

Definitions

Nonimmigrant alien:

An alien in possession of a valid nonimmigrant visa, issued by the United States Department of State. Such nonimmigrants are admitted to the United States for a specified temporary period of time and include but are not limited to visitors for pleasure and business, temporary workers, crewman, and a variety of other specific visa required circumstances.

Immigrant alien:

An alien lawfully admitted for permanent residence. Lawfully admitted aliens for permanent residence are authorized employment and may naturalize as United States Citizens after completing naturalization requirements.

Undocumented alien:

An alien within the boundaries of the United States who has not been admitted or paroled by authorized US Government Officials.

Employer:

Term does not include the occupant of a household contracting with another person to perform casual domestic labor within the household.

Knows or Knowingly:

A person acts knowingly or with knowledge with respect to either of the following:

- Person's conduct or attendant circumstances when person is aware of the nature of person's conduct or that those circumstances exist
- A result of person's conduct when the person is reasonably aware that the person's conduct is likely to cause that result

Lawful Presence or Lawfully Present:

Person shall be regarded as an alien unlawfully present in the United States only if person's unlawful immigration status has been verified by the federal government. No officer shall attempt to independently make a final determination of an alien's immigration status.

Alien possessing self-identification in any of the following forms is entitled to presumption that he or she is an alien lawfully present in the United States.

- A valid, unexpired Alabama driver's license
- A valid, unexpired Alabama non-driver identification card
- A valid tribal enrollment card or other form of tribal identification bearing a photo or biometric identifier
- Any valid U.S. federal or state government issued I.D. bearing a photo or other biometric identifier, if issued by an entity that requires proof of lawful presence in U.S. (valid U.S. passport is acceptable)
- A foreign passport with an unexpired U.S. Visa with the corresponding entry stamp of and unexpired duration of stay annotation by the U.S. Department of Homeland Security indicating the bearer's date of admission to the United States and a valid form I-94 (white).
- A foreign passport issued by a Visa waiver country with the corresponding entry stamp and unexpired duration of stay annotation or an I-94W (green) form by the U.S. Department of Homeland Security indicating bearer's admission to the United States.