

AGREEMENT ESTABLISHING AN ALLIANCE

BETWEEN

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

AND

THE ASSISTIVE TECHNOLOGY INDUSTRY ASSOCIATION

The Office of Disability Employment Policy (ODEP) and the Assistive Technology Industry Association (ATIA) recognize the value of establishing a collaborative relationship to promote the employment of people with disabilities through increased access to Assistive Technology (AT) and to accessible Information & Communications Technology (ICT). ODEP and ATIA hereby form an Alliance to provide ATIA members and others with information, guidance, and access to resources that will help them to recruit, hire, and advance the careers of workers with disabilities. In developing this Alliance, ODEP and ATIA recognize that ODEP and ATIA members, leadership, partners, and customers are an integral part of this national effort.

Alliance Activities

Specifically, ODEP and ATIA agree to:

- *Disseminate training and education materials* to ATIA's members, partners, and customers on issues of concern in order to advance recruitment and employment of job candidates with disabilities.
- *Disseminate and share practices, expertise, and information* on key technology related accessibility issues as they pertain to AT and ACT and the employment and advancement of people with disabilities and develop ways of communicating such information (e.g. print and electronic media, electronic assistance tools and ODEP's and the ATIA's Web sites) to employers and employees in the industry.
- *Develop and disseminate case studies* illustrating the business value of employing people with disabilities along with the need for advancement of AT & ICT accessibility and publicize the results.
- *Identify, document and disseminate* effective employer policies and practices to ATIA's members, to employees, and to other employers.
- *Share information* with ODEP personnel, industry diversity and EEO professionals, and federal agencies regarding AT & ICT accessibility best practices or effective approaches that promote the employment of persons with disabilities and publicize results through outreach by ATIA and through ODEP- or ATIA-developed materials, training programs, workshops, seminars, and

lectures (or any other applicable forum). ATIA will identify materials developed for the activities contemplated herein as such.

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- *Identify activities that demonstrate, evaluate or replicate model accessibility technology strategies.*
- *Identify related issues of joint concern to which the Alliance should direct particular attention and resources.*
- *Promote ODEP-funded technical assistance services, such as the Job Accommodation Network and the Employer Assistance and Resource Network.*
- *Convene and/or participate in forums, round table discussions, or stakeholder meetings on AT & ICT accessibility issues to help forge innovative solutions in the workplace on recruiting, hiring, retaining and promoting people with disabilities. Jointly convening forums, discussions, or meetings may require a separate co-sponsorship agreement, which must be cleared through the DOL MOU clearance process.*
- *Raise awareness of and demonstrate their own commitment to the advancement of employment for people with disabilities whenever ATIA leaders address groups.*
- *Speak, exhibit, and/or appear at mutually agreed upon ODEP and ATIA events and meetings such as Interagency Disability Educational Awareness Showcase (IDEAS), California State University, Northridge (CSUN) Conference, etc. Each party will bear its own costs for any speakers or officials who appear at conferences, meetings, or other such events.*
- *Work with other Alliance participants on specific issues and projects on AT & ICT accessibility that are addressed and developed through the Alliance Program.*
- *Provide technical assistance to employers and employees regarding replicable disability employment strategies, policies and effective practices.*

ODEP's Alliances provide parties an opportunity to participate in a voluntary cooperative relationship with ODEP for purposes such as training and education, outreach and communication and promoting a national dialogue on the employment of people with disabilities. These Alliances have proved to be valuable tools for both ODEP and its Alliance participants. By entering into an Alliance with a party, ODEP is not endorsing

any products or services of that party; nor does ODEP enter into an Alliance with the purpose of promoting particular products or services of any party

An implementation team made up of representatives of both parties will 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 ATIA.

Legal Authority

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

Publicity and Endorsements

Any publicity generated pursuant to this Agreement will not imply that the Department of Labor's involvement serves as an endorsement of the general policies, activities, or products of ATIA. Where confusion could result, publicity will be accompanied by a disclaimer that no endorsement is intended.

ATIA will not use or authorize the use of the name, logos, or seals of ODEP or the Department of Labor without the Department of Labor's prior approval.

Points of Contact

ODEP:

Randy Cooper
Senior Policy Advisor, ODEP
cooper.randy@dol.gov
(202) 693- 4928

ATIA:

David Dikter
Chief Executive Officer
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(617) 524-0035

Sharon Spencer
Special Projects Consultant,
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(727) 785-1390

Resolution of Disputes

Disputes that arise under this Agreement shall be referred to the respective points of contact for resolution.

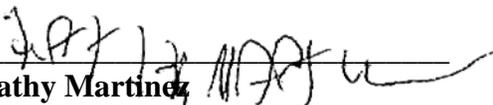
Effect of Agreement

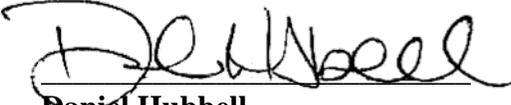
Nothing in this Agreement will be interpreted as limiting, superseding, or otherwise affecting either party’s normal operations or decisions in carrying out its responsibilities. This Agreement does not limit or restrict ODEP or ATIA from participating in similar activities or arrangements with other entities.

This Agreement creates no private right of action against the Federal Government. This Agreement does not create any legally enforceable rights for any third party.

Nothing in this Agreement obligates the Department of Labor to expend appropriated funds, or enter into any contract or other obligations.

This agreement will remain in effect for two years. Either signatory may terminate it for any reason at any time, provided they give 30 days written notice. This agreement may be modified at any time with the written concurrence of both signatories.


Kathy Martinez
Assistant Secretary
Office of Disability Employment Policy


Daniel Hubbell
President
Assistive Technology Industry Association


David Dikter
Chief Executive Officer
Assistive Technology Industry Association

Date of Signing: March 1, 2012