

EDF CLIMATE CORPS WORK AUTHORIZATION AND IMMIGRATION SPONSORSHIP PROTOCOL

Protocol Statement

In compliance with the Immigration Reform and Control Act of 1986 ("IRCA") and any other applicable federal, state, or local laws, Environmental Defense Fund, Incorporated, its affiliates, officers, directors, employees and agents (collectively "EDF") is committed to ensuring all fellows in the Climate Corps program are authorized to work in the United States and that fellows are not discriminated against based on national origin, citizenship, or immigration status.

Climate Corps fellows who are extended a fellowship offer by a host organization must be able to verify their identity and eligibility to work in the United States and complete the required employment eligibility verification forms by the first day of employment. Host organizations may rescind an offer if a fellow fails to obtain and/or verify their valid work authorization prior to the first day of employment. If a host organization chooses to rescind an offer because a fellow failed to obtain and/or verify their work authorization, EDF makes no promises or representations that it will be able to identify alternative fellowship arrangements with another host organization.

Pursuant to this protocol, EDF will not offer sponsorship to fellows for the Climate Corps program. Similarly, host organizations with whom fellows are matched will not offer sponsorship to fellows.

For the avoidance of doubt, "sponsorship" does not include F-1 visa holders who are eligible for Curricular Practical Training (CPT) and Optional Practical Training (OPT).

EDF cannot directly assist you with obtaining work authorization. You can find more information on these processes at the [USCIS website here](#).