



PERSONNEL POLICY BULLETIN



Employment: Immigration and Visa Sponsorship

Purpose:

The purpose of this policy is to address Sarpy County employment practices with regard to eligibility to work legally in the United States.

Policy:

Sarpy County complies with all applicable laws including the Immigration Reform and Control Act of 1989 (as amended) by employing only U.S. citizens and non-citizens who are authorized to work legally in the United States. All job offers are contingent upon the applicant's ability to submit appropriate documentation establishing his or her identity and the right to be lawfully employed in the United States. If unable to comply with this requirement within three (3) business days of hire, Sarpy County is required to terminate employment.

Because sponsorship of an employee's work authorization will take time and require a significant ongoing financial investment, Sarpy County, as a governmental agency, will not provide immigration and/or work visa sponsorships for employment.

This policy will be applied in a nondiscriminatory fashion regardless of race, gender, ethnic origin, or any other classification protected by law.