



**§ 8-2-122, C.R.S. Employment verification requirements – audits – fine for fraudulent documents – cash fund created – definitions.**

- (1) As used in this section, unless the context otherwise requires:
  - (a) “Director” means the director of the division
  - (b) "Division" means the division of labor standards and statistics in the department of labor and employment.
  - (c) “Employer” means a person or entity that:
    - (I) Transacts business in Colorado;
    - (II) At any time, employs another person to perform services of any nature; and
    - (III) Has control of the payment of wages for such services or is the officer, agent, or employee of the person or entity having control of the payment of wages.
  - (d) [Deleted by 2016 amendment.]
- (2) [Deleted by 2016 amendment.]
- (3) Upon request of the director, an employer shall submit documentation to the director that demonstrates that the employer is in compliance with the employment verification requirements specified in 8 U.S.C. sec. 1324a(b). The director or the director’s designee may conduct random audits of employers in Colorado to obtain the documentation. When the director has reason to believe that an employer has not complied with the employment verification and examination requirements, the director shall request the employer to submit the documentation.
- (4) [Deleted by 2016 amendment.]
- (5) It is the public policy of Colorado that this section shall be enforced without regard to race, religion, gender, ethnicity, national origin, or disability.

Effective August 10, 2016

History: amended by House Bill 16-1114; amended by House Bill 16-1323