

**VERIFICATION
DIVISION**



**U.S. Citizenship
and Immigration
Services**

Form I-9 and E- Verify

www.uscis.gov/I-9Central

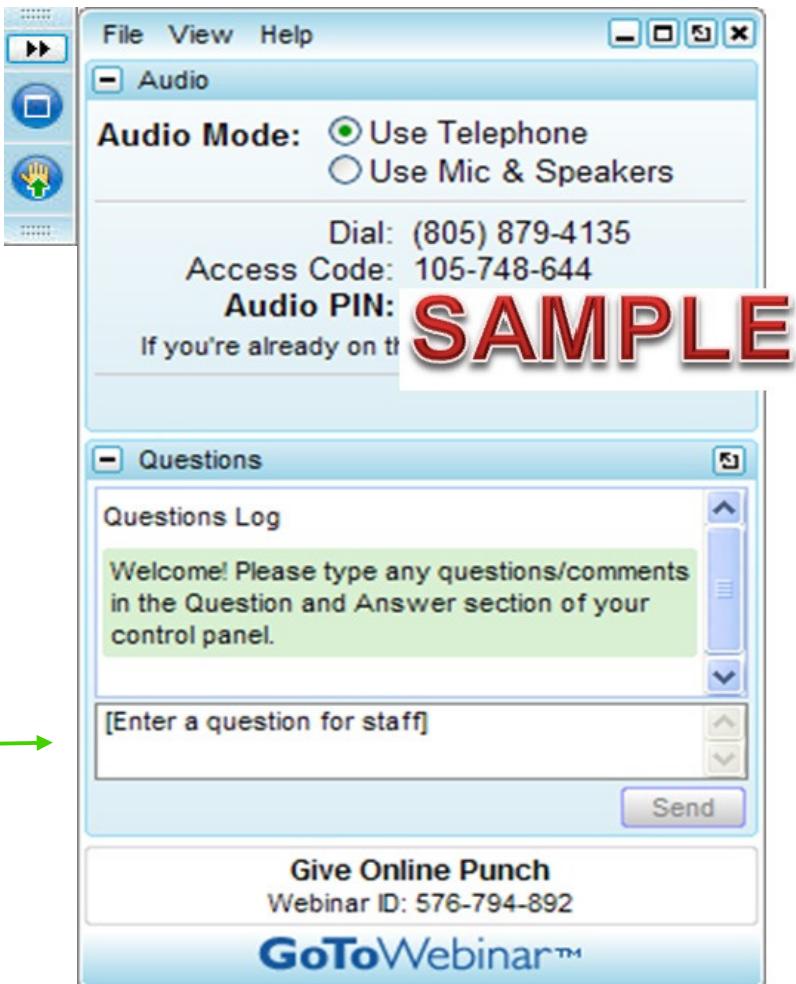
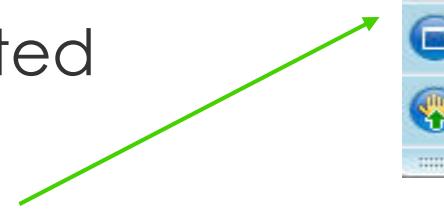
www.dhs.gov/E-Verify

Harry W. Nash Jr, MPA, Outreach Branch



About the Webinar

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About Our Speaker

HARRY W. NASH JR
Management and Program Analyst
Department of Homeland Security (DHS)
U.S. Citizenship and Immigration Services (USCIS)



Mr. Harry "JR" Nash joined the Department of Homeland Security, United States Citizenship and Immigration Services on August 29, 2011. Harry is assigned to the Public Relations and Education Section of the Outreach Branch which falls under The Immigration Records & Identity Services Directorate. Mr. Nash's highly decorated and successful professional career also includes 28 years of honorable active military service in the United States Army. Harry served as a First Sergeant and the Senior Enlisted Advisor for five (5) U.S. Army medical headquarters command organizations before retiring in January 2007.

He also served as a Senior Program Specialist for the Federal Emergency Management Agency (FEMA) from 2008 to 2011. Harry was born and raised in Willow Grove, Pennsylvania. He graduated from Abington Senior High School and also attended Penn State University where he became a member of Alpha Phi Alpha Fraternity Incorporated. Mr. Nash has two beautiful and talented daughters (Allanah and Imani). Harry currently resides in Manassas Park, Virginia.



Agenda

- Resource Service Information
- Background info
- Employer Verification Process
- Completing Form I-9 (Sections 1-3)
- Storage & Retention
- E-Verify Overview Process
- Resources



Services Info (Cont....)

- Employer Hotline: (888) 464-4218
- Employee Hotline: (888) 897-7781
- Form I-9 E-Mail: I-9Central@dhs.gov
- E-Verify E-Mail: E-Verify@dhs.gov
- Form I-9 Website: www.uscis.gov/I-9Central
- E-Verify Website: www.dhs.gov/E-Verify

Background

In 1986, in an effort to control illegal immigration, Congress passed the **Immigration Reform and Control Act (IRCA)**.

IRCA forbids employers from knowingly hiring individuals who do not have work authorization in the United States.

The employment eligibility verification provisions, and sanctions, of **IRCA** are found in **Section 274A of the Immigration and Nationality Act (INA)**.





Employment Verification

Things employers must do:

- Verify the **identity and employment authorization** documents of employees hired after November 6, 1986
- **Complete** and **retain** a **Form I-9** for each employee hired after November 6, 1986
- **Refrain from discriminating against** individuals on the basis of actual or perceived national origin, citizenship or immigration status



Completing Form I-9



Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

► **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (*Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.*)

Last Name (Family Name)	First Name (Given Name)	Middle Initial	Other Last Names Used (If any)		
Address (Street Number and Name)		Apt. Number	City or Town	State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number	Employee's E-mail Address		Employee's Telephone Number	
<input type="checkbox"/> I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form. <input type="checkbox"/> I attest, under penalty of perjury, that I am (check one of the following boxes):					
<input type="checkbox"/> 1. A citizen of the United States <input type="checkbox"/> 2. A noncitizen national of the United States (See Instructions) <input type="checkbox"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____ <input type="checkbox"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____ <small>Some aliens may write "NA" in the expiration date field. (See Instructions)</small>					
<small>Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.</small>					
<small>1. Alien Registration Number/USCIS Number: OR 2. Form I-94 Admission Number: OR 3. Foreign Passport Number: Country of Issuance:</small>		<small>QR Code - Section 1 Do Not Write In This Space</small>			
Signature of Employee		Today's Date (mm/dd/yyyy)			

Preparer and/or Translator Certification (check one):

I did not use a preparer or translator. A preparer(s) and/or translator(s) assisted the employee in completing Section 1.
(Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator	Today's Date (mm/dd/yyyy)			
Last Name (Family Name)	First Name (Given Name)			
Address (Street Number and Name)		City or Town	State	ZIP Code

Employer Completes Next Page



Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

Section 2. Employer or Authorized Representative Review and Verification

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name)	First Name (Given Name)	M.I.	Citizenship/Immigration Status
------------------------------	-------------------------	-------------------------	------	--------------------------------

List A Identity and Employment Authorization		OR	List B Identity		AND	List C Employment Authorization	
Document Title	Issuing Authority	Document Title	Issuing Authority	Document Title	Issuing Authority	Document Title	Issuing Authority
Document Number		Document Number		Document Number		Document Number	
Expiration Date (If any)(mm/dd/yyyy)		Expiration Date (If any)(mm/dd/yyyy)		Expiration Date (If any)(mm/dd/yyyy)		Expiration Date (If any)(mm/dd/yyyy)	
Document Title				Document Title			
Issuing Authority				Issuing Authority			
Document Number				Document Number			
Expiration Date (If any)(mm/dd/yyyy)				Expiration Date (If any)(mm/dd/yyyy)			
Additional Information				QR Code - Sections 2 & 3 Do Not Write In This Space			

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): _____ (See instructions for exemptions)

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Title of Employer or Authorized Representative		
Last Name of Employer or Authorized Representative	First Name of Employer or Authorized Representative	Employer's Business or Organization Name		
Employer's Business or Organization Address (Street Number and Name)		City or Town	State	ZIP Code

Section 3. Reverification and Rehires (*To be completed and signed by employer or authorized representative.*)

A. New Name (If applicable)		B. Date of Rehire (If applicable)	
Last Name (Family Name)	First Name (Given Name)	Middle Initial	Date (mm/dd/yyyy)
C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.			
Document Title	Document Number	Expiration Date (If any) (mm/dd/yyyy)	

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Name of Employer or Authorized Representative
--	---------------------------	---



Section One

Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)			
1	Last Name (Family Name) Washington	First Name (Given Name) George	Middle Initial A Other Last Names Used (if any) N/A
2	Address (Street Number and Name) 123 Star Spangled Way	Apt. Number 1	City or Town Westmoreland State VA ZIP Code 20002
3	Date of Birth (mm/dd/yyyy) 02/02/1982	U.S. Social Security Number 123 - 45 - 6789	Employee's E-mail Address gwashington@email.com Employee's Telephone Number 202-123-4567
I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.			
4	I attest, under penalty of perjury, that I am (check one of the following boxes): <input checked="" type="checkbox"/> 1. A citizen of the United States <input type="checkbox"/> 2. A noncitizen national of the United States (See instructions) <input type="checkbox"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____ <input type="checkbox"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____ Some aliens may write "N/A" in the expiration date field. (See instructions) Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.		
1. Alien Registration Number/USCIS Number: _____ OR 2. Form I-94 Admission Number: _____ OR 3. Foreign Passport Number: _____ Country of Issuance: _____		GIR Code - Section 1 Do Not Write In This Space	
Signature of Employee George Washington		Today's Date (mm/dd/yyyy) 01/22/2017	
5	Preparer and/or Translator Certification (check one): <input type="checkbox"/> I did not use a preparer or translator. <input checked="" type="checkbox"/> A preparer(s) and/or translator(s) assisted the employee in completing Section 1. (Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.) I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.		
Signature of Preparer or Translator Abigail Adams		Today's Date (mm/dd/yyyy) 01/22/2017	
6	Last Name (Family Name) Adams	First Name (Given Name) Abigail	
	Address (Street Number and Name) 123 American Way	City or Town Weymouth	State MA ZIP Code 20001



Section 2: Employer Certification of Document Review

Completing Section 2

- Completed by EMPLOYER.
- MUST be completed no later than **3 business days** after the employee begins work for pay.
- EMPLOYER MUST examine **original documents**.
- Documents MUST be **UNEXPIRED**.

Section 2. Employer or Authorized Representative Review and Verification				
<small>(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)</small>				
Employee Last Name, First Name and Middle Initial from Section 1:				
LIST A Identity and Employment Authorization	OR	LIST B Identity	AND	
Document Title:		Document Title:	Document Title:	
Issuing Authority:		Issuing Authority:	Issuing Authority:	
Document Number:		Document Number:	Document Number:	
Expiration Date (if any)/(mm/dd/yyyy):		Expiration Date (if any)/(mm/dd/yyyy):	Expiration Date (if any)/(mm/dd/yyyy):	
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any)/(mm/dd/yyyy):				
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any)/(mm/dd/yyyy):				
3-D Barcode Do Not Write in This Space				
Certification				
<small>I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.</small>				
<small>The employee's first day of employment (mm/dd/yyyy). <i>(See instructions for exemptions.)</i></small>				
Signature of Employer or Authorized Representative	Date (mm/dd/yyyy)	Title of Employer or Authorized Representative		
Last Name (Family Name)	First Name (Given Name)	Employer's Business or Organization Name		
Employer's Business or Organization Address (Street Number and Name)		City or Town	State	Zip Code

Question #1

- What is the time frame that the employer must complete Section 2 of the I-9 and sign the certification piece?
 - a. Within 3 days of the employee signing the I-9 Form
 - b. Within 3 days after the employee begins work for pay
 - c. Within 7 days of the employee signing the I-9 Form
 - d. Within 10 days after the employee begins work for pay

Answer #1

- What is the time frame that the employer must complete Section 2 of the I-9 and sign the certification piece?
 - a. Within 3 days of the employee signing the I-9 Form
 - b. **Within 3 days after the employee begins work for pay**
 - c. Within 7 days of the employee signing the I-9 Form
 - d. Within 10 days after the employee begins work for pay
- **Answer is b. Within 3 days after the employee begins work for pay**



Section 2: Copying Documents

You may choose to make copies of employee documentation presented to you for Section 2.

- If you choose to photocopy documents, you must do so for **ALL** employees, regardless of actual or perceived national origin, immigration or citizenship status, or you may be in violation of anti-discrimination laws.



Question #2

- Does the employer have to maintain proof, such as photocopies of license, passports, etc., for verification purposes?
 - a. No, the employer does not need to maintain proof, but if they choose to do so, they must do so for all employees
 - b. Yes, the employer need to maintain proof if they provide a US Passport
 - c. No, the employer does not need to maintain proof
 - d. Yes, the employer needs to maintain proof

Answer #2

- Does the employer have to maintain proof, such as photocopies of license, passports, etc., for verification purposes?
 - a. No, the employer does not need to maintain proof, but if they choose to do so, they must do so for all employees
 - b. Yes, the employer need to maintain proof if they provide a US Passport
 - c. No, the employer does not need to maintain proof
 - d. Yes, the employer needs to maintain proof
- **Answer is a. No, the employer does not need to maintain proof, but if they choose to do so, they must do so for all employees**



Section 3: When to Reverify

Do Not Reverify

- U.S. Passport or Passport Card
- Permanent Resident Card (Form I-551)
- List B documents

Permanent Resident Reverification Exceptions

- Reverify only if employee presents a Form I-94 with a temporary I-551 stamp, or
- A foreign passport with a temporary I-551 stamp (on a machine readable immigrant visa (MRIV))

Usually Reverify

- When employment authorization document (List A or C) has an expiration date



Correcting Form I-9

Correcting Mistakes

If you discover a mistake on Form I-9, correct the existing form

OR

prepare a new Form I-9:

- If you choose to correct the existing Form I-9, line out the incorrect portions, enter the correct information, and initial and date the correction.
- If you do a new Form I-9, retain the old form. You should also attach a short memo to both the new and old Forms I-9 stating the reason for your action.

Missing Forms

If you discover you are missing the Form I-9 for an employee:

- Immediately provide the employee with a Form I-9.
- Allow employee 3 business days to provide acceptable documents.
- DO NOT backdate the Form I-9.



Question #3

- If you discover a mistake on the original I-9 form, you should
 - a. Correct the existing form by whiting out the incorrect sections, enter correct info and then enter your initials and date
 - b. Complete a new form and retain the old one
 - c. Correct the existing form by lining out the incorrect sections, enter correct info and then enter your initials and date
 - d. Either b or c



Answer #3

- If you discover a mistake on the original I-9 form, you should
 - a. Correct the existing form by whiting out the incorrect sections, enter correct info and then enter your initials and date
 - b. Complete a new form and retain the old one
 - c. Correct the existing form by lining out the incorrect sections, enter correct info and then enter your initials and date
 - d. Either b or c
- **Answer is d. Either b or c**

Storage

- **Form I-9 MUST be on file for all current employees.**
- Store Forms I-9 securely in a way that meets your business needs – on site, off-site, storage facility or electronically.
- Store Forms I-9 and document copies together.
- Ensure that only authorized personnel have access to stored Forms I-9.
- Make Forms I-9 available within 3 days of an official request for inspection.



Retention

Forms I-9 must be retained for:

3 years after the date you **hire** an employee

or

1 year after the date employment **terminates**, whichever is later.

Example:

John Smith was hired on November 1, 1993, and on July 5, 1994, employment was terminated.

November 1, 1993 + 3 years = November 1, 1996

July 5, 1994 + 1 year = July 5, 1995

The retention date is November 1, 1996



U.S. Citizenship
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Services

Question #4

- How many pages are currently in the complete I-9 packet (packet would include the I-9 form and I-9 instructions)
 - a. 3
 - b. 7
 - c. 9
 - d. 15



Answer #4

- How many pages are currently in the complete I-9 packet (packet would include the I-9 form and I-9 instructions)
 - a. 3
 - b. 7
 - c. 9
 - d. 15
- Answer is d. 15



E-VERIFY

What is E-Verify?

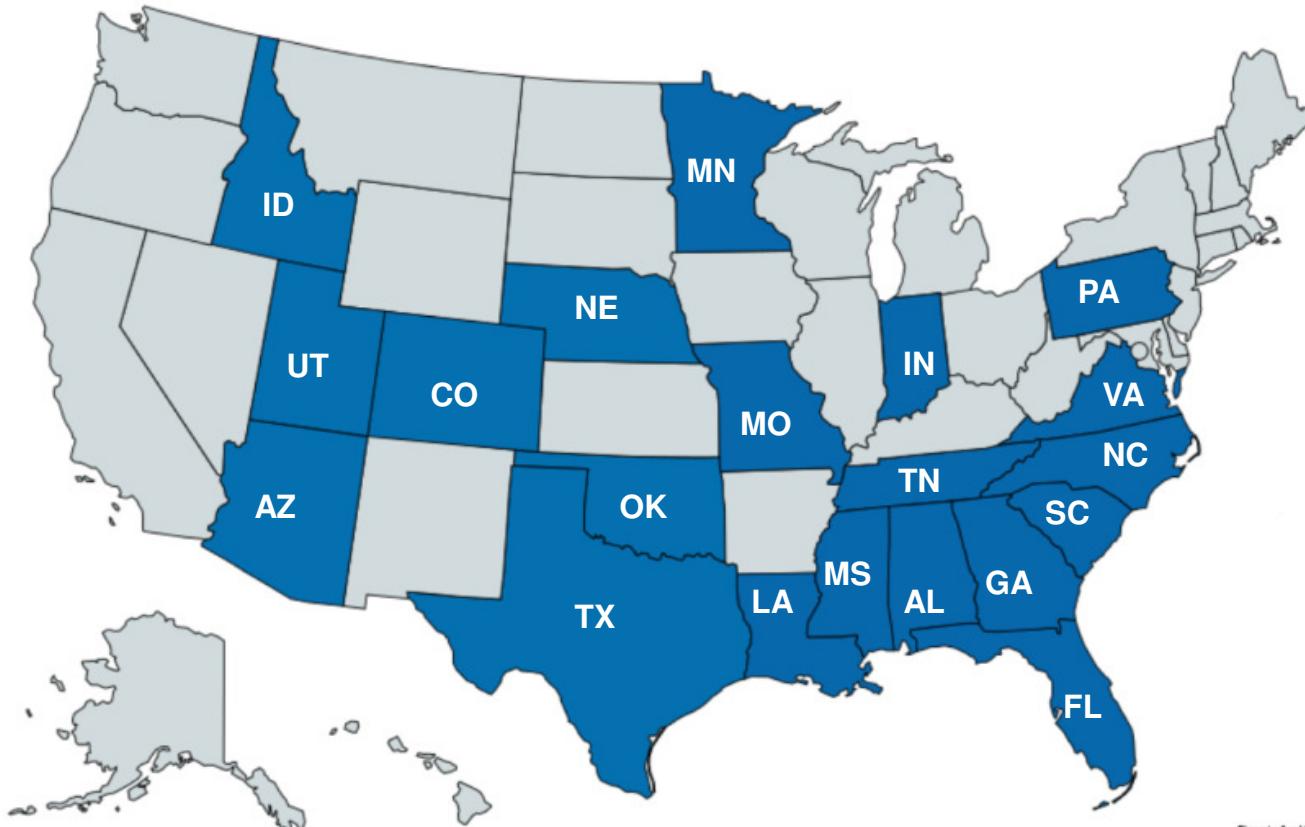
- Electronically verifies the employment eligibility of
 - Newly hired employees
 - Existing employees assigned to work on a qualifying federal contract *
- Free web-based service
- Fast and easy to use
- Partnership between the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA)





U.S. Citizenship
and Immigration
Services

State E-Verify Requirements



Enacted
legislation
requiring
mandatory use of
E-Verify that may
include most
employers,
various public
entities /
contractors

Created with mapchart.net ®



Question #5

- True or False:
 - Employers are going to be mandated to start using the State E-verify system by 7/1/2017, regardless of employer size.



Answer #5

- True or **False**:
 - Employers are going to be mandated to start using the State E-verify system by 7/1/2017, regardless of employer size.
- **Answer is FALSE**



How to Enroll

Official Website of the Department of Homeland Security

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E-Verify

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U.S. law requires companies to employ only individuals who may legally work in the United States – either U.S. citizens, or foreign citizens who have the necessary authorization. This diverse workforce contributes greatly to the vibrancy and strength of our economy, but that same strength also attracts unauthorized employment.

E-Verify is an Internet-based system that allows businesses to determine the eligibility of their employees to work in the United States. E-Verify is fast, free and easy to use – and it's the best way employers can ensure a legal workforce.

What is E-Verify?
A fast, easy way to maintain a legal workforce.

Enroll in E-Verify
Resources to Get Started

What's New
Read the latest news about E-Verify and Form I-9

Start Here

E-Verify (Verification Information System)

- **Enroll in E-Verify**
- Log in to E-Verify
- E-Verify Employer Agent Log in

USCIS Links

What is E-Verify?

About the Program

Enroll

What's New

About



Required Posters – Must Be Visible to Prospective Employees

This Organization Participates in E-Verify

**IF YOU HAVE THE RIGHT TO WORK,
Don't let anyone take it away.**



U.S. Citizenship
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Services

How does E-Verify work?

START HERE: Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT discriminate based on race, color, national origin, gender, or ethnicity. It is illegal to discriminate based on age. It is illegal to discriminate based on disability. An employer's failure to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Authorization: (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name): First Name (Given Name): Middle Initial: Other Names (used if any):

Address (Street Number and Name): Apt. Number: City or Town: State: Zip Code:

Date of Birth (mm/yyyy): U.S. Social Security Number: E-mail Address: Telephone Number:

I am aware that Federal law provides for imprisonment and fines for false statements or use of false documents in connection with the completion of this form.

If I attest, under penalty of perjury, that I am (check one of the following):

A citizen of the United States.

A noncitizen national of the United States (See instructions).

A lawful permanent resident (Alien Registration Number/USCIS Number): _____

An alien authorized to work until expiration date, if applicable (mm/yyyy): _____ Some aliens may write "N/A" in this field. (See instructions).

For aliens authorized to work, provide your Alien Registration Number/USCIS Number OR Form I-94 Admission Number:

1. Alien Registration Number/USCIS Number: _____ OR _____

2. Form I-94 Admission Number: _____

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: _____

Country of issuance: _____

Some aliens may write "N/A" on the Foreign Passport Number and Country of issuance fields. (See instructions)

Signature of Employee: _____ Date (mm/yyyy): _____

Preparer and/or Translator Certification: (To be completed and signed if Section 1 is prepared by a person other than the employee.)

If I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator: _____ Date (mm/yyyy): _____

Last Name (Family Name): First Name (Given Name): _____

Address (Street Number and Name): City or Town: State: Zip Code: _____

Section 3. Reverification and Retires: (To be completed and signed by employer or authorized representative.)

A. New Name (Family Name): First Name (Given Name): Middle Initial: _____ Date of Arrival of alien/USCIS/Admission Number: _____

If I attest, under penalty of perjury, that the previous grant of employment authorization has expired, provide the information for the document from List A or List C the employee presented that establishes current employment authorization in the space provided below:

Document Title: _____ Document Number: _____ Expiration Date of document (mm/yyyy): _____

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative: _____ Date (mm/yyyy): _____ Print Name of Employer or Authorized Representative: _____



TNC

DHS
Verification
in Process

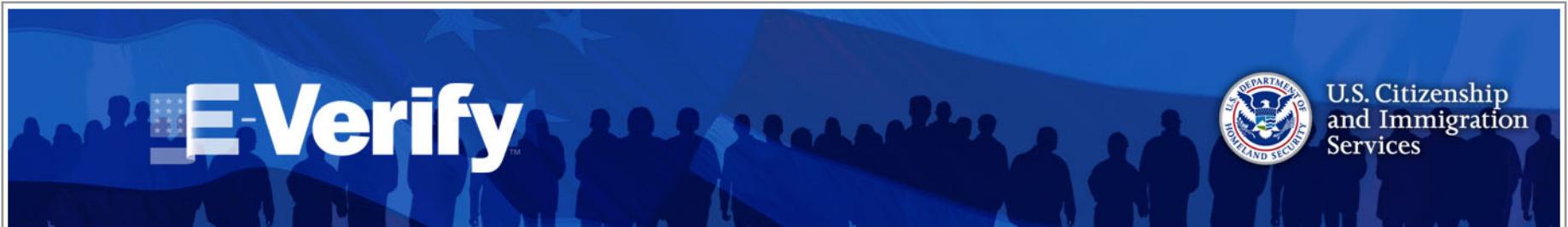


U.S. Citizenship
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Initial Results

Initial verification will return one of three results in just seconds.

Employment Authorized	Tentative Nonconfirmation	DHS Verification in Process
The employee is authorized to work.	There is an information mismatch.	DHS will usually respond within 24 hours with either: Employment Authorized or DHS Tentative Nonconfirmation



Creating an E-Verify Case

Click on “New Case” or “Verify Employee”

The screenshot shows the E-Verify homepage. On the left, a sidebar menu includes 'My Cases' (with 'New Case' circled in red), 'Verify Employee' (with a red oval around it), 'Need Help?', and 'Case Alerts: You Must Take Action!' with three items: 'Open Cases to be Closed' (5), 'Cases with New Updates' (3), and 'Work Authorization Docs Expiring'. The main content area features the 'Welcome to E-Verify' banner, 'E-Verify News' with a recent enhancement about Form I-9 support, and a 'U.S. Citizenship and Immigration Services' (USCIS) link. The top navigation bar includes 'Welcome', 'User ID', 'Last Login 10:22 AM - 02/24/2014', and 'Log Out'.

From Section One of the employee’s Form I-9, choose the correct option

The screenshot shows the 'Verify Employee' process. The left sidebar is identical to the homepage. The main content area has a three-step navigation: 'Enter Form I-9 Information' (highlighted in blue), 'Verification Results', and 'Close Case'. The current step is 'What citizenship status did the employee choose in Section 1 of Form I-9?'. It lists four options: 'A citizen of the United States', 'A noncitizen national of the United States', 'A lawful permanent resident', and 'An alien authorized to work' (which is circled in red). A 'Continue' button is at the bottom right.



What is myE-Verify?

myE-Verify is a new, web-based free service for employees to participate in the E-Verify process.

- Confirm your work eligibility
- Create a myE-Verify account
- Self Lock
- Learn about your rights





I-9 Central

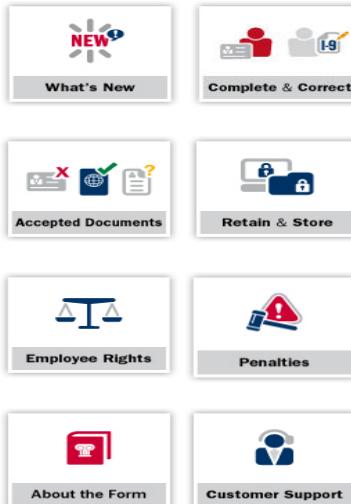
I-9 Central: www.uscis.gov/I-9Central

I-9 Central

Federal law requires that every employer* and agricultural recruiter/referrer-for-a-fee hiring, or recruiting/referring for a fee, an individual for employment in the United States complete a Form I-9, Employment Eligibility Verification. Form I-9 will help you verify your employee's identity and employment authorization. You may click on the links to the left or on one of the icons below to find out more information about Form I-9.

**[NOTE: We will refer to both employers and agricultural recruiters and referrers for a fee collectively as "employers" for ease of reference throughout the I-9 Central.]*

On March 8, 2013, a new version of the Form I-9 was released. Beginning May 7, 2013, employers must only use the new Form I-9.



This page can be found at: <http://www.uscis.gov/I-9Central>

I-9 Central Spanish: www.uscis.gov/I-9Central/Espanol

Bienvenido a la Central I-9

Alerta: E-Verify está disponible. Para más información, haga clic aquí.

La ley federal exige que cada empleador*, reclutador o agente que refiere trabajadores agrícolas a cambio de honorarios y que contrate a un individuo para trabajar en los Estados Unidos, complete un Formulario "I-9, Verificación de Elegibilidad de Empleo". El Formulario I-9 le ayudará a verificar la identidad de su empleado y su autorización de empleo. Para obtener más información sobre el Formulario I-9, haga clic en los íconos que se encuentran a continuación.

**[NOTA: Para facilitar la referencia, en el Central I-9 nos referiremos de manera colectiva tanto a los empleadores como a los reclutadores y agentes que refieren trabajadores agrícolas a cambio de honorarios como "empleadores".]*

El 8 de marzo de 2013 se publicó una nueva versión del Formulario "I-9, Verificación de Elegibilidad de Empleo". Comenzando el 7 de mayo de 2013, los empleadores deberán utilizar sólo este nuevo Formulario I-9.



This page can be found at: <http://www.uscis.gov/I-9Central/Espanol>

Form I-9 Multimedia Resources

- Section 1 Vignette



- Section 2 Vignette



- Section 3 Vignette



- I-9 Webinar on Demand

Immigrant & Employee Rights (IER)

The anti-discrimination provisions of the INA are enforced by:

Department of Justice

Civil Rights Division

**Immigrant and Employee Rights for
Immigration Related Unfair Employment Practices**



- Employees may contact the Immigrant & Employee Rights to obtain additional information regarding employment discrimination and employee rights and responsibilities*

1-800-255-7688 (TDD: 1-800-616-5525)

- Employers may also contact OSC*

1-800-255-8155 (TDD: 1-800-362-2735)

*callers may remain anonymous

E-Verify Outreach

- Free Webinars
- Content for your newsletters
- Authorization to use the E-Verify® Logo and Name and I E-Verify Seal
- Add E-Verify to your job announcements
 - Example: “Our company uses E-Verify to confirm the employment eligibility of all newly hired employees. To learn more about E-Verify, including your rights and responsibilities, please visit www.dhs.gov/E-Verify.”





For more information on the law and regulations please see our Web site:
www.dhs.gov/E-Verify.

QUESTIONS?????