



Worker Fact Sheet

Protect Your Right to Work

A Message to New Citizens from the U.S. Department of Justice

The Immigration and Nationality Act (INA) prohibits employers from discriminating against U.S. citizens and other work-authorized individuals based on citizenship status or national origin. The Immigrant and Employee Rights Section (IER) of the U.S. Department of Justice's Civil Rights Division enforces this law, found at **8 U.S.C. § 1324b**. IER investigates this type of employment discrimination, may sue employers that discriminate, and educates the public about the law.

You can call IER at **1-800-255-7688** if you have questions about your employment rights or believe you've been discriminated against based on your citizenship status or national origin.

Citizenship Status Discrimination

Generally, an employer can't treat you differently because of your citizenship status. Citizenship status includes a person's past and current immigration status.

National Origin Discrimination

Generally, an employer can't treat you differently because of your place of birth, native language, accent, or other national origin indicator.

Unfair Documentary Practices

An employer can't, because of your citizenship status or national origin, demand more or different documents than necessary, request specific documents, or reject reasonably genuine-looking documents when verifying your permission to work in the United States, such as during the Form I-9 or E-Verify process.

Retaliation

An employer can't retaliate against anyone who files a discrimination complaint with IER, cooperates with an IER investigation, or asserts rights under the law that IER enforces.

E-Verify

An employer can't treat you differently because of your citizenship status or national origin when using E-Verify to check your permission to work.

Discrimination in the **E-Verify process** might violate the law IER enforces and **E-Verify rules**.

Keeping Your Records Up to Date

Updating your citizenship status information with the Social Security Administration will help ensure your records are accurate. Social Security Administration records will continue to reflect your status as a lawful permanent resident unless you go to SSA and show your naturalization certificate. Wait at least 10 days after your naturalization ceremony before you visit the Social Security Administration, to allow time for that agency to update its records.

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Contact

Civil Rights Division, Immigrant and Employee Rights Section (IER)



- Call the Worker Hotline at **1-800-255-7688**
- For people with hearing disabilities **1-800-237-2515**
- Contact our office if you believe an employer has treated you unfairly or if you would like information about your rights.
- Calls can be anonymous and free language services are available.



- To learn more, visit **justice.gov/ier**

Social Security Administration



- **1-800-772-1213**
- For people with hearing disabilities **1-800-325-0778**



- To find the address of the nearest SSA office, visit **ssa.gov**