

**LEGAL STATUS REQUIREMENT**

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 Eligibility 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 law, 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.

Legal Reference:

**Federal**

8 CFR 274a.1-274a.14

8 USC 1324a

8 USC 1324b

**Description**

Control of Employment of Aliens

Unlawful employment of aliens

Unfair immigration related employment practices

**Management Resources**

USCIS Publication

Website

Website

**Description**

Handbook for Employers: Instructions for Completing Form I-9, April 2009

[CSBA District and County Office of Education Legal Services](#)

[U.S. Citizenship and Immigration Services](#)