

# TACOMA COMMUNITY COLLEGE IMMIGRATION REFORM AND CONTROL ACT

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The main purpose of the Immigration Reform and Control Act of 1986 (I-9) is to control illegal immigration by making it unlawful to hire unauthorized aliens for employment in the United States. The statute also requires employers to establish an eligibility verification system for all categories of employees.

All employees hired after November 5, 1986, must complete a verification form certifying that they are lawfully able to work in the United States. (I-9 forms must show the employee's current address, and not a Post Office Box.) Those individuals who cannot provide the allowable documentation prior to employment, will not be allowed to work for the College. The fines that may be imposed on employers are substantial and can be as much as \$10,000.00 for each individual.

The I-9 forms and verification of documents must be completed within three days of employment. Prospective employees who cannot provide the documents within the three day time frame, must be able to present a receipt showing that he or she has applied for the document within three (3) days. The person must then present the actual document within 90 days of the date employment begins. The person must have indicated on or before the time employment began, by having checked an appropriate box in Section 1, that he or she is already eligible to be employed in the United States.

Acceptable documents to establish both identify and employment eligibility (the most commonly used).

1. United States Passport
2. Certificate of United States Citizenship.
3. Certificate of Naturalization.
4. Unexpired Foreign passport.
5. Alien Registration Receipt Card.

Two or more of the following documents must be produced (one from each list). These identifying items cannot be accepted singly as verification of identity or employment eligibility.

#### Documents that establish Identity:

1. Driver's license or state issued ID card with photograph.
2. ID card issued by federal, state or local government agencies or entities with photograph.
3. School identification card with photograph.
4. Voter's registration card.
5. U.S. Military Card.

#### Documents that establish Employment Eligibility:

1. U.S. Social Security Number Card (other than one which has printed on its face "Not Valid for Employment.")
2. Original or certified copy of a birth certificate issued by state, county or municipal authority or outlying possession of the United States bearing an official seal.