



Policy 04:002 – Employment of Internationals

Immigration status is a direct legal relationship between an alien and the United States Government. The University complies with Federal immigration laws which govern the employment of permanent resident aliens and non-resident aliens in the United States. Authorization to work in the United States is required before aliens may be employed.

Permanent Resident Aliens

Upon verification of permanent resident alien status, a permanent resident alien may be employed in the same way as a United States citizen.

Non-Resident Aliens

Non-resident (non-immigrant) aliens are restricted by the United States Government as to stay and employment in the United States, based upon immigration status. Before being employed, a non-resident alien must provide verification of eligibility for lawful employment. University of Montevallo sponsorship may be considered on a case-by-case basis dependent upon the needs of the University and must be approved by the President prior to employment. The appointment period cannot exceed the period authorized for work by the U.S. Immigration and Naturalization Service (INS).

Approved 8/04

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