

AGREEMENT ESTABLISHING AN ALLIANCE

BETWEEN

**THE OFFICE OF DISABILITY EMPLOYMENT POLICY,
U.S. DEPARTMENT OF LABOR**

AND

THE NATIONAL ORGANIZATION OF NURSES WITH DISABILITIES

The Office of Disability Employment Policy (ODEP) and the National Organization of Nurses with Disabilities (NOND) recognize the value of establishing a collaborative relationship to promote the employment of people with disabilities in the healthcare industry. ODEP and the NOND hereby form an Alliance to conduct outreach, education and technical assistance activities that promote the recruitment, hiring, retention and advancement of individuals with disabilities, including veterans with disabilities, in the healthcare sector.

Alliance Activities

Specifically, ODEP and NOND agree to work together to carry out the following activities:

- *Share expertise and information* on hiring, advancing, and retaining healthcare professionals with disabilities, specifically targeting veterans and others with disabilities interested in healthcare careers, mature workers, and employers in the healthcare industry from the date of the last signature to this agreement (below).
- *Promote and disseminate information on ODEP* resources to NOND members, and others in the healthcare industry. ODEP resources include, but are not limited to, the Job Accommodation Network (JAN), the Employer Assistance and Resource Network (EARN), the Workforce Recruitment Program
- *Develop and publicize resources on the value of hiring and retaining veterans and other individuals with disabilities* in the healthcare sector, including educational materials, success stories, and case studies developed collaboratively or by individual parties.
- *Identify issues* of specific concern to employers to which the Alliance should direct particular attention and resources, and determine how best to communicate relevant information to this constituency.
- *Speak, exhibit, and/or appear* at mutually agreed upon ODEP and NOND events.
- *As appropriate, convene and/or participate in stakeholder meetings* focused on forging innovative strategies for recruiting, hiring, retaining and promoting people with disabilities.
- *Provide technical assistance to employers and employees* regarding replicable disability employment strategies, policies and effective practices.

- *Participate in meetings and/or discussions with representatives from other ODEP Alliances to exchange information on various disability employment issues that are being addressed and to explore opportunities for additional collaborative activities.*
- *Carry out other activities, as mutually agreed upon, that promote the hiring, advancement, and retention of individuals with disabilities in the healthcare industry.*

Alliance Implementation

An implementation team made up of representatives of both parties will initially meet to establish specific goals and develop a plan of action, determine working procedures, and identify the roles and responsibilities of the participants. In addition, they will meet at least three times per year in person, or by conference call, to track and share information on activities and progress in achieving the goals of the Alliance. Team members will include representatives of ODEP’s Policy Teams and Policy Communication and Outreach Division, and any other appropriate offices and those designated by NOND.

Legal Authority

ODEP’s legal authority to entering into this Agreement is found in 29 U.S.C. 557b.

The points of contact for the respective parties are as follows:

ODEP

Julie Clark
Senior Policy Advisor, ODEP
(202) 693-4927
clark.julie.a@dol.gov

NOND

Beth Marks
President, NOND
(773) 350-4567
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Karen McCulloh
Immediate Past President, NOND
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karenmcculloh@gmail.com

General Alliance Provisions

ODEP Alliances provide the parties with an opportunity to participate in a voluntary, cooperative relationship that supports shared goals and furthers the national dialogue on employing people with disabilities. In accordance with that understanding, the following provisions apply:

- This Alliance agreement will remain in effect for two years.
- By entering into an Alliance with a party, ODEP is not endorsing any of that party’s products or services; nor does the Alliance partner enter into this agreement with the purpose of promoting particular products or services of any party.

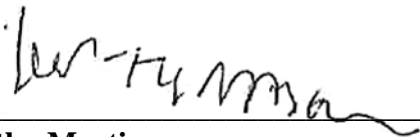
- Advance review and approval both by DOL and the NOND is required for any jointly developed products, the use of the U.S. Department of Labor (DOL) seal or agency logos, the use of registered trademark(s) and related designs of the NOND or DOL, and/or NOND press releases or other documents related to the Alliance.
- Any conference, seminar or related activity undertaken pursuant to this agreement will be memorialized in a separate agreement.
- This agreement may be modified in writing at any time with the concurrence of both signatories.
- All disputes arising under this agreement will be resolved by consultation between the parties.
- Either signatory may terminate this agreement for any reason at any time, provided they give 30 days written notice.
- This agreement is not intended to legally bind the parties, nor is it intended to confer any right upon any private person.

Nothing in this agreement shall be interpreted as limiting, superseding or otherwise affecting either party's normal operations or decisions in carrying out its statutory or regulatory duties. This agreement does not limit or restrict the parties from participating in similar activities or arrangements with other entities.

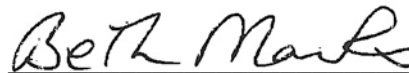
This agreement does not itself authorize the expenditure or reimbursement of any funds. Nothing in this agreement obligates the parties to expend appropriations or enter into any contract or other obligations.

Signatures

In signing this Alliance, ODEP and NOND demonstrate their joint commitment to the employment, retention, and advancement of people with disabilities in the healthcare industry and commit to carrying out the education, outreach, and technical assistance activities as described above.



Kathy Martinez
Assistant Secretary for Disability
Employment Policy
 Office of Disability Employment Policy
 U.S. Department of Labor



Beth Marks, RN, PhD
President
 National Organization of Nurses with Disabilities

Date of Signing: May 7, 2012