

**All Personnel**

BP 4111.2

4211.2

**LEGAL STATUS REQUIREMENT**

4311.2

The District shall hire only citizens and residents who are lawfully authorized to work in the United States. District employment practices shall neither favor nor discriminate on the basis of citizenship status or national origin, nor shall they discriminate against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

*(cf. 4111/4211 - 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.

*Legal Reference:*

UNITED STATES CODE, TITLE 8

*1324(a)(b) Immigration and Nationality Act, as amended by Immigration Reform and Control Act of 1986 and Immigration Act of 1990*

CODE OF FEDERAL REGULATIONS, TITLE 8

*274(a) Control of Employment of Aliens*

Policy  
adopted: February 24, 1997

**CAPISTRANO UNIFIED SCHOOL DISTRICT**  
San Juan Capistrano, California