

Supporting Employees Impacted by DACA : A Guide for Managers

CSUF is committed to supporting our DACA-impacted employees. Below are some suggestions on how managers can foster an environment that is supportive of our DACA- impacted employees.

BACKGROUND

On November 12, the [Supreme Court announced it will hear oral arguments](#) regarding the prolonged legal battle over the Trump administration's efforts to end DACA. In two of the cases, the Court will decide 1) whether the decision to rescind the DACA program is reviewable and, if so 2) whether the decision to end the program was lawful.

EMPLOYEE SUPPORT

You may or may not know how an employee in your office is impacted by DACA. Employees may or may not have chosen to disclose their status to their manager. Below are some resources and supportive measures for you to consider should a DACA – impacted employee approach you about the Supreme Court decision.

1. Offer **immigration legal assistance/counsel** to immigration-impacted employees and family members of employees, including spouses, parents, siblings, etc.(using outside counsel to avoid potential conflicts). Assistance can include legal defense of employees who are detained or encounter other legal troubles arising from losing protection from deportation (i.e., their DACA status and ancillary work authorization). Thanks to a collaboration between the CSU Chancellor's Office and the CA Department of Social Services Direct Immigration Legal, legal services are available free of charge to CSU staff, faculty, and students. [Schedule an appointment online](#)– Select Cal State Fullerton as the institution.
2. Arrange **employee-centered, supportive off-boarding programs** for employees unable to renew their work authorization and who are forced to leave the workplace. Review existing company policies to determine if affected employees can receive separation benefits, including accrued sick leave, vacation leave balances, and continuation of health benefits. Consider what health care benefits can be extended despite termination. For support or questions, reach out to diversity@fullerton.edu.
3. Offer employee assistance program (EAP) to DACA-impacted employees for **mental health resources**. Most employees at CSUF are eligible and can find resources on the [HRDI EAP Website](#).
4. Host a regular call with senior management, HRDI, and directly affected individuals to ensure that the university is being attentive to employees' needs.

5. Communicate and implement the university protocol to protect employee rights should immigration enforcement visit the work site or request employee information from managers. Employers can take these steps while simultaneously ensuring they observe their own legal obligations. Read more about the [CSU Protocol here](#).
6. Make all trainings and resources on immigration and rights widely known and available to all staff, and clearly designate an HRDI Point of Contact for anyone looking for additional resources or assistance (including legal assistance) to access confidentially.
7. Be sensitive to people's differing levels of comfort with being public about their immigration status. Never "out" somebody to coworkers or speak about somebody's immigration status with others if that individual has not made explicitly clear that they consent to this information being shared.