

IMMIGRATION LAW COMPLIANCE

Mercer County Community College [College herein] is committed to employing United States citizens and aliens who are authorized to work in the United States. Further the College is committing to the prohibition of unlawful discrimination on the basis of citizenship or national origin. [See OMB 931]

In compliance with the Immigration Reform and Control Act of 1986 [IRCA], each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with the College within the past three years or if their previous I-9 is no longer retained or valid. Employees who fail to complete an I-9 and submit the supporting documentation by the third day of employment shall be dismissed.

Employees may raise questions or concerns about immigration law compliance without fear of reprisal. Questions or concerns should be directed to the Executive Director of Human Resources.

Approved: Board of Trustees
April 21, 2005