

IMMIGRATION REFORM AND
CONTROL ACT OF 1986

EMPLOYMENT ELIGIBILITY VERIFICATION INFORMATION

Among other changes, the Immigration Reform and Control Act of 1986 creates a national employment verification system which places responsibility for verification of the identity and employment eligibility of all employees on the employer. Since June 1, 1987 this new law has required employers to request and examine documentation of identity and employment eligibility of all new hires and rehires, including U.S. citizens, permanent residents, and nonimmigrant visa holders.

No one can be offered employment with Indiana University of Pennsylvania (IUP) without first presenting ORIGINAL documentation as listed on the reverse side of this document.

After these documents are reviewed and on or before the first day of work, you will then be required to complete and sign an Employment Eligibility Verification Form (Form I-9) in the presence of your supervisor or designated representative of the University.

If you have any questions concerning the employment requirements at IUP, please call the Office of Human Resources, (724) 357-2431.

Prepared by: Office of Human Resources
4/00

Indiana University of Pennsylvania
Equal Opportunity/Affirmative Action Employer
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LISTS OF ACCEPTABLE DOCUMENTS

LIST A		LIST B		LIST C
Documents that Establish Both Identity and Employment Eligibility	OR	Documents that Establish Identity	AND	Documents that Establish Employment Eligibility
<ol style="list-style-type: none"> 1. U.S. Passport (expired or unexpired) 2. Alien registration or Permanent Resident Card (<i>INS Form I-551</i>) 3. Unexpired foreign passport containing I-551 stamp 4. Unexpired employment authorization document issued by INS, containing photo, on form I-766, 688B 5. For specific employers-unexpired foreign passport with arrival/departure record on I-94 form or stamp, as long as not expired and work doesn't conflict with any restrictions listed. 		<ol style="list-style-type: none"> 1. Drivers license or state I.D. with photo* 2. School I.D. with photo 3. Voters registration card 4. U.S. Military card or draft record 5. I.D. issued by state or local government agency* 6. Military dependent I.D. card 7. Native American tribal document 8. U.S. Coast Guard Merchant Mariner Card 9. Canadian driver's license <p style="margin-left: 20px;">*If no photo: name, date of birth, sex, height, eye color and address</p>		<ol style="list-style-type: none"> 1. U.S. Social Security card without a "not valid for employment" stamp 2. Foreign birth certificate on form FS-545 (state department) or DS-1350 3. Birth certificate issued by U.S. state or county with seal 4. Native American tribal document 5. U.S. citizen I.D. card, I-197 6. Resident citizen I.D. card, I-179

Illustrations of many of those documents appear In Part 8 of the Handbook for Employers (M-274)