Immigration Enforcement Activities By Federal Agencies

Every District staff member shall promptly report any inquiry or request from federal, state or local law enforcement officials regarding the immigration status of any District employee or student to the Superintendent's office for response by the Superintendent or the Superintendent's cabinet level designee. District staff members shall not respond to such law enforcement officials with any personal information or records or take any other action, except to make the report to the Superintendent's office and advise the official that the employee is required by Board of Education policy not to take any action except to refer the inquiry or request promptly to the Superintendent's office for a response.

Promptly upon receipt of a report, the Superintendent or cabinet level designee shall respond to the inquiry in accordance with the legal rights and obligations of the District and its employees and students. The Superintendent's response shall focus upon minimizing disruption to the District's educational and work environments.

The Superintendent shall also:

- Establish rules and procedures as appropriate to implement this policy;
- Inform employees and students of this policy and the Superintendent's rules and procedures;
- Make information available to employees and students regarding their rights with respect to immigration issues arising in the school context; and,
- Take the actions necessary to address immigration issues pertaining to District employees and students in accordance with applicable law.

As used in this policy, the terms "employee" and "student" include the employee's and student's family.

Adopted: 10/20/25