I. SECTION ONE

A. An employee may exercise his/her rights under the Labor Code or any local ordinance without suffering unfair immigration-related practices. This includes:

1. The filing of a complaint or informing CHSU of an alleged violation of the Labor Code or local ordinance, provided the complaint or disclosure is made in good-faith, seeking information about whether the University is in compliance or,
2. Informing another person of his/her rights under the Labor Code or local ordinance.

B. An unfair immigration-related practice means the following action taken with a retaliatory purpose:

1. Requesting more of different documents than required under federal law to show eligibility for employment
2. Refusing to honor documents that on their face appear genuine
3. Using E-Verify to check employment authorization status at a time or in a manner not required under federal law
4. Threatening to file or filing a false police report or a false report or complaint with any state or federal agency
5. Threatening to contact immigration authorities.

C. Moreover, CHSU will not take adverse action against an employee, including reporting or threatening to report the employee or family member to a federal, state or local agency based on the employee’s suspected citizenship or immigration status, because (s)he exercises a right under the Labor Code, the Government Code, or the Civil Code.