



## **E-VERIFY PARTICIPATION BY NEW MEXICO TECH**

**Federal law requires all employers to verify the identity and employment eligibility of all persons, newly hired and presently employed under a Federal Contract and subcontract, using the E-Verify Internet Based System.**

E-Verify is an Internet-based system operated by the Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA) that allows participating employers, of which New Mexico Institute of Mining and Technology has chosen to participate, to electronically verify the employment eligibility of their newly hired employees. U.S. Citizenship and Immigration Services (USCIS administers the program.

The program provides participating employers an automated Internet-based resource to verify the employment eligibility of newly hired employees. Participating employers run authorization checks on all newly hired employees, including U.S. citizens and non-U.S citizens, against SSA and DHS databases (about 449 million, and 60 million records respectively). Through this process, E-Verify assists employers in maintaining a legal workforce and protects jobs for authorized U.S. workers.

New Mexico Tech will provide the Social Security Administration (SSA) and the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

**IMPORTANT:** If the Government cannot confirm that you are authorized to work, this employer is required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including terminating your employment.

Employers may not use E-Verify to pre-screen job applicants, and may not limit or influence the choice of documents presented for use on the Form I-9.

If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the verification process based upon your national origin or citizenship status, please call the Office of Special Counsel for Immigration Related Unfair Employment Practices at 1-800-255-7688 (TDD: 1-800-237-2515).

I have read the above policy and have been given the opportunity to ask questions concerning this policy.

EMPLOYEE SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_