

**Agreement Establishing an Alliance
between the
U.S. Department of Labor's Office of Disability Employment Policy
and the
American Staffing Association**

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 Staffing Association (ASA) is the voice of the U.S. staffing, recruiting, and workforce solutions industry. ASA and its state affiliates advance the interests of the industry across all sectors through advocacy, research, education, and the promotion of high standards of legal and ethical standards, and professional practices.

The Alliance

ODEP and ASA recognize the value of establishing a collaborative relationship to promote the employment of individuals with disabilities. ODEP and ASA hereby form an Alliance to provide ASA 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 ASA 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 ASA agree to work together to carry out activities in some of 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), and the Partnership on Employment and Accessible Technology (PEAT), to ASA members.

- *Build awareness and use of the Workforce Recruitment Program (WRP) as a hiring tool for ASA members and its state affiliates.*
- *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 ASA 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 ASA 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 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: Carol Dunlap, Business Development Specialist, Policy, Communication, and Outreach Division, dunlap.carol@dol.gov; and
ASA: Michelle Snyder, Director of Public Relations, msnyder@americanstaffing.net.

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 two 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 the ASA demonstrate their commitment to the employment, retention, and advancement of people with disabilities and to the goals and objectives described above.

Jennifer Sheehy
5/7/2020

Jennifer Sheehy
Deputy Assistant Secretary
Office of Disability Employment Policy

Richard Wahlquist

Richard Wahlquist
President and CEO
American Staffing Association