

**AGREEMENT**  
between  
**SEATTLE OFFICE FOR CIVIL RIGHTS**  
**SEATTLE, WASHINGTON**  
and  
**UNITED STATES DEPARTMENT OF JUSTICE**  
**OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED**  
**UNFAIR EMPLOYMENT PRACTICES**

In recognition of the growing diversity of SEATTLE, WASHINGTON, the SEATTLE OFFICE FOR CIVIL RIGHTS 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 SEATTLE OFFICE FOR CIVIL RIGHTS of SEATTLE, WASHINGTON is charged with the enforcement of SMC 14.04 et seq. and SMC 14.08 regarding prohibition of discrimination in employment, housing and public accommodations, and the Mayor's Executive Order and Ordinance 119601 prohibiting discrimination in the provision of City services or award of City contracts. The Ordinances and Order protect individuals from discrimination on the basis of race, color, sex, religion, creed, ancestry, political ideology, national origin, age, sexual orientation, gender identity, marital status, parental status, use of a Section 8 Certificate, use of a guide dog or service animal, 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.

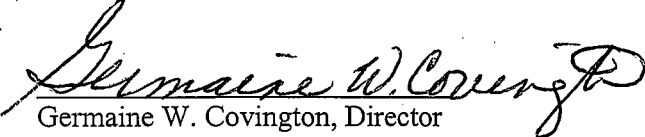
SEATTLE OFFICE FOR CIVIL RIGHTS and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits of filing a charge. To ensure that the deadlines are satisfied, each agency will accurately record and notify the other agency of the date of the charge filed.

When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency, provided that the charging party agrees to submit the charge to 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 practicable and share information so as to minimize duplication of effort.

The Office Of Special Counsel shall provide training to the staff of the SEATTLE OFFICE FOR CIVIL RIGHTS in identifying cases and issues which may arise under the jurisdiction of the Office Of Special Counsel For Immigration Related Unfair Employment Practices. Training shall be provided on or before the effective date of this Agreement.

The effective date of this Agreement shall be December 1, 1999 or the date that training is provided to SEATTLE OFFICE FOR CIVIL RIGHTS staff, whichever is later. 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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Germaine W. Covington, Director  
SEATTLE OFFICE FOR CIVIL RIGHTS

12/8/99  
Date

  
\_\_\_\_\_  
John Trasviña, Special Counsel  
U.S. DEPARTMENT OF JUSTICE

12/8/99  
Date