Acceptable I-9 Documents

Employees are required to present one of the documents from List A OR one of the documents from List B AND one of the documents from List C.

An employee who fails to produce the required document, or a receipt for a replacement document (in the case of lost, stolen or destroyed documents), within three business days of the date employment begins, can be terminated. An employee who shows a receipt has ninety days to present the original documents.

List A (Documents that establish both identity and employment eligibility)

- United States Passport (unexpired or expired)
- Certificate of U.S. Citizenship (Form N-560 or N-561)
- Certificate of Naturalization (Form N-550 or N-570)
- Unexpired foreign passport with I-551 stamp or attached Form I-94 indicating unexpired employment authorization
- Permanent Resident Card or Alien Registration Receipt Card with photograph (Form I-151 or I-551)
- Unexpired Temporary Resident Card (Form I-688)
- Unexpired Employment Authorization Card (Form I-668A)
- Unexpired Reentry Remit (Form I-327)
- Unexpired Refugee Travel Document (Form I-571)
- Unexpired Employment Authorization Document issued by DHS that contains a photograph (Form I-688B)

List B (Documents that establish identity only)

- Driver's license or ID card issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- School ID card with a photograph
- Voter's registration card
- U.S. Military card or draft record
- Military dependent’s ID card
- U.S. Coast Guard Merchant Mariner Card
- Native American tribal document
- Driver’s license issued by a Canadian government authority

For persons under age 18 who are unable to present a document listed above in List B

- School record or report card
- Clinic, doctor, or hospital record
- Day-care or nursery school record

List C (Documents that establish employment eligibility only)

- U.S. social security card issued by the Social Security Administration (other than a card stating it is not valid for employment)
- Certification of Birth Abroad issued by the Department of State (Form FS-545 or Form DS-1350)
- Original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the United States bearing an official seal
- Native American tribal document
- U.S. Citizen ID Card (Form I-197)
- ID Card for use of Resident Citizen in the United States (Form I-179)
- Unexpired employment authorization document issued by DHS (other than those listed under list A)