

AP 7121 Employment of Out-of-State Residents

The Ohlone Community College District does not permit employment of people who reside out of the State of California because the District would face the undue burden of having to comply with the laws of a different state, which have different legal requirements as well as tax requirements. This restriction includes the employment of out-of-state residents to teach online courses.

The Americans with Disabilities Act and the California Fair Employment and Housing Act do not obligate an employer to allow employees to work in a different state; therefore, the District is not obligated to allow an employee to work in another state as an accommodation.

Adopted: October 2017