Article 6.

Verification and Onboarding.

Part 1. Verification of Eligibility to Work and Application Materials.

§ 126A-6-1. Onboarding of all positions.

The Commission shall establish policies on onboarding, including the following:

(1) Confirmation of a person's eligibility to work in the United States.

(2) Verification of a person's credentials and employment history. (2026-40, s. 1.)

§ 126A-6-2. E-Verify.

(a) **(Effective until contingency met – see note)** Each agency, community college, and public school unit as defined in G.S. 115C-5 shall verify, in accordance with the E-Verify Program administered by the United States Department of Homeland Security pursuant to 8 U.S.C. § 1101, et seq., each individual's legal status or authorization to work in the United States after hiring the individual as an employee to work in the United States.

(a) **(Effective once contingency met – see note)** Each agency, community college, and public school unit as defined in G.S. 115C-5 (i) shall verify, in accordance with the E-Verify Program administered by the United States Department of Homeland Security pursuant to 8 U.S.C. § 1101, et seq., each individual's legal status or authorization to work in the United States after hiring the individual as an employee to work in the United States and (ii) comply with Article 2 of Chapter 64 of the General Statutes.

(b) OSHR may operate a centralized program to electronically offer E-Verify access to executive branch agencies. (2026-40, ss. 1, 5.7(c).)

§ 126A-6-3. Fraudulent disclosure or concealment on application.

(a) Any employee who knowingly and willfully (i) discloses false or misleading information, (ii) conceals dishonorable military service, or (iii) conceals prior employment history or other requested information significantly related to job responsibilities on an application or any document supplementing an application may be subject to disciplinary action, including immediate dismissal from employment. An employing agency shall dismiss an employee who discloses false or misleading information to meet the minimum qualifications for the position classification. Applications and any screen allowing an applicant to attach supplemental materials shall include a statement informing applicants of the consequences of fraudulent disclosure or concealment.

(b) Each agency shall verify the credentials and the accuracy of application materials of each new employee within 90 days of employment. Failure to verify the application does not bar disciplinary action taken under subsection (a) of this section. (2026-40, s. 1.)

Part 2. Verification and Onboarding Procedures.

§ 126A-6-10. Onboarding.

The Commission shall adopt policies on onboarding for positions subject to this Part, including the following:

(1) Employee onboarding.

(2) Reference checks. (2026-40, s. 1.)