

## **Homeland Security Investigations Training on Immigration Compliance for Employers**

### **Fraudulent Document Awareness Training and the IMAGE Program**

This training is intended to assist those tasked with examining travel and employment authorization documents. The training includes photographs of the most commonly used documents used by Permanent Resident Aliens, Non-Immigrant Aliens, and undocumented aliens. The undocumented aliens are those who may have crossed the border illegally and/ or been smuggled into the interior of the U.S. of those who have violated their non-immigrant status by accepting unauthorized employment, remaining longer than permitted or committing some other violation. Some of these aliens purchase counterfeit documents or assume another person's identity by using fraudulently obtained genuine documents.

#### **IMAGE Program**

The goal of the IMAGE program is to reduce the employment of unauthorized workers through outreach, education and training. Participating in the IMAGE program reduces unauthorized employment and minimizes the use of fraudulent documents. It also protects workforce integrity by helping to ensure employees are who they represent themselves to be. Through IMAGE, employers may also be contributing to national security by reducing opportunities for terrorists and criminals by limiting their access to critical infrastructure. Improving company hiring practices will help avoid negative exposure due to unauthorized workers in the workplace and as a result will create an enhanced corporate image. ([www.ice.gov/image](http://www.ice.gov/image))

#### **E-Verify Program**

E-Verify is an Internet-based system operated by U.S. Citizenship and Immigration Services (USCIS), part of the Department of Homeland Security (DHS), in partnership with the Social Security Administration (SSA). E-Verify is free to employers. The E-Verify Program provides an automated link to Federal databases to help employers determine employment eligibility of new hires and the validity of their Social Security numbers. E-Verify is currently the best means available for employers to verify electronically the employment eligibility of their newly hired employees. E-Verify virtually eliminates Social Security mismatch letters, improves the accuracy of wage and tax reporting, protects jobs for authorized U.S. workers, and helps U.S. employers maintain a legal workforce.

#### **Form I-9 Employer Compliance Training and How to Conduct Internal Audits**

HSI agents or auditors conduct inspections of the Forms I-9 for compliance. When technical or procedural violations are found, an employer is given ten business days to make corrections. An employer may receive a monetary fine for all substantive and uncorrected technical violations. Employers determined to have knowingly hired or continued to employ unauthorized workers will be required to cease the unlawful activity, may be fined, and in certain situations may be prosecuted criminally. This training will explain the Form I-9 Inspection process. It is intended to educate employers to conduct their own internal audits and avoid administrative fines and criminal sanctions.