

## DISCRIMINATION COMPLAINTS

### *Investigations & Resolution*

Having successfully resolved thousands of complaints, we know the regulations, we know the issues, we know business and academia, and we know government enforcement procedures. We thus can quickly assess your policies and practices and their conformance with OFCCP, EEOC, Dept of Education, and state and local agency regulations and expectations.

We guarantee complete investigations and government-ready position statements in 10 days or less; no loose ends.

### *Ramón Sánchez*

President and owner of the Chicago-based consulting firm, Sánchez & Associates, Ramón Sánchez is the former Director of the US Labor Department's Phoenix District Office of Federal Contract Compliance Programs (OFCCP), and former corporate Director of Motorola's Office of Diversity & Affirmative Action.

Having successfully addressed all sides of employment diversity and compliance issues after eleven years in government and twenty-nine years in private industry and academia, Ramón Sánchez and his staff bring strategic, consultative and information systems experience to bear in creating and implementing program solutions that enhance equal employment opportunity, compliance and socio-economic standing.

An original member of the OFCCP's training team, Ramón helped develop and institute compliance audit methodologies used by the Agency today. Topics on which he has spoken nationally include: *Identifying & Resolving Employment Discrimination, OFCCP Compliance Audits, Sexual Harassment Prevention, and Power & Resistance in the Workplace.*

Ramón is a graduate of Northwestern University's Kellogg Graduate School of Management.

## COMPANY PROFILE

### *Award-winning Strategies, Programs & Solutions*

Decades of experience advising employers large and small in a variety of industries and institutions nationwide, Sánchez' collective experience emanates from senior management and consultative careers in academic, nonprofit, government-enforcement and private industry spheres.

Leaders in the field of Human Resources regard Sánchez & Associates subject matter experts in areas including: Affirmative Action compliance, EEO, anti-discrimination, community & government relations, and diversity & inclusion. Program strategies and solutions allow employers to accomplish diversity objectives in one-fifth the time.

Clients include recipients of the Department of Labor's OFCCP recognition for affirmative action best practices – the *EVE Award*.

- Aerospace
- Banking
- Chemical Products
- Computers
- Construction
- Diagnostics
- Electronics
- Engineering
- Food & Beverage
- Health Care
- Packaging
- Petroleum
- Pharma
- Publishing
- Real Estate
- Securities
- Retail
- Waste Mgt

## Sánchez & Associates

### CONSULTANTS

*Strategies for a Diverse, Quality Workforce*

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## Sánchez & Associates

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*Strategies for a Diverse, Quality Workforce*



*Crafting solutions  
that help employers  
attract & retain talent*

*Established 1990*

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