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**IMMIGRATION COMPLIANCE POLICY**

The Collaborative Charter Services Organization (“CSO”) will comply with applicable immigration law, including the Immigration Reform and Control Act of 1986 and the Immigration Act of 1990. As a condition of employment, every individual must provide satisfactory evidence of their identity and legal authority to work in the United States. However, the CSO will not check the employment authorization status of current employees or applicants who were not offered positions with the CSO unless required to do so by law.

The CSO shall not discharge an employee or in any manner discriminate, retaliate, or take any adverse action (*e.g.*, threatening to report the suspected citizenship or immigration status of an employee or a member of the employee’s family) against any employee or applicant for employment because the employee or applicant exercised a right protected under applicable law.

Further, the CSO shall not discriminate against any individual because they hold or present a driver’s license issued per Vehicle Code § 12801.9 to persons who have not established their federally-authorized presence in the United States.