

## **MEMORANDUM OF UNDERSTANDING BETWEEN THE EMBASSY OF THE REPUBLIC OF THE PHILIPPINES, AND THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

The Embassy of the Republic of the Philippines and the U.S. Equal Employment Opportunity Commission (EEOC), herein referred to collectively as "the Participants,"

**RECOGNIZING** their desire to further improve compliance with, and awareness of, workplace laws and regulations applicable to all Philippine nationals in the United States of America; and

**RECOGNIZING** the need for maintaining cooperative relationships for purposes such as training and education, outreach and communication, and for promoting a dialogue on compliance with laws and regulations enforced by the EEOC;

Have reached the following understandings:

### **Overall Objective**

The Participants intend to maintain a collaborative relationship to provide Philippine nationals in the United States with information, guidance, and access to education and training resources to help them understand and exercise their workplace rights, particularly with regard to reducing violations against them under the laws and regulations that are administered and enforced by the EEOC, including Title VII of the Civil Rights Act of 1964 (Title VII-CRA), as amended; the Pregnancy Discrimination Act of 1978 ( PDA ) ; the Equal Pay Act of 1963 (EPA); the Age Discrimination in Employment Act of 1967 (ADEA), as amended; Title I of the Americans with Disabilities Act of 1990 (ADA), as amended; and the Genetic Information Nondiscrimination Act of 2008 ( GINA ) .

### **Training and Education**

The Participants intend to work together to achieve the following training and education goals:

- Launch an educational program (hereinafter referred to as "the Program" ) aimed at making Philippine nationals in the United States aware of applicable workplace laws and regulations .
- Monitor, review, evaluate, and modify the Program as needed, as set forth in this Memorandum of Understanding (MOU), so that Philippine nationals in the United States are aware of workplace rights and responsibilities.
- Provide for training by the EEOC on the application and enforcement of the statutes and regulations administered and enforced by the EEOC to staff at the Philippine Consulates in the United States to enable them to understand the laws and jurisdictional requirements and, ultimately, to make the correct referrals of potential claims to the EEOC.
- Develop additional appropriate educational materials as needed .
- Arrange for an EEOC representative to attend and participate in appropriate forums held to provide training and information for Philippine nationals and employers in the United States