

U.S. Department of Justice
Civil Rights Division
Immigrant & Employee Rights Section (IER)

REFUGEES' RIGHT TO WORK

Civil Rights Protections and Resources





IER Worker Hotline

800-255-7688

M-F | 9am-5pm ET

Free help available in
many languages

Calls can be anonymous



www.justice.gov/ier

800-237-2515 TTY

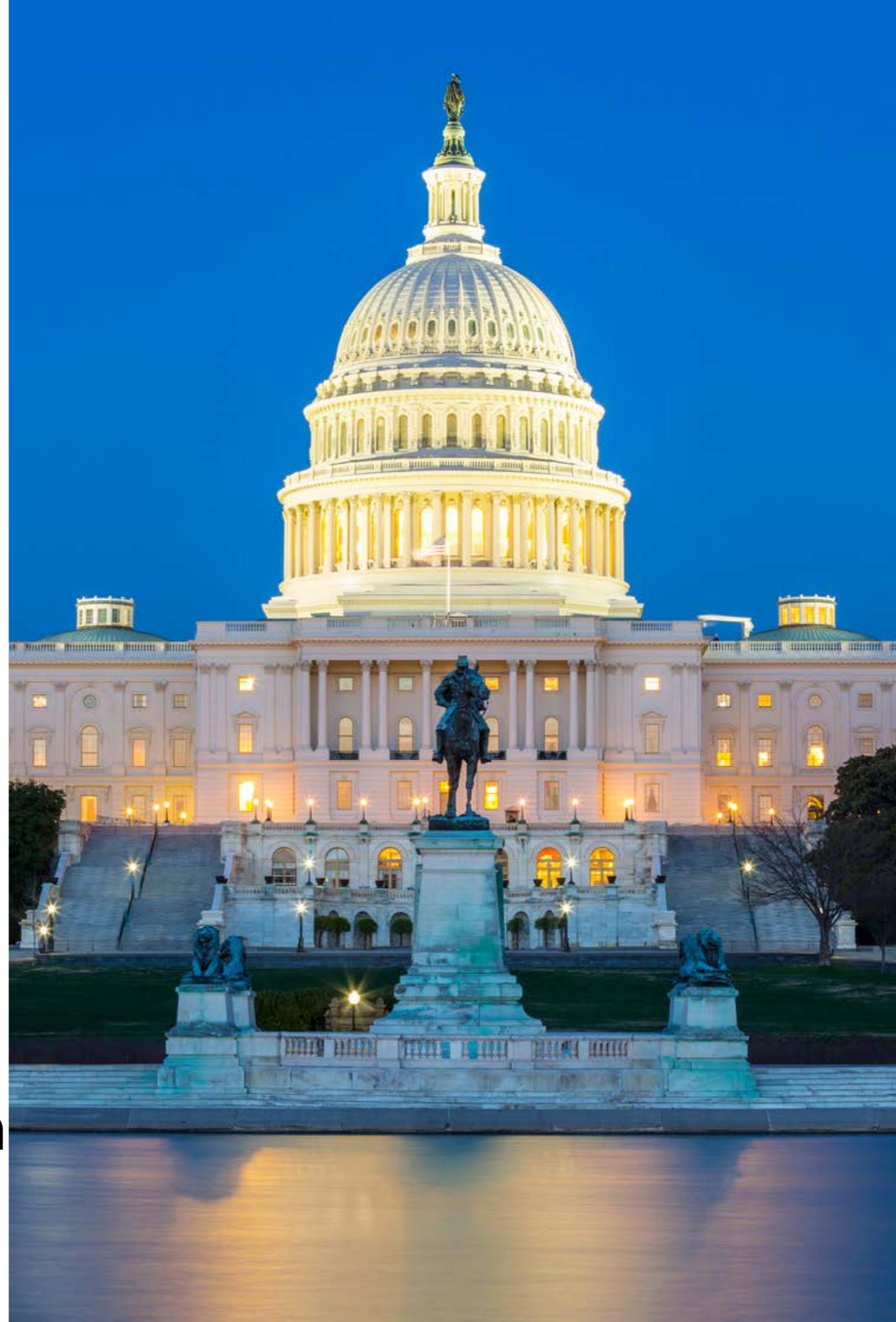


Overview

1. IER history
2. Scope of IER's work
3. Employee protections
4. IER enforcement
5. Resources

History of IER

- Immigration Reform and Control Act of 1986 (IRCA)
- Initiated employer sanctions for knowingly hiring undocumented workers
- Form I-9 process
- Created IER to enforce anti-discrimination provision





Scope of IER's Work

Enforcement

Policy

Outreach



IER | Worker Protections

1. Citizenship, Immigration Status Discrimination
2. National Origin Discrimination
3. Unfair Documentary Practices
4. Retaliation





1. Citizenship, Immigration Status Discrimination

- HIRING**
- RECRUITMENT**
- FIRING**



Omar has a Special Immigrant Visa, and interviews for a job as an engineer. The manager decides not to hire Omar when she finds out that he is not a U.S. citizen.



Is preference in hiring based on citizenship status ever permissible?

- Law, regulation, executive order, government contract
- Unprotected individuals, such as those without work authorization and those requiring sponsorship



2. National Origin Discrimination

- HIRING
- RECRUITMENT
- FIRING

English Skills

Accent

Ancestry

National Origin

Name

Clothing

Country of birth



Reem, who speaks English with an accent, applies for a job at a coffee shop. The manager tells Reem that he will only hire native English speakers because the job involves interacting with customers.



3. Unfair Documentary Practices

Unfair Documentary Practices



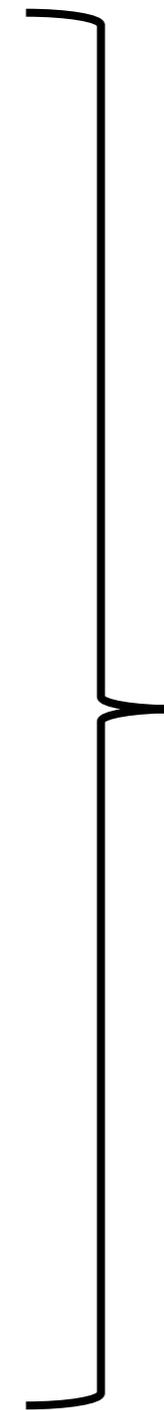
Employers should not request more or different documents



Employers should not reject reasonably genuine-looking documents



Employers should not specify certain documents



BASED ON
**CITIZENSHIP
STATUS**
OR
**NATIONAL
ORIGIN**



▶ **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name)		First Name (Given Name)		Middle Initial	Other Last Names Used (if any)	
Address (Street Number and Name)			Apt. Number	City or Town	State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number [] - [] - []		Employee's E-mail Address		Employee's Telephone Number	

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

1. A citizen of the United States

2. A noncitizen national of the United States (See instructions)

3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____

4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____
Some aliens may write "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: _____
OR
2. Form I-94 Admission Number: _____
OR
3. Foreign Passport Number: _____
Country of Issuance: _____

QR Code - Section 1
Do Not Write in This Space

Signature of Employee _____ Today's Date (mm/dd/yyyy) _____

Preparer and/or Translator Certification (check one):

I did not use a preparer or translator. A preparer(s) and/or translator(s) assisted the employee in completing Section 1.
(Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator _____ Today's Date (mm/dd/yyyy) _____

Last Name (Family Name)		First Name (Given Name)	
Address (Street Number and Name)			City or Town
		State	ZIP Code

Employer Completes Next Page

Document Title	Document Number	Expiration Date (if any) (mm/dd/yyyy)
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Name of Employer or Authorized Representative
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Refer to the instructions for more information about acceptable receipts.

Day of employment. You must list the date as listed on the "Lists"

ship/immigration Status

List C
ment Authorization

(mm/dd/yyyy)

age - Sections 2 & 3
Write in This Space

e-named employee,
of my knowledge the

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d Representative

r Organization Name

ZIP Code

ative.)

licable)

that establishes

**LIST C
ments that Establish
ment Authorization**

curity Account Number
the card includes one of
restrictions:
LID FOR EMPLOYMENT
OR WORK ONLY WITH
THORIZATION
OR WORK ONLY WITH
THORIZATION
of Birth Abroad issued
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of Report of Birth
e Department of State
350)

ertified copy of birth
used by a State,
ncipal authority, or
he United States
official seal

ican tribal document

ID Card (Form I-197)

n Card for Use of
izen in the United
n I-179)

it authorization
used by the
of Homeland Security

mployers (M-274).

The Form I-9 is used to verify **identity** and **permission to work**.

The purpose of the Form I-9 is **NOT** to verify a particular immigration status.



Employment Eligibility Verification
 Department of Homeland Security
 U.S. Citizenship and Immigration Services

USCIS
Form I-9
 OMB No. 1615-0047
 Expires 08/31/2019

▶ **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

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Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name)		First Name (Given Name)		Middle Initial	Other Last Names Used (if any)	
Address (Street Number and Name)			Apt. Number	City or Town		State ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number [][] - [][] - [][][][]		Employee's E-mail Address		Employee's Telephone Number	

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

<input type="checkbox"/> 1. A citizen of the United States
<input type="checkbox"/> 2. A noncitizen national of the United States (See instructions)
<input type="checkbox"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____
<input type="checkbox"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____ Some aliens may write "N/A" in the expiration date field. (See instructions)

*Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.*

1. Alien Registration Number/USCIS Number: _____ OR 2. Form I-94 Admission Number: _____ OR 3. Foreign Passport Number: _____ Country of Issuance: _____	QR Code - Section 1 Do Not Write in This Space
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Signature of Employee	Today's Date (mm/dd/yyyy)
-----------------------	---------------------------

Preparer and/or Translator Certification (check one):
 I did not use a preparer or translator. A preparer(s) and/or translator(s) assisted the employee in completing Section 1.
 (Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Today's Date (mm/dd/yyyy)	
Last Name (Family Name)		First Name (Given Name)	
Address (Street Number and Name)		City or Town	State ZIP Code

Employer Completes Next Page

Employee completes **Section 1** after accepting a job offer and by the first day of work.

Form I-9 Attestation Boxes

I attest, under penalty of perjury, that I am (check one of the following boxes):

<input type="checkbox"/>	1. A citizen of the United States
<input type="checkbox"/>	2. A noncitizen national of the United States <i>(See instructions)</i>
<input type="checkbox"/>	3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____
<input checked="" type="checkbox"/>	4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): <u>N/A</u> Some aliens may write "N/A" in the expiration date field. <i>(See instructions)</i>

*Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.*

1. Alien Registration Number/USCIS Number: _____
OR

2. Form I-94 Admission Number: _____
OR

3. Foreign Passport Number: _____

Country of Issuance: _____

Refugees, asylees & COFA may write, "N/A" in the Section 1 expiration date field.

LISTS OF ACCEPTABLE DOCUMENTS

All documents must be UNEXPIRED

Employees may present one selection from List A
or a combination of one selection from List B and one selection from List C.

LIST A Documents that Establish Both Identity and Employment Authorization	LIST B Documents that Establish Identity	LIST C Documents that Establish Employment Authorization
<ol style="list-style-type: none"> 1. U.S. Passport or U.S. Passport Card 2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551) 3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa 4. Employment Authorization Document that contains a photograph (Form I-766) 5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status: <ol style="list-style-type: none"> a. Foreign passport; and b. Form I-94 or Form I-94A with the following: <ol style="list-style-type: none"> (1) The document is valid for employment with the employer for whom the employee is working as of the date of presentation and the employee's employment is not in conflict with any restrictions or limitations identified on the form. 6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI 	<ol style="list-style-type: none"> 1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address 2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph and information such as name, date of birth, gender, height, eye color, and address 3. School record or report card 4. U.S. Coast Guard Merchant Mariner Document 5. Native American tribal document 9. Driver's license issued by a Canadian government authority <p>For persons under age 18 who are unable to present a document listed above:</p> <ol style="list-style-type: none"> 10. School record or report card 11. Clinic, doctor, or hospital record 12. Day-care or nursery school record 	<ol style="list-style-type: none"> 1. A Social Security Account Number card, unless the card includes the following restrictions: <ol style="list-style-type: none"> (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR EMPLOYMENT ONLY 4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal 5. Native American tribal document 6. U.S. Citizen ID Card (Form I-197) 7. Identification Card for Use of Resident Citizen in the United States (Form I-179) 8. Employment authorization document issued by the Department of Homeland Security

WORKER'S CHOICE



List A

Identity and
permission to work

List B

Identity +

List C

Permission
to work

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS Form I-9
OMB No. 1615-0047
Expires 08/31/2019

Section 2 Employer or Authorized Representative Review and Verification
(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name)	First Name (Given Name)	SSN	Citizenship/Immigration Status
List A	OR	List B	AND	List C
Identity and Employment Authorization		Identity		Employment Authorization
Document Title	Document Title	Document Title		
Issuing Authority	Issuing Authority	Issuing Authority		
Document Number	Document Number	Document Number		
Expiration Date (if any)(mm/dd/yyyy)	Expiration Date (if any)(mm/dd/yyyy)	Expiration Date (if any)(mm/dd/yyyy)		
Document Title	Additional Information		QR Code - Sections 2 & 3 Do Not Write in This Space	
Issuing Authority				
Document Number				
Expiration Date (if any)(mm/dd/yyyy)				

Employer completes **Section 2** within
three business days of the first day of work.

Departure Number
813106636 11

Department of Homeland Security
 CBP I-94 A (11/04)
 Departure Record

L1
12345
09/17/2007

Family Name
SAMPLE

First (Given) Name
AHMET

Country of Citizenship
PAKISTAN

Birth Date (Day Mo Yr)
22 12 50

20041122 US-VISIT 20050207 MULTIPLE

See Other Side STAPLE HERE

I-94

 **U.S. Customs and Border Protection**
Securing America's Borders

Get I-94 Number I-94 FAQ

Admission (I-94) Number Retrieval

Admission (I-94) Record Number: 69000888062

Admit Until Date (MM/DD/YYYY): 10/10/2012

Details provided on Admission(I-94) form:

Family Name:	LI
First (Given) Name:	LYDIA
Birth Date (MM/DD/YYYY):	01/01/1990
Passport Number:	P123123213
Passport Country of Issuance:	Mexico
Date of Entry (MM/DD/YYYY):	04/11/2012
Class of Admission:	R1

I-94 Printout

A stylized world map with a dark blue ocean and landmasses in shades of green, brown, and tan. Three white rectangular boxes are overlaid on the map, each containing text and a red arrow.

Refugee I-94 → List A Receipt, 90 days

Asylee I-94 → List C, does not expire

COFA I-94 → List A with passport

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Raisa is a lawful permanent resident. She accepts a receptionist position at a veterinary clinic. On her first day of work, she brings her ID and unrestricted Social Security card. Raisa's supervisor tells her to bring in her "green card" by the end of the week to prove she is a permanent resident.



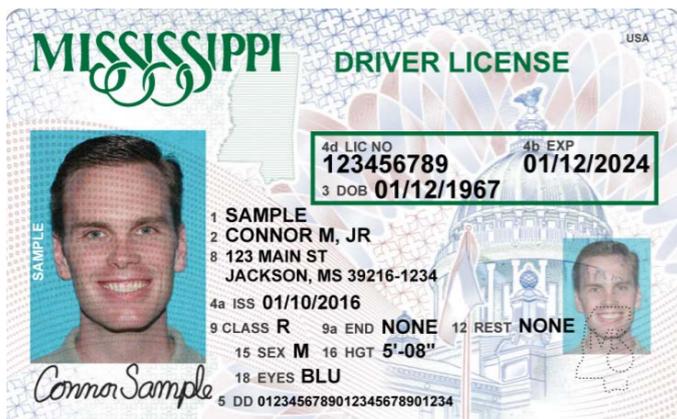
Samir recently arrived to the United States. Samir gets a job as an auto mechanic, but his boss will not accept his refugee I-94.

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative)

A. New Name (if applicable)			B. Date of Rehire
Last Name (Family Name)	First Name (Given Name)	Middle Initial	Date (mm/dd/yyyy)
C. If the employee's previous grant of employment authorization has expired, provide the document that establishes continuing employment authorization in the space provided below.			
Document Title		Expiration Date (if any) (mm/dd/yyyy)	
I attest, under penalty of perjury, that to the best of my knowledge the employee is authorized to work in the United States, and if the employee presented documents, they appear to be genuine and to relate to the individual.			
Signature of Employer or Authorized Representative		Name of Employer or Authorized Representative	

Page 2 of 3

DO NOT REVERIFY



List B Documents



Permanent Resident Cards



U.S. citizens or nationals

Either

LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A
or a combination of one selection from List B and one selection from List C.

LIST A Documents that Establish Both Identity and Employment Authorization	LIST B Documents that Establish Identity	LIST C Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card	1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)	2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2. Certification of Birth Abroad issued by the Department of State (Form FS-545)
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa	3. School ID card with a photograph	3. Certification of Report of Birth issued by the Department of State (Form DS-1350)
4. Employment Authorization Document that contains a photograph (Form I-766)	4. Voter's registration card	4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; and (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.	5. U.S. Military card or draft record	5. Native American tribal document
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI	6. Military dependent's ID card	6. U.S. Citizen ID Card (Form I-197)
	7. U.S. Coast Guard Merchant Mariner Card	7. Identification Card for Use of Resident Citizen in the United States (Form I-179)
	8. Native American tribal document	8. Employment authorization document issued by the Department of Homeland Security
	9. Driver's license issued by a Canadian government authority For persons under age 18 who are unable to present a document listed above:	
	10. School record or report card	
	11. Clinic, doctor, or hospital record	
	12. Day-care or nursery school record	

Employers must accept a **List A** or **List C** selection for reverification.



Ofunne, an asylee, has been working as a commuter train operator for several months. Ofunne's EAD expired, and her boss will not accept an unrestricted Social Security card.



Social Security Numbers

WORKING WHILE WAITING
TO RECEIVE SSN



Employment Eligibility Verification
 Department of Homeland Security
 U.S. Citizenship and Immigration Services

USCIS
Form I-9
 OMB No. 1615-0047
 Expires 08/31/2019

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Last Name (Family Name)		First Name (Given Name)		Middle Initial	Other Last Names Used (if any)	
Address (Street Number and Name)			Apt. Number	City or Town		State ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number [] [] [] - [] [] - [] [] [] []		Employee's E-mail Address		Employee's Telephone Number	

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

- 1. A citizen of the United States
- 2. A noncitizen national of the U.S.
- 3. A lawful permanent resident
- 4. An alien authorized to work
Some aliens may write "N/A"

Aliens authorized to work must provide:
 An Alien Registration Number/USCIS

1. Alien Registration Number/USCIS: _____
 OR
 2. Form I-94 Admission Number: _____
 OR
 3. Foreign Passport Number: _____
 Country of Issuance: _____

Signature of Employee _____ Today's Date (mm/dd/yyyy) _____

Preparer and/or Translator Certification (check one):

- I did not use a preparer or translator.
- A preparer(s) and/or translator(s) assisted the employee in completing Section 1.

(Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator _____ Today's Date (mm/dd/yyyy) _____

Last Name (Family Name)		First Name (Given Name)	
Address (Street Number and Name)			City or Town State ZIP Code

STOP Employer Completes Next Page STOP



E-Verify compares I-9 data with government records

TNC Process

Step #1 Employer informs worker of TNC with Further Action Notice.

Step #2 Worker marks either "Contest" or "Not contest" on Further Action Notice.

Step #3 If worker contests TNC, employer makes referral and gives Referral Date Confirmation to worker.

Step #4 Worker follows Referral Date Confirmation instructions to contact DHS or SSA and **works during this process.**



Further Action Notice

U.S Department of Homeland Security Tentative Nonconfirmation (DHS TNC)

Employee's
Employee's
Date of DH
Reason for

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Page 1 of 3 | F



EMPLOYEE INSTRUCTIONS:

Why you received this Further Action Notice

Your employer participates in E-Verify, a program managed by the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA). E-Verify compares the information you provided on Form I-9, Employment Eligibility Verification, with records available to DHS to verify that you are authorized to work in the United States.

You received this Further Action Notice from your employer because E-Verify provided a result of DHS Tentative Nonconfirmation (DHS TNC). A DHS TNC means that the information entered into E-Verify by your employer does not match records available to DHS. A DHS TNC does not necessarily mean that you gave incorrect information to your employer or that you are not authorized to work in the United States. Visit the [For Employees](#) pages at www.dhs.gov/E-Verify to learn the reasons you may have received a DHS TNC.

What you should do:

1. Check that the information on Page 1 of this Further Action Notice is correct. If it is not correct, provide the correct information to your employer. Your employer should close this E-Verify case and use the corrected information to create a new case.
2. Decide if you will contest (take action to resolve) the DHS TNC and inform your employer of your decision.
IMPORTANT: If you decide not to contest the DHS TNC, your case will become a Final Nonconfirmation, which means that your employer may terminate your employment.
3. Select your decision to contest or not contest and sign and date this Further Action Notice below. If you decide to take action to contest the DHS TNC, to begin to resolve the DHS TNC, you must contact DHS **within 8 Federal Government working days** from the date your employer refers your case in E-Verify.
IMPORTANT: Review Page 3 of this notice for important information about employer responsibilities and your rights.

Select box, sign and date below:

I choose to: (check one)	
Select box, sign and date below:	
I choose to: (check one)	
<input type="checkbox"/>	CONTEST (take action to resolve the DHS TNC)
<input type="checkbox"/>	NOT CONTEST (not take action to resolve the DHS TNC)
Employee's Signature	Date

To check the status of your case visit myE-Verify at <https://selfcheck.uscis.gov/SelfCheckUI/CaseTracker>.

Further Action Notice



Referral Date Confirmation

U.S Department of Homeland Security Tentative Nonconfirmation (DHS TNC)

E-Verify Case Verification Number: [REDACTED]

Employee Name: [REDACTED]

Your employer referred your E-Verify case to DHS after you decided to contest (take action to resolve) a DHS Tentative Nonconfirmation (DHS TNC). This document confirms that your case was referred to DHS.

What you should do

Call DHS **within 8 Federal Government working days**, by [REDACTED] (MM/DD/YYYY) to begin to resolve the DHS TNC. If you have not received the DHS TNC Further Action Notice from your employer, contact your employer immediately to obtain this notice.

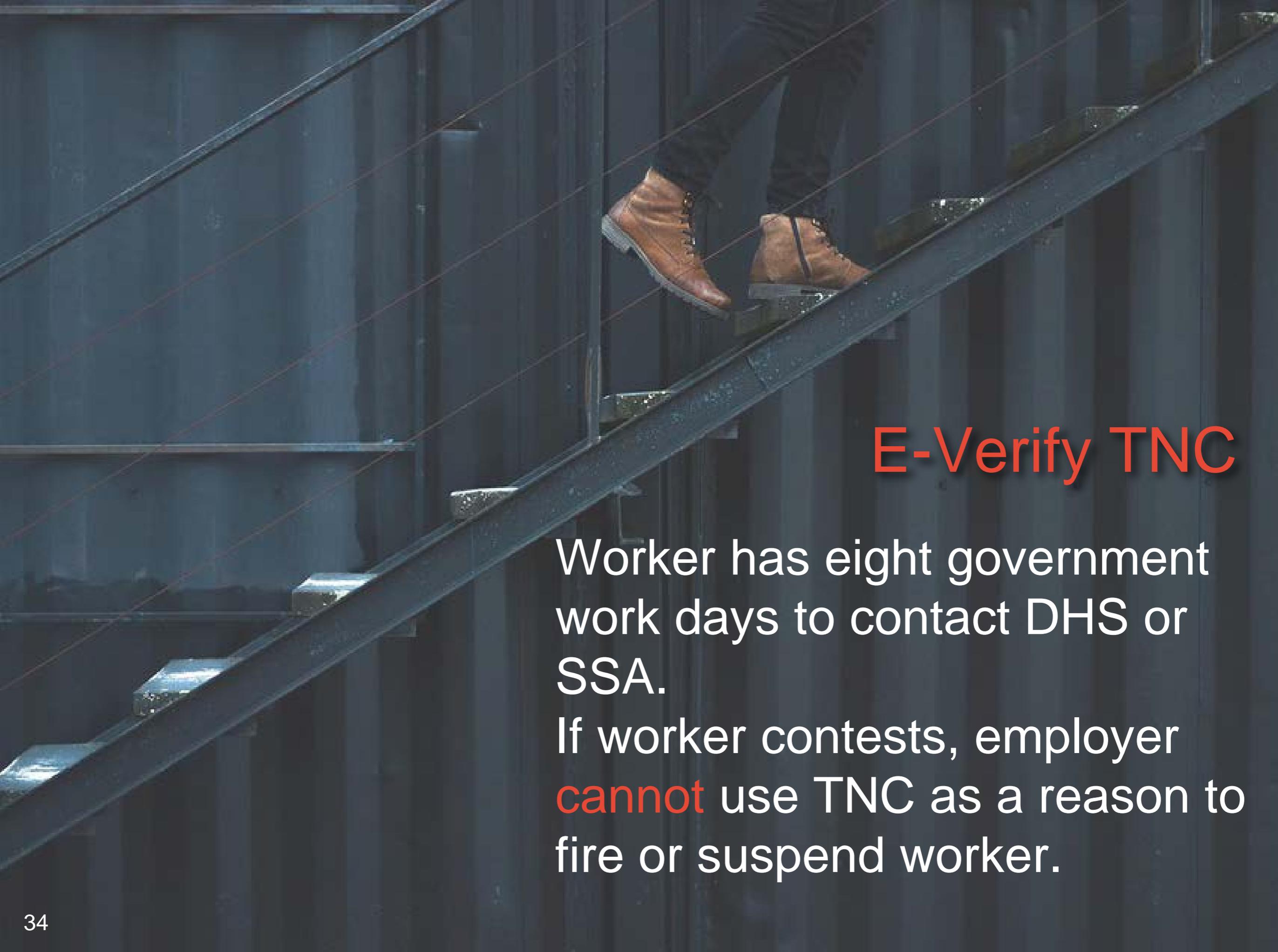
The DHS TNC Further Action Notice includes information about your E-Verify case and which documents you need when you contact DHS. You must have the DHS TNC Further Action Notice when you contact DHS.

If you do not take action **within 8 Federal Government working days**, by [REDACTED] (MM/DD/YYYY), a Final Nonconfirmation will be issued and your employer may terminate your employment. Employers must allow you to contest a DHS TNC and may not take adverse action against you because of the DHS TNC while you are contesting the DHS TNC and your E-Verify case is pending.

For More Information

If you have questions about what to do, contact E-Verify at 888-897-7781 (TTY: 877-875-6028) or email E-Verify@dhs.gov. If you need assistance in a language other than English, you may ask the E-Verify customer representative for an interpreter. For more information on E-Verify, including our privacy practices and program rules, visit the E-Verify website at www.dhs.gov/E-Verify.

Referral Date Confirmation



E-Verify TNC

Worker has eight government work days to contact DHS or SSA.

If worker contests, employer **cannot** use TNC as a reason to fire or suspend worker.



4. Retaliation

- THREATS
- INTIMIDATION
- COERCION



IER is investigating a shipbuilding company. IER speaks to Roberto about his experiences when he was hired. The company was going to promote Roberto, but doesn't when it learns he spoke with IER.

IER Enforcement Process

Charge or independent investigation

Investigation

Dismissal

Settlement

Lawsuit



Possible Remedies

Hire or rehire
Backpay
Fines
Training
Monitoring
Policy changes

Filing an IER Charge

Charge form available in many languages.

File in any language.



Online | E-mail | Fax | Mail

Within 180 days



**IER hotline
interventions
save hundreds
of jobs each
year.**





IER Worker Hotline

800-255-7688

IER Employer Hotline

800-255-8155



IER@usdoj.gov

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