

## I-9 and E-Verify Guidance

The Immigration Reform and Control Act (IRCA) prohibits employers from hiring individuals, including U.S. citizens, for employment in the United States without first verifying their identity and employment authorization on Form I-9. Employees and employers (or authorized representatives of the employer) must complete the form. Considering the current situation presented by COVID-19, the Department of Homeland Security released a memo regarding flexibility related to Form I-9 on March 20, 2020. Additionally, the US Citizenship and Immigration Services issued a Form I-9 and E-Verify Q&A on April 3, 2020, designed to help employers understand their requirements for using both during this crisis.

HRA has compiled those resources below for your reference. If you have questions concerning Form I-9, please contact HRA Policy at [Policy@doas.ga.gov](mailto:Policy@doas.ga.gov).

[DOAS Human Resources Administration Update to Form I-9 Advisory](#)

[Department of Homeland Security memo regarding flexibility in requirements related to Form I-9 compliance](#)

[U.S. Citizenship and Immigration Services Questions and Answers Related to Temporary Policies for Form I-9 and E-Verify](#)