

Adopted 9/85

Revised 12/94
12/04

Subject: PERSONNEL POLICY #2
EQUAL EMPLOYMENT OPPORTUNITY
C. IMMIGRATION AND CONTROL ACT

Choices In Community Living is committed to equal opportunity to all citizens authorized to work in the US.

The Act

The Immigration Reform and Control Act of 1986 (IRCA) prohibits discrimination based upon national origin or citizenship. It also prohibits persons NOT authorized in the United States from employment. All employees hired after November 7, 1986 are required to certify and document their eligibility for employment.

Under IRCA, employers may be sanctioned by the Immigration and Naturalization Service (INS) for knowingly hiring non-U.S. citizens who are not authorized to work in the United States.

Choices In Community Living demonstrates compliance with the law by following the verification (I-9 Form) requirements. This form gives employers a way to establish that the individuals they hire are authorized to work in the United States.

If you have any questions regarding this and any other policy, please contact Human Resources.