

# Legal Issues in the Onboarding Process

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## Today's Topics

- ▶ Immigration law compliance
- ▶ Trade secrets and restrictive covenants
- ▶ Arbitration agreements and jury waivers
- ▶ Workplace culture / preventing harassment and discrimination claims

## Immigration Law Compliance

- ▶ I-9 process is critical
- ▶ USCIS Employer Handbook is a good reference
- ▶ Common problems include inconsistency, requiring a specific document, or favoring (or disfavoring) U.S. citizens

## E-Verify

- ▶ Required for federal contractors
- ▶ Encouraged but optional otherwise
- ▶ New web site announced on April 10, 2018
- ▶ Approximately 800,000 enrolled employers

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