



California Health Sciences University

CHSU IMMIGRATION RELATED POLICIES

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.

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- Policy Owner: Human Resource
 - Effective Date: 12/19/2017
 - Revised Date: 12/19/2017
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 - Approval by Provost Date: 10/18/2017