

**Personnel**

BP 4111.2

4211.2

4311.2

**LEGAL STATUS REQUIREMENT**

The district shall hire only citizens and aliens who are lawfully authorized to work in the United States. The Superintendent or designee shall ensure that district employment practices do not unlawfully discriminate on the basis of citizenship status or national origin, including but not limited to, discrimination against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4111 - Recruitment and Selection)

(cf. 4211 - Recruitment and Selection)

(cf. 4311 - Recruitment and Selection)

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

*Legal Reference:*

UNITED STATES CODE, TITLE 8

1324(a) Unlawful employment of aliens

1324(b) Unfair immigrant-related employment practices

CODE OF FEDERAL REGULATIONS, TITLE 8

274a.1-a.14 Control of Employment of Aliens

Management Resources:

WEB SITES

U.S. Citizenship and Immigration Service: <http://www.uscis.gov>

Policy Adopted: 10/15/08

ORCUTT UNION SCHOOL DISTRICT  
Orcutt, California