SRE
CONSULADO GENERAL
DE MEXICO EN ATLANTA

ARRANGEMENT ESTABLISHING AN UNDERSTANDING

BETWEEN

THE CONSULATE GENERAL OF THE UNITED MEXICAN STATES

IN ATLANTA, GEORGIA

AND

THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

BIRMINGHAM DISTRICT OFFICE

The Consulate General of the United Mexican States in Atlanta, Georgia (Consulate) and the U.S. Equal Employment Opportunity Commission (EEOC), Birmingham District Office, hereinafter referred to collectively as "the Participants;"

RECOGNIZING the joint commitment to compliance and awareness of workplace laws and regulations applicable to all Mexican nationals in the United States;

RECOGNIZING the need for maintaining cooperative relationships for purposes such as training and education, outreach and communication and promoting a dialogue on compliance with laws and regulations enforced by the EEOC;

INTEND to form an Understanding to seek achievement of the following:

Overall Objective

The Participants intend to establish a collaborative relationship to provide Mexican nationals in the EEOC Birmingham District information, guidance, and access to education and training resources to help them exercise their workplace rights, with the view to protect their civil rights, particularly with regard to reducing violations of the laws and regulations administered and enforced by the EEOC related to employment discrimination and equal employment opportunity, and to help them understand the rights of workers and the responsibilities of employers under Title VII of the Civil Rights Act of 1964 (Title VII-CRA), as amended; the Pregnancy Discrimination Act (PDA), the Equal Pay Act of 1963 (EPA), the Age Discrimination in Employment Act of 1967 (ADEA), as amended; Title I of the Americans with Disabilities Act of 1990 (ADA), as amended; and the Genetic Information Nondiscrimination Act of 2008 (GINA).

Training and Education

The Participants intend to work together to seek achievement of the following training and education goals:

- Launch an educational program (hereinafter referred to as "the program") aimed at making Mexican nationals in the EEOC Birmingham District aware of applicable workplace laws and regulations.

- Monitor, review, evaluate, and modify the program as needed, through the terms of the Arrangement, to ensure that the public is well aware of workplace rights and responsibilities.

- Provide for training by EEOC on the application and enforcement of the statutes administered and enforced by EEOC to the appropriate Consular staff.

- Establish a system for referring complaints to EEOC.

- Develop additional appropriate educational materials as needed.

- Arrange for an EEOC representative to attend and participate in appropriate forums held for Mexican nationals and employers involving topics under the jurisdiction of EEOC.

Outreach and Communication

The Participants intend to work together to achieve the following outreach and communication goals:

- Conduct a minimum of two informational forums during the first year of the Program, where public notice is to be provided, and at least one representative of each Participant attends each forum.

- Publicize this Arrangement and all relevant information regarding the program through local and international media.

- Provide educational materials to the Consulate for distribution.

- Provide the Consulate with a contact person to coordinate implementation of the Arrangement.

- Set up a system for consular contact with Mexican nationals who have returned to Mexico and are owed monetary compensation that EEOC has collected from the responsible employers. EEOC intends to facilitate this contact by providing the Mexican Consulate with the name, date of birth and any other relevant information concerning these workers. When contact is done, EEOC intends to direct to the Mexican Consulate the corresponding checks issued by the responsible employers, made out to the workers. The Mexican Consulate intends to arrange for the delivery of the checks to the workers.

- Disseminate compliance and educational materials to the Consulate's constituency.

Promotion of a Dialogue

The Participants intend to work together to seek achievement of the following goals related to promoting a dialogue on employment discrimination and equal employment opportunity:

- Raise awareness of and demonstrate commitment with respect to equal employment opportunity and workers' rights whenever the Participants address groups from the Mexican community.

- Convene or participate in forums, round table discussions, or stakeholder meetings on issues affecting Mexican nationals to help forge innovative solutions on issues concerning employment discrimination and equal employment opportunity, and other employment issues, and understanding of worker rights and responsibilities of employers.

- Share information on EEO laws and standards, including those related to equal employment opportunity, worker rights, employer responsibilities and labor exploitation.

An implementation team made up of representatives of each Participant intends to meet to develop a plan of action, mutually determine working procedures, and identify the roles and intended responsibilities of the Participants. EEOC intends to designate a point of contact for referrals from the Consulate. In addition, the Participants intend to meet at least three times per year to track and share information on activities and results in achieving the goals of the Arrangement.

This Arrangement is intended to cease two (2) years from the date of signing. A Participant should endeavor to provide thirty (30) days advanced written notice of its intent to discontinue its participation in this Arrangement. This Arrangement may be modified in writing at any time by mutual consent of the Participants.

Signed at Birmingham, AL, in duplicate, this 23rd day of April, 2015, in the English and Spanish languages.

FOR THE CONSULATE GENERAL OF THE UNITED MEXICAN STATES IN ATLANTA, GA:

RICARDO CAMARA SANCHEZ
CONSUL GENERAL

FOR THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, BIRMINGHAM DISTRICT OFFICE:

DELNER FRANKLIN-THOMAS
DISTRICT DIRECTOR