

Script for Departments to Determine Employability Requirements for Top Candidate (at Pre-employment Check Stage):

All job offers and appointments are contingent upon providing Florida State University with the required documentation of employability and upon approval to work following successful completion of all university and statutorily required screenings, which may include a criminal history background check. Additionally, the offer/appointment is subject to the Constitution and laws of the State of Florida and the United States, the regulations of the University, and the Florida Board of Governors.

1) Board of Governors Regulation 1.001(5)(h):

To comply with Florida Board of Governors (BOG) Regulation 1.001(5)(h), FSU has a current moratorium on hiring new employees who require immediate H-1B sponsorship through January 5, 2027. PLEASE NOTE: The need for future sponsorship does not automatically disqualify a candidate. To determine whether a candidate requiring sponsorship is hireable at FSU, please reach out to the FSU in-house immigration attorney, Leslie Crosdale (lcrosdale@fsu.edu). She will help the department determine whether a candidate will meet the requirements for hire under the Florida BOG regulation.

- *Will you now or in the future require sponsorship for employment visa status?*
YES or NO

2) Section 1010.35, Florida Statutes, requires additional screening of certain applicants in research or research-related support roles.

- *Are you a citizen of a foreign country who is not a permanent resident of the U.S., OR are you a U.S. citizen/permanent resident who has affiliation with an institution/program, or had at least one year of employment or training in a *foreign country of concern?*
YES or NO

3) In addition, candidates for any position (both research- and non-research related) and prospective visiting researchers who are foreign principals of a foreign country of concern* are subject to additional review pursuant to **section 288.860, Florida Statutes, Board of Governors (BOG) Regulation 9.012, and BOG guidance.****

- *Are you a member of a political party in a *foreign country of concern?* YES or NO
- *Are you a government official of a *foreign country of concern?* YES or NO
- *Are you domiciled (physically residing) in a *foreign country of concern?* YES or NO

**Cuba, China (including Hong Kong and Macau but excluding Taiwan), Iran, North Korea, Russia, Syria, and Venezuela.*

***An individual who is domiciled (physically residing) in a foreign country of concern, or who is a government official or member of a political party of a foreign country of concern.*

Key Contacts:

- Office of Compliance and Ethics: foreigninfluencecompliance@fsu.edu
- Research Integrity, Security, and Ethics: RAMP-ExportControl@fsu.edu
- Office of General Counsel, Leslie Crosdale: lcrosdale@fsu.edu