

South Whittier SD

Board Policy

Legal Status Requirement

BP 4111.2

Personnel

The Governing Board shall ensure that the district employs only those individuals who are lawfully authorized to work in the United States.

The Superintendent or designee shall verify the employment eligibility of all persons hired by completing the U.S. Citizenship and Immigration Services Form I-9, Employment Verification, for each individual hired and ensure that the District does not knowingly hire or continue to employ any person not authorized to work in the United States. (8 USC 1324a)

In accordance with the law, ~~The district shall hire only citizens and aliens who are lawfully authorized to work in the United States.~~ the Superintendent or designee shall ensure that district employment practices do not unlawfully discriminate on the basis of citizenship status or national origin, including but not limited to, discrimination against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Policy Reference:

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 2120 - Superintendent Recruitment and Selection)

(cf. 3580 - District Records)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4111 - Recruitment and Selection)

(cf. 4121 - Temporary/Substitute Personnel)

(cf. 4211 - Recruitment and Selection)

(cf. 4311 - Recruitment and Selection)

~~All new employees shall show appropriate documents which certify that they are legally eligible to work in the United States, as required by law and in accordance with administrative regulation.~~

~~Legal Reference:~~ **Federal Reference:**

UNITED STATES CODE, TITLE 8

1324a Unlawful employment of aliens

1324b Unfair immigrant-related employment practices

CODE OF FEDERAL REGULATIONS, TITLE 8

274a.1-a.14 Control of Employment of Aliens

Management Resources:

WEBSITES

U.S. Citizenship and Immigration Services

Policy SOUTH WHITTIER SCHOOL DISTRICT

adopted: January 11, 2005 Whittier, California

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