

## Table of Contents

Immigration Reform and Control Act of 1986.....	1
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# Immigration Reform and Control Act of 1986

Pittsburg State University shall not knowingly employ an unauthorized foreign national or a person who fails to provide documentation of employment eligibility. The University will consider any action to discriminate in any aspect of employment on the basis of national origin, citizenship or intending citizenship as a violation of this policy. There is one exception. When a Department/Unit has two equally qualified candidates for a position -- one a United States citizen or national and one who is not a citizen or national -- the Department/Unit may hire the United States citizen or national without violating the policy. However, the University will not engage in preferential hiring of United State citizens or national when such action would result in the failure to achieve hiring goals as required by the University's Affirmative Action Plan.

*(Source: PSU Unclassified Handbook)*

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**Pittsburg State University**