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DEPARTMENT OF THE AIR FORCE  
AIR FORCE INTELLIGENCE,  
SURVEILLANCE, AND RECONNAISSANCE AGENCY  
LACKLAND AIR FORCE BASE TEXAS

2 DEC 2011

HQ AF ISR Agency/A6  
102 Hall Blvd Ste 231  
San Antonio TX 78243

John Greenwald  
[REDACTED]  
[REDACTED]

Dear Mr. Greenwald,

This memorandum is in reference to your Freedom of Information Act (FOIA) request, case #2012-00886-F, for releasable documents concerning "all Memorandums of Understanding (MOUs) and Comity Agreements at the NRO office since 2003." The responsive document in question is titled "Memorandum of Understanding between the National Reconnaissance Office and the Air Intelligence Agency on Equal Employment Opportunity Complaints Processing and Reasonable Accommodation" dated 29 October 2004. Your request has been granted in full; please refer to the attached responsive document.

If you have any questions, please feel free to contact the HQ AF ISR Agency FOIA Program Manager, Mr. Mark D. Nokeley, at (210) 977-6786, or mark.nokeley.1@us.af.mil.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric J. Pierce", is written over a large, stylized circular flourish.

ERIC J. PIERCE, Colonel, USAF  
Director of Communications

Attachment:

"MOU between NRO and AIA on Equal Employment Opportunity Complaints Processing and Reasonable Accommodation" dated 29 October 2004

UNCLASSIFIED

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE NATIONAL RECONNAISSANCE OFFICE  
AND  
THE AIR INTELLIGENCE AGENCY  
ON  
EQUAL EMPLOYMENT OPPORTUNITY COMPLAINTS PROCESSING  
AND  
REASONABLE ACCOMMODATION

A. PURPOSE

This Memorandum of Understanding (MOU) clarifies specific responsibilities of the National Reconnaissance Office (NRO), Office of Equal Employment Opportunity and Military Equal Opportunity (OEEO/ME) regarding claims of unlawful discrimination made by civilian personnel assigned to the NRO and serviced by the Air Intelligence Agency (AIA).

B. RESPONSIBILITIES

1. Complaints of Discrimination. The NRO OEEO/ME will provide for the processing of complaints of unlawful discrimination made by civilian personnel assigned to the NRO and serviced by AIA in accordance with 29 Code of Federal Regulations, Part 1614. This includes, but is not limited to pre-complaint (informal processing), decisions to accept/reject formal complaints, investigations, final decisions, and implementation of findings.

a. The NRO Director, OEEO/ME will notify AIA Chief Human Resources Officer of cases being processed within five business days of receipt.

b. Designated members of the AIA will act as technical representatives in the event a proposed resolution involves considerations under AIA jurisdiction.

c. Should a matter require agency representation before a court, board or other third party, the NRO will provide the requisite legal and administrative support to resolve the matter.

2. Reasonable Accommodation. The parties will jointly determine requirements for reasonable accommodation of employees with disabilities. The host party will be solely responsible for accommodations involving facilities, communication, and

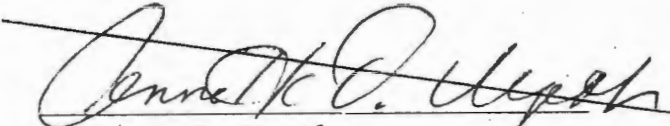
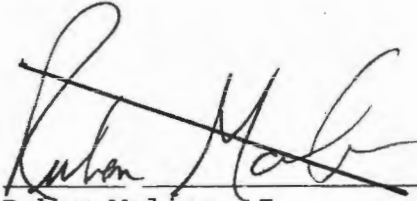
UNCLASSIFIED

SUBJECT: Memorandum of Understanding Between the National  
Reconnaissance Office and the Air Intelligence Agency  
on Equal Employment Opportunity Complaints Processing  
and Reasonable Accommodation

information technology system access with respect to those  
facilities and systems under the sole ownership and control of  
the host organization. The parties will be jointly responsible  
for accommodations involving services, such as interpreters,  
drivers, and readers. The host party will be the primary point  
of service and the other party will be the back-up point of  
service.

C. IMPLEMENTATION

This MOU will take effect upon signature of the authorized  
representatives from the NRO and the AIA. This agreement will  
be reviewed annually to determine its continued applicability.  
It may be amended by mutual agreement of the parties. In  
addition, either party may terminate this agreement by written  
notification to the other party.

	
Annette D. Wyeth Director, NRO OEEO/ME	Ruben Molina, Jr. Chief, Human Resources Officer, AIA

Date: 10/29/04

Date: 5 NOV 04