ARTICLE __ Undocumented and DACA Employee Rights

SECTION 1 – Support for Undocumented and DACA Employees

The University affirms its commitment to providing a welcoming and equitable environment for all members of the bargaining unit, including those who may be undocumented or who hold DACA status.

Except where required by federal law, the University shall not require disclosure of immigration status as a condition for employment or demand proof of citizenship from Employees.

The University will not release information regarding a bargaining unit member's undocumented immigration status to the Department of Homeland Security, unless legally compelled to do so.

The University shall not provide voluntary consent to immigration enforcement agents to enter any areas where employees work or live, including but not limited to Employer-owned or controlled buildings, classrooms, research and teaching labs, offices, dormitories, and housing. If consent to enter is federally mandated, the University shall notify the Union that such access was granted and the areas to which such access was granted within one (1) hour of the University receiving the request.

No members of this bargaining unit shall be held or arrested by Cornell Police on the basis of immigration status alone. Cornell Police does not have the obligation to enforce federal laws regarding immigration status and shall not ask employees about their immigration status or share their immigration status with other law enforcement agencies.

A. Permit inspection of Forms I-9 by government agencies or foreign governments. If inspection is federally mandated, the Employer shall provide a minimum of three (3) days written notice or a valid search/arrest warrant that requires a shorter timeline.

B. Disclose any information that is not publicly available to government agencies or foreign governments, including Employee's personal information or any information associated with their appointment.

SECTION 2 – Resources for Undocumented and DACA Employees

The University shall continue to make guidance available to undocumented and DACA Employees regarding their immigration status, including admissions and financial aid information available through the University. The University will continue to update these resources as is necessary.

The University shall continue to provide resources to undocumented and DACA Employees, including existing access funds and food security programs, consistent with its current practices.