

**Agreement Establishing an Alliance  
between the  
U.S. Department of Labor's Office of Disability Employment Policy  
and the  
American Association for Access, Equity and Diversity**

**The Partners**

The Office of Disability Employment Policy (ODEP) is a sub-cabinet level federal policy agency that develops and influences policies and practices that increase the number and quality of employment opportunities for people with disabilities.

The American Association for Access, Equity and Diversity (AAAED) is the oldest operating association of professionals in the Equal Opportunity profession and is a leader in Equal Opportunity, affirmative action and diversity training, and advocacy for professionals in higher education, private industry and government.

**The Alliance**

ODEP and AAAED recognize the value of establishing a collaborative relationship to promote the employment of individuals with disabilities. ODEP and AAAED hereby form an Alliance to provide AAAED members with information, technical assistance and access to resources that will enable members to promote and create workplaces that include the talents of employees with disabilities. In developing this Alliance, ODEP and AAAED recognize that they are an integral part of a national effort to promote workplaces that include all workers including those with disabilities.

**Alliance Activities**

ODEP and AAAED agree to work together to carry out activities in the following areas:

- Share expertise and information on hiring, advancing and retaining workers with disabilities, including veterans with disabilities.
- Promote and disseminate information about ODEP resources, such as the Job Accommodation Network (JAN), the Employer Assistance and Resource Network on Disability Inclusion (EARN), the Partnership on Employment and Accessible Technology (PEAT) and the Center for

Advancing Policy on Employment for Youth (CAPE-YOUTH) to AAAED members.

- Build awareness and use of the Workforce Recruitment Program (WRP) as a hiring tool for AAAED members.
- Develop and publicize resources on the value of hiring and retaining talented workers with disabilities, including veterans with disabilities. Such resources might include, but are not limited to, how-to-guides and other educational materials, success stories and case studies developed collaboratively or by individual parties.
- Identify emerging issues to which the Alliance should direct particular attention and resources, and determine how best to communicate relevant and useful information related to these issues.
- Speak, exhibit and/or appear at mutually agreed upon ODEP and AAAED events.
- As appropriate, convene and/or participate in membership meetings focused on forging innovative strategies for recruiting, hiring, retaining and promoting job candidates and employees 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.

### **Alliance Implementation**

An implementation team made up of representatives of ODEP and AAAED will meet to 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, either in person or virtually, to track and share information on activities and results in achieving the goals and objectives of the Alliance. The points of contact for the respective parties are as follows:

ODEP: Lou Orslene, Director, Employer and Workplace Policy Team,  
[orslene.louis.e@dol.gov](mailto:orslene.louis.e@dol.gov)

AAAED: Shirley Wilcher, Executive Director, [aaaedexecdir@gmail.com](mailto:aaaedexecdir@gmail.com)

### **General Alliance Provisions**

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

- This Alliance agreement will remain in effect for three years.
- By entering into an Alliance with a party, ODEP is not endorsing any products or services of that party; nor does the Agency enter into an Alliance with the purpose of promoting particular products or services of any party.
- This agreement may be modified in writing at any time with the concurrence of all signatories.
- All disputes arising under this agreement will be resolved by consultation between the parties.
- Any 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 each 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 AAAED demonstrate their commitment to the employment, retention, and advancement of people with disabilities and to the goals and objectives described above.



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Jennifer Sheehy  
Deputy Assistant Secretary  
Office of Disability Employment Policy



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Richard Anthony Baker  
President  
American Association for Access,  
Equity and Diversity

July 8, 2021