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# WEST VIRGINIA BOARD OF REGENTS

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WEST VIRGINIA INTERPRETATIVE RULE  
WEST VIRGINIA BOARD OF REGENTS  
CHAPTER 18-26  
SERIES I

Policy Bulletin No. 12

TITLE: ALIEN EMPLOYMENT CONTROL POLICY

Section 1. General

1.1 Scope - The West Virginia Board of Regents prohibits the hiring of illegal aliens and will require all applicants for employment to present proof of applicant's identity and authorization for employment.

1.2 Authority - Immigration and Reform Control Act of 1986, Public Law 99-603.

1.3 Filing Date - April 17, 1987

1.4 Effective Date - May 17, 1987

Section 2. Alien Employment Control Purpose

2.1 The purpose of this policy is to comply with the Federal Government's efforts to stem the flow of illegal aliens into the United States and to provide an opportunity for a large group of unauthorized aliens already here to obtain legal status.

Section 3. Alien Employment Control Policy

3.1 It is unlawful to hire any person knowing that that person is an illegal alien.

3.2 Before the hiring, the person's identity and eligibility to be employed must be verified.

Section 4. Alien Employment Control Procedures

4.1 All job applicants must fill out and sign a government form I-9, providing biographical information and attesting

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SERIES I - GENERAL

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|  | PAGE |
|--|------|
| Section: 1. General  | 1    |
| 2. Alien Employment Control Purpose                              | 1    |
| 3. Alien Employment Control Policy                               | 1    |
| 4. Alien Employment Control Procedures                           | 1    |
| 5. Penalties for Violation of Alien<br>Employment Control Policy | 2    |

Policy Bulletin No. 12  
WV Board of Regents  
Interpretative Rule  
Series I, Section 4

that the worker is a citizen or an alien authorized to work in this country.

4.2 Applicants may provide, and the employing institution may request, verification of identity and eligibility for employment.

4.3 The verification records are to be made available for inspection by officers of the Immigration and Naturalization Service or the Department of Labor.

Section 5. Penalties for Violation of Alien Employment Control Policy

5.1 Violators of the ban on hiring and recruiting persons known to be illegal aliens are to be penalized on a graduated scale for the number of instances of noncompliance. In addition to being ordered to cease violations, a civil penalty will be assessed.

5.2 The falsification of a verification statement or the fraudulent misuse of an immigration document may result in fines, imprisonment or both.

Adopted: April 6, 1987