

AGREEMENT ESTABLISHING AN ALLIANCE
BETWEEN
THE OFFICE OF DISABILITY EMPLOYMENT POLICY
U.S. DEPARTMENT OF LABOR
AND
THE HIGHER EDUCATION RECRUITMENT CONSORTIUM

The Office of Disability Employment Policy (ODEP) and the Higher Education Recruitment Consortium (HERC), a project of the Tides Center, recognize the value of establishing a collaborative relationship to promote the employment of people with disabilities in the higher education community. ODEP and the HERC hereby form an Alliance to conduct outreach, education and technical assistance activities that promote recruitment, hiring, retention and advancement of individuals with disabilities, including veterans with disabilities, in higher education. In developing this Alliance, ODEP and HERC recognize that ODEP and HERC are an integral part of the national effort to promote workplaces that include all workers including those with disabilities.

Alliance Activities

ODEP and HERC agree to work together to carry out the following activities:

- *Share expertise and disseminate information* on hiring, advancing, and retaining workers with disabilities, including veterans with disabilities in positions in higher education.
- *Promote and disseminate information on ODEP resources* to HERC member universities, and others. ODEP resources include, but are not limited to, the Job Accommodation Network (JAN), the Employer Assistance and Resource Network (EARN), the Workforce Recruitment Program and promising practices/policies to increase disability inclusion in HERC member universities. And likewise utilize such ODEP resources to share the job opportunities available through HERC to workers with disabilities, including veterans with disabilities.
- *Develop and publicize resources on the value of hiring and retaining talented workers with disabilities including veterans with disabilities* in higher education. Such resources include, but are not limited to, educational materials, success stories, and case studies developed collaboratively or by individual parties.
- *Identify issues* of specific concern to higher education 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 HERC events.

- As appropriate, *convene and/or participate in stakeholder meetings* focused on forging innovative strategies for recruiting, hiring, retaining and promoting candidates 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 higher education.
- *Build awareness and increase use of the Workforce Recruitment Program (WRP)* as a pipeline for university recruiters and other human resource professionals.

Alliance Implementation

An implementation team made up of representatives of both parties will meet to establish specific goals, 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, those designated by HERC and any other appropriate offices.

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

ODEP

Colet Mitchell
Employer Policy Team Lead
202-693-4940
Mitchell.Colet@dol.gov

HERC

Nancy Aebersold
National Executive Director
831-336-4406
nancy@nationalherc.org

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.

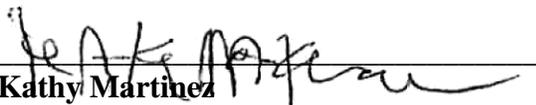
- Advance review and approval both by DOL and HERC is required for any jointly developed products, the use of the U.S. Department of Labor (DOL) seal or agency logos, the use of registered trademark(s) and related designs of the HERC or DOL, and/or HERC press releases or other documents related to the Alliance.
- Any conference, seminar or related activity, excluding educational webinars, 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.

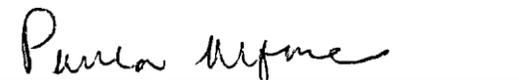
Nothing in this agreement shall be interpreted as limiting, superseding or otherwise affecting either party's normal operations or decisions in carrying out its statutory or regulatory duties. This agreement does not limit or restrict the parties from participating in similar activities or arrangements 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 HERC demonstrate their joint commitment to the community and commit to carrying out the education, outreach, and technical assistance activities as described above.


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


Paula Alfone
 Director
 Mid-Atlantic Higher Education Recruitment
 Consortium

On behalf of:

Nancy Aebersold
 Executive Director
 Higher Education Recruitment Consortium

April 29, 2013