

HB-107	Employee Handbook			
	<p style="text-align: center;"><b>Cumberland Road Fire Department Inc.</b></p>		Approved By	
			Steven Parrish, Fire Chief	
<p style="text-align: center;">Immigration Law Compliance</p>			Effective Date	Revised Date
			7-21-1999	1-5-2015

## Immigration Law Compliance

Cumberland Road Fire Department is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with Cumberland Road Fire Department within the past three years, or if their previous I-9 is no longer retained or valid.

Employees with questions or seeking more information on immigration law issues are encouraged to contact the Administrative Officer. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.