



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNITED STATES OF AMERICA EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,
AND
THE MINISTRY OF FOREIGN AFFAIRS OF THE UNITED MEXICAN STATES**

The U.S. Equal Employment Opportunity Commission (EEOC) and the Ministry of Foreign Affairs of the United Mexican States (SRE), herein after referred to collectively as “the Participants,”

RECOGNIZING the Participants’ desire to further improve compliance with, and awareness of, employment laws and regulations applicable to all Mexican nationals in the United States of America (United States); 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 Mexican nationals in the United States with information, guidance, and access to education and training resources to help them understand and exercise their employment 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 Non-discrimination Act of 2008 (GINA).

Training and Education

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

- Launch outreach efforts aimed at making Mexican nationals in the United States aware of applicable employment laws and regulations.
- Monitor, review, evaluate, and modify these outreach efforts, on an annual basis, as set forth in this Memorandum of Understanding (MOU), so that Mexican nationals in the United States are aware of employment 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 Mexican 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 Mexican nationals and employers in the United States involving topics that fall under the anti-discrimination laws and regulations enforced by the EEOC.

Outreach and Communication

The Participants intend to work together to achieve the following outreach and communication goals:

- Conduct informational forums, meetings, presentations and/or training sessions, as needed. A representative of each Participant is expected to attend the outreach events.

- Publicize this MOU through local and international media as resources permit.
- Set up a system whereby the EEOC can seek assistance to locate Mexican nationals who have returned to Mexico and are owed monetary compensation that EEOC has collected from the responsible organizations. EEOC intends to facilitate this contact by providing the Mexican Consulates in the United States with the name, date of birth, and any other relevant information concerning these workers. When contact is made, EEOC intends to coordinate with the Mexican Consulates in the United States the delivery of the monetary compensation.
- Disseminate educational materials, provided by EEOC to the Mexican consulates, among constituents within the relevant consular jurisdictions.

Promotion of a Dialogue

The Participants intend to work together to achieve the following goals related to promoting a dialogue on employment discrimination and equal employment opportunity:

- Raise awareness of and demonstrate commitment with respect to equal employment opportunity and workers' rights when the Participants address groups from the Mexican community in the United States.
- Convene or participate in forums, round table discussions, webinars or stakeholder meetings on issues affecting Mexican nationals in the United States to help forge innovative solutions on issues concerning employment discrimination and equal employment opportunity, and other employment issues, and understanding of worker rights and employer responsibilities.
- Share information on U.S. equal employment opportunity laws and regulations, including those related to worker rights, employer responsibilities, and labor exploitation.

Representatives of the Embassy and EEOC intend to meet periodically to develop a plan of action, to mutually determine working procedures, and to identify the roles and intended

responsibilities of the Participants. EEOC intends to designate points of contact in its district and field offices for referrals from the Mexican Consulates in the United States. In addition, the Participants intend to meet each year to track and share information on activities and results in achieving the goals of this MOU.

This MOU may commence upon signature of both Participants and is intended to continue for three (3) years. This MOU supersedes local arrangements between EEOC district and field offices and the Mexican Consulates in particular localities if, and only to the extent that, there are conflicts between such local arrangements and this MOU. This MOU may be modified in writing at any time by mutual consent of the Participants. Either Participant may discontinue its participation in this MOU and is expected to provide thirty (30) days advanced written notice of its intent to discontinue its participation.

Signed at Washington, on this second day of September of 2021, in duplicate, in the English and Spanish languages.

**FOR THE U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION**



**Charlotte A. Burrows
Chair of the U.S. Equal
Employment Opportunity Commission**

**FOR THE MINISTRY OF FOREIGN
AFFAIRS OF THE UNITED MEXICAN
STATES**



**Esteban Moctezuma Barragán
Ambassador of the United Mexican
States to the United States of America**