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BRAIN TEASER

I-9 Employment Verification

You have an employee who has been working for you for 6 years. Today he comes to HR to present new documents that have a different social security number, name and birthdate. This employee obviously gave you false documents 6 years ago when he was hired, falsely completed his application and has deceived you about his true identity.

How should you handle this issue?

- A. Terminate this employee. He signed your application stating information listed was true and accurate, and any misstatements or omissions would result in immediate termination.
- B. Terminate this employee. He was obviously illegal before and provided you false documents at hire.
- C. You must accept the new documents as long as they appear to be authentic. As long as this employee is authorized to work, he must be allowed to continue to work.

See below for answer



The correct answer is C.

Right to Work and Anti-Discrimination laws are strong and would supersede any employer policy, such as an attestation statement on an application. Refusing to accept valid documents would violate unfair document (document abuse) and National Origin discrimination provisions of the Immigration and Nationality Act (INA). More information can be found at: www.uscis.gov