



Book	Policy Manual
Section	4000 PERSONNEL
Title	Legal Status Requirement
Code	BP 4111.2
Status	Second Reading and Action
Cross References	<a href="#">AR 4111 - Recruitment and Selection</a> <a href="#">BP 4211 - Recruitment and Selection</a>
Adopted	February 7, 2005

The District will hire only citizens and aliens who are lawfully authorized to work in the United States. The district will verify the identity and employment eligibility of all individuals hired to work. The district will not continue the employment of an individual upon knowledge that he or she is no longer lawfully authorized to work in the United States.

District employment practices will not discriminate on the basis of citizenship status or national origin, nor will they discriminate against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

All new employees will show appropriate documents, which certify that they are legally eligible to work in the United States, as required by law. Nothing in this policy is intended to preclude the employment of teachers under the Exchange Visitor program in 22 C.F.R. §. 62.24.

*Legal Reference:*

*UNITED STATES CODE*

*8 U.S.C 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*

*8 C.F.R. part 274(a) Control of Employment of Aliens 22 C.F.R. §. 62.24 Teachers*