

## ICE Mutual Agreement between Government and Employers

# IMAGE



## U.S. Immigration and Customs Enforcement



## The IMAGE Certification Process: Fostering Compliance through Education and Partnership

ICE has streamlined the IMAGE certification process. The IMAGE program was created in 2006, as a joint government and private sector initiative designed to build cooperative relationships that strengthen hiring practices and encourage employer compliance. The goal of the IMAGE program is to curtail the employment of unauthorized workers through outreach, education and partnership.

### **Under the streamlined IMAGE certification process, employers will:**

1. Enroll in the E-Verify program within 60 days;
2. Establish a written hiring and employment eligibility verification policy that includes internal Form I-9 audits at least once per year; and
3. Submit to a Form I-9 inspection.

### **In return, ICE agrees to:**

1. Waive potential fines if substantive violations are discovered on fewer than 50% of the required Forms I-9;
2. In instances where more than 50% of the Forms I-9 contain substantive violations, mitigate fines or issue at the statutory minimum of \$110 per violation;
3. Not conduct another Form I-9 inspection of the company for a two-year period; and
4. Provide information and training before, during and after inspection.

### **Benefits of becoming IMAGE certified:**

- ▶ Public recognition of the employer's IMAGE certification;
- ▶ Avoidance of lawsuits and other legal actions resulting from unauthorized employment;
- ▶ Brand name protection;
- ▶ Fine mitigation;
- ▶ A stable workforce;
- ▶ No Form I-9 inspection for a minimum of two years; and
- ▶ ICE provided training and guidance on proper hiring procedures and fraudulent document awareness

Learn more at [www.ice.gov/image](http://www.ice.gov/image)



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