

HUMAN RESOURCES

Recruitment, Selection, and Appointment

Verification of Employment Eligibility

This policy supercedes Policy 4115.1.

I. PURPOSE

To establish policy regarding verification of eligibility to work in the United States.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

The legal reference has been updated for clarity.

III. PHILOSOPHY

The School Board has recognized its obligation to ensure that employees hired after November 1, 1986, are eligible to work in the United States, consistent with the requirements of the Immigration Reform and Control Act. It is the School Board's policy that the school system will not hire an unauthorized or undocumented worker. The school system will not use the employment verification process to discriminate against applicants on the basis of national origin, citizenship, or any other protected classification.

IV. AUTHORITY

The assistant superintendent, Department of Human Resources, shall develop regulations specifying the procedures to be followed in verifying eligibility in a nondiscriminatory manner. In order to ensure compliance with the policy, only the assistant superintendent, Department of Human Resources, or his or her designee, shall make offers of employment and terminate employment for immigration-related reasons.

Legal Reference: 8 USC 1101 et seq.

Policy
adopted: July 9, 1992
Reviewed
and Corrected: April 16, 1996
Reviewed
and Corrected: December 8, 2006
Reviewed
And Corrected: January 25, 2010

FAIRFAX COUNTY SCHOOL BOARD