

## **LEGAL STATUS REQUIREMENT**

The Monterey County Superintendent of Schools (County Superintendent) shall ensure that the Monterey County Office of Education (MCOE) employs only those individuals who are lawfully authorized to work in the United States.

The Assistant Superintendent of Human Resources 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 MCOE does not knowingly hire or continue to employ any person not authorized to work in the United States. (8 USC 1324a)

In accordance with law, the Assistant Superintendent of Human Resources shall ensure that MCOE 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)*

*Legal Reference:*

*UNITED STATES CODE, TITLE 8*

*1324a Unlawful employment of aliens*

*1324b Unfair immigrant-related employment practices*

*CODE OF FEDERAL REGULATIONS, TITLE 8*

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