

**All Personnel**

**BP 4111.2  
4211.2  
4311.2**

**LEGAL STATUS REQUIREMENT**

The District shall hire only citizens and aliens who are lawfully authorized to work in the United States. District employment practices shall not 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 - Recruitment and Selection)*  
*(cf. 4211 - Recruitment and Selection)*  
*(cf. 4311 - 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: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California