

AGREEMENT ESTABLISHING AN ALLIANCE  
BETWEEN  
THE OFFICE OF DISABILITY EMPLOYMENT POLICY  
U.S. DEPARTMENT OF LABOR  
AND  
U.S. CUSTOMS AND BORDER PROTECTION

The U.S. Department of Labor, Office of Disability Employment Policy (ODEP) and the U.S. Customs and Border Protection (CBP) recognize the value of establishing a collaborative relationship to promote the employment of people with disabilities. ODEP and CBP hereby form an Alliance to provide CBP's employees with information, guidance, and access to resources that will help them to recruit, hire, and advance workers with disabilities.

As a compliment to and in support of the goals of the CBP Plan, CBP and ODEP, agree to, and hereby do, form an alliance (the Alliance) to provide CBP's employees with information, guidance, and access to resources that will help them to recruit, hire, and advance workers with disabilities and to alert job candidates with disabilities in the general public of opportunities for hiring and advancement within CBP.

ODEP and CBP will work together to achieve the following outreach and communication goals:

- Develop information on best practices on employment of workers with disabilities within the Federal government and develop ways of communicating this information via print, electronic and social media.
- Develop outreach strategies to the disability community to increase awareness about CBP and the availability of job opportunities.

ODEP and CBP will work together to achieve the following training and education goals:

- Develop and implement training materials to educate and support CBP managers on the goals and methods of hiring and retaining individuals with disabilities.
- Share effective employer policies and practices that have been developed and identified for hiring and retaining individuals with disabilities.
- Provide information on key Federal disability hiring issues.

ODEP and CBP will work together to achieve the following technical assistance goals:

- Identify activities that demonstrate, evaluate or replicate model Federal disability employment strategies.

- Identify issues of concern about disability employment to which the Alliance should direct particular attention and resources.
- Within CBP, promote ODEP-funded technical assistance services, such as the Job Accommodation Network and the Workforce Recruitment Program.

ODEP and CBP will work together to achieve the following goals related to promoting the national dialogue on the employment and advancement of people with disabilities:

- Raise awareness and demonstrate a commitment to employment and advancement of people with disabilities when addressing stakeholder groups within the Federal government.
- Participate in forums, round table discussions, or stakeholder meetings on Federal hiring issues to help forge innovative solutions and best practices in support of the Federal Government as a model for the employment of individuals with disabilities.

The Alliance will provide CBP and ODEP 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. It is acknowledged that Alliances have proven to be valuable tools for both ODEP and its Alliance participants. By entering into an Alliance with a Federal agency, ODEP supports the commitment of the Agency to comply with the Executive Order but does not endorse or vouch for the Agency's specific efforts and achievements.

An implementation team made up of representatives of both organizations 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 four times per year to track and share information regarding the progress made toward achieving the goals of the Alliance.

The parties agree that any conference, seminar or related activity undertaken pursuant to this agreement will be memorialized in a separate agreement. In addition, any proposed jointly developed materials or products, the use of the Department of Labor seal or agency logos, the use of registered trademark(s) and related designs of U.S. Customs and Border Protection and/or Department of Labor, will require advance review and approval both by the Department of Labor and U.S. Customs and Border Protection.

This agreement will remain in effect for two years. Either signatory may terminate this agreement for any reason at any time, provided they give 30 days

written notice. This agreement may be modified in writing at any time with the concurrence of both signatories.

This agreement is not intended to legally bind the parties, nor is it intended to confer any right upon any private person.

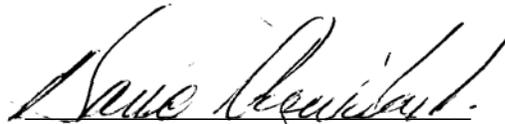
Nothing in this agreement shall be interpreted as limiting, superseding or otherwise affecting either party's normal operations or decisions in carrying out its statutory or regulatory duties. This agreement does not limit or restrict the parties from participating in similar activities or arrangements 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



Kathy Martinez  
Assistant Secretary  
Office of Disability Employment Policy



David V. Aguilar  
Acting Commissioner  
U.S. Customs and Border Protection

January 6, 2012