



Reference: 8 US Code Section 1324a

In accordance with the Immigration Reform and Control Act of 1986, the District will only hire or knowingly recruit United States citizens or people legally authorized to be employed in the United States.

All offers of employment are contingent upon the applicant's ability to provide satisfactory documentary proof of identity and eligibility to work in the United States as required by law. The District's Human Resources Office will examine documents to determine that they appear to be genuine and that they relate to the person who has presented them. The Human Resources Office will not accept documents that appear to be forged, fraudulent, or subject to tampering.

Each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9. The employee must affirm that they are a citizen or national of the United States. A former employee who is rehired must also complete the form if they have not completed Form I-9 with the District within the past three years, if the employee's previous I-9 is no longer valid, or is not on file with the Human Resources Office.

A permanent resident authorized to work must provide the expiration date for such authorization. Current employees whose employment authorizations have an expiration date must present documents to re-verify employment authorization prior to the expiration date.

The District will protect the privacy of the information it collects pursuant to this procedure.

Date: 11/20/19

Reviewed/Revised: 4/16/26