

LODI UNIFIED SCHOOL DISTRICT

Policy 4111.2

REVISION

4211.2

Personnel

4311.2

Legal Status Requirement

~~The district shall hire only citizens and aliens~~ **The Board of Education shall ensure that the district employs only those** 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.

In accordance with law, the Superintendent or designee shall ensure district employment practices shall not **unlawfully** discriminate on the basis of citizenship status or national origin, **including, but not limited to, discrimination against any** ~~nor shall they discriminate against~~ any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

All new employees shall show appropriate documents which certify that they are legally eligible to work in the United States, as required by law.

Legal References: GOVERNMENT CODE
United States Code, Title 8
1324(a) Unlawful Employment of Aliens
1324(b) Unfair Immigrant-related Employment Practices
CODE OF FEDERAL REGULATIONS, TITLE 8
274(a) Control of Employment of Aliens

Policy
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revised: 01/15/08 (technical revisions)