

Appendix I
State and Federal Statutes and Regulations
that Mandate or Authorize the Use of Social Security Numbers

General Purpose	Use of SSNs	Authorized or Required	Statute or Regulation
Employment	Federal I-9 Form	Authorized	Immigration Reform and Control Act of 1984, Pub. L. 99-603 8 USC 1324a(b)
Employment	Federal W4, W2	Required	Internal Revenue Code, Sections 3402(f)(2)(A); 6109, and 6051(a)(2)
Employment (Contractor)	Federal W9, 1099	Required (if no FEIN provided)	Internal Revenue Code, Section 6109; Title 26 US Code
Employment	Federal Social Security Taxes (FICA)	Required	Internal Revenue Code, Section 6051(a)(2); 26 CFR 31.6011(b)2
Employment	Distributing Federal W2	Required	Internal Revenue Code, Sections 6051(a)(2); 26 CFR 31.6011(b)2
Employment	Unemployment Reports	Required	Florida Unemployment Compensation Law, Florida Statutes, CH. 443
Employment	Florida Retirement Contribution Reports	Required and Authorized	Florida Division of Retirement Public Records Policy; Florida Statutes, CH 443; 119.071(5)(a)6.b., F.S.
Employment	Workers Compensation Claims	Required	440.185, F.S.
Employment	403(b) Contribution Reports	Required	US Tax Code 501(c)(3)
Employment	Background/Employees Related Use	Required	8 USC 1324(a) and 42 USC 653(a)
Employment	Group Health, Life and Dental Coverage Enrollment	Authorized	119.071(5)(a)6.b., F.S.
Employment	Work Study Work Assignments	Required	Higher Education Act of 1965, Sections 483 and 484
Student Accounts	Debt Collections Financial Aid/Loans	Authorized	119.071, F.S.; 15 USC §1681
Student Financial Aid	FAFSA-Free Application for Federal Student Aid	Required	Higher Education Act, Section 483 and 484(p); 34 CFR 668.32(i), 668.36
Student Financial Aid	Federal Work Study Program- Dept. of Homeland Security's Investigation of Citizenship Status (FASFA)	Required	Higher Education Act of 1965, Sections 483 and 484(p); 34 CFR 668.16, 34 CFR 668.32-36; 20 USC Sections 1090, 1091, 1092
Student Financial Aid	Institutional Scholarship Applications	Authorized	1009.22 and 1009.23, F.S
Student Financial Aid	State Grants or Scholarships	Authorized	1009.22 and 1009.23, F.S
Student Admissions	Hope Tax Credit IRS Form 1098-T	Authorized	Fine for Non-Reporting, 26 USC 6050S
Student Admissions	Use of SSN as Student Identifier in K-20 System	Authorized	1008.386, F.S.
Workforce Programs	Agency for Workforce Innovation (AWI)-Reporting	Required	119.071(5)(a), F.S.
Student Veteran's Benefits	Enrollment Verified	Required	38 USC 3471
Student	College Reachout Program	Authorized	1007.34, F.S.
Student Loans	Report Loan Interest	Authorized	26 CFR 1.6050
Foundation/Alumni Affairs	Facilitating Alumni Relations	Authorized Business Imperative	119.071(5), F.S.
Adult Education	Federal/State Reporting (WIOA Compliance).	Authorized	1008.386, F.S.

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