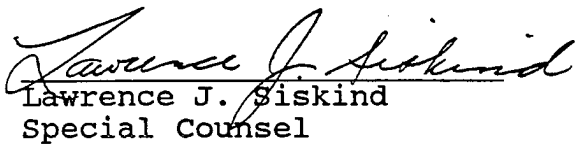
When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency, the agency receiving the charge will forward a copy of it to the other agency as soon as possible. The South Carolina Human Affairs Commission will obtain permission from the person making the charge before referring it to the Special Counsel.

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 non-confidential 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.


James E. Clyburn
Commissioner

4/6/89
Date


Lawrence J. Siskind
Special Counsel

4/10/89
Date