

**EMPLOYMENT AND THE IMMIGRATION CONTROL ACT OF 1986**

The Diocese, its parishes and agencies are committed to employ only United States Citizens and Immigrants who are authorized to work in the United States in compliance with the Immigration Reform and Control Act of 1986.

As a condition of employment, federal law requires **every** employee, whether they are United States Citizens or not, to properly complete, sign and date the first section of the Immigration and Naturalization Service Form (I-9) before commencing work. Rehired employees must also complete the form. Use of their previously submitted I-9 is not permitted. Employers should advise non-U.S. citizens of their responsibility to notify the employer if their immigration status changes.

The diocese acknowledges the reality of economic and political migration of people into our country. We are therefore committed to work with the Department of Justice and through other coalitions to reunite families and provide pastoral services to those who are the victims of human trafficking.

If the diocese or any individual church or agency were to employ undocumented workers, it would place in jeopardy the Family Unity Office and Citizenship Program which is accredited by the Department of Justice and open the individual agency or parish to the possibility of fines in excess of \$10,000.