

**PERSONNEL - ALL PERSONNEL**

**SUBJECT: Legal Status Requirement**

In accordance with law, the County Superintendent of Schools shall ask all new employees to provide documentation of employment eligibility. The Superintendent shall hire only citizens and aliens who are lawfully authorized to work in the United States. Employment practices shall not discriminate on the basis of citizenship status or national origin, nor shall they discriminate against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

(cf. 0410.3 - Nondiscrimination in Programs and Activities)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4111 - Recruitment and Selection)

(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:

UNITED STATES CODE, TITLE 8 1324 (a)(b)

Immigration and Nationality Act, as amended by Immigration Reform and Control Act of 1986 and Immigration Act of 1990

CODE OF FEDERAL REGULATIONS, TITLE 8

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

Management Resources:

WEB SITES

Immigration and Naturalization Service: <http://www.ins.usdoj.gov>