

ICE



The IMAGE Partnership

Form I-9 and Self-Audit Procedures

Providing 21st Century Solutions



U.S. Immigration
and Customs
Enforcement

ICE

History

Worksite Enforcement 1986 - Present

- IRCA-Three-Legged Stool: Amnesty, Sanctions, Anti-Discrimination
- INS enforcement in the 1990's - Office of Special Counsel
- September 11th, 2001
- Creation of DHS & ICE
- Changing Landscape



U.S. Immigration
and Customs
Enforcement

ICE

Brief History of WSE Legislation

Prior to November 6, 1986:

- No authority to sanction employers for hiring undocumented aliens.

After November 6, 1986:

- Congress passed the Immigration and Reform Control Act (IRCA) of 1986.
- Strengthened the immigration laws for worksite enforcement.



U.S. Immigration
and Customs
Enforcement

ICE

Brief History of WSE Legislation (Cont.)

Under IRCA, two notable documents were created

- Employment Eligibility Verification Form (Form I-9)
- Handbook for Employers (M-274)



U.S. Immigration
and Customs
Enforcement

ICE

Purpose of the Employer Sanctions Laws

- Require employers to hire only persons who may legally work in the U.S.
 - United States Citizens
 - Aliens authorized to be employed in the United States

Result : Strengthens Our Nation's Security



U.S. Immigration
and Customs
Enforcement

ICE

Worksite Enforcement Efforts

Major components of ICE WSE:

- Critical Infrastructure Protection
- Egregious Employers
- Compliance Audits
- Employer Outreach and Education through IMAGE Partnership



U.S. Immigration
and Customs
Enforcement

ICE

Critical Infrastructure Protection



U.S. Immigration
and Customs
Enforcement