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DHS Ends Form I-9 Requirement Flexibility

COVID-19 [temporary flexibilities](#) for Form I-9, Employment Eligibility Verification, [will end on July 31, 2023](#). U. S. Immigration and Customs Enforcement (ICE) recently announced that employers must complete in-person physical document inspections for employees whose documents were inspected remotely during the temporary flexibilities by August 30, 2023.

This new announcement gives employers additional time to complete in-person physical inspection of identity and employment authorization documents, and [annotate the Form I-9](#) for this population. These flexibilities were initially announced in March 2020 and updated in March 2021. [See I-9 Central Questions and Answers for more information.](#)

DHS published a [Notice of Proposed Rulemaking](#) for alternative procedures allowing remote document examination for Form I-9 last year. DHS anticipates publishing a Final Rule in the Federal Register that will implement this proposal.

Last Reviewed/Updated: 05/05/2023