

[Home](#) » [Briefing Room](#) » [Justice News](#)

JUSTICE NEWS

Department of Justice

Office of Public Affairs

FOR IMMEDIATE RELEASE

Justice Department Settles Allegations of Citizenship Status Discrimination and Retaliation Against a Rug Manufacturer

WASHINGTON – The Justice Department announced a settlement today with Garland Sales Inc., a Georgia rug manufacturer engaged in discrimination by imposing unnecessary documentary requirements on individuals of Hispanic origin who are in the United States, and that it retaliated against a worker for protesting his discriminatory treatment. According to the settlement, Garland will pay \$10,000 in back pay and civil penalties, and to undergo training on proper employment eligibility verification practices.

In its complaint, the department alleged that the charging party, a naturalized U.S. citizen of Hispanic descent, applied for a job at Garland. At the time of hire, he presented his unexpired driver's license and an unrestricted Social Security card—a combination of documents that are sufficient to authorize an individual to work in the United States. The complaint alleged that Garland demanded that the worker provide additional documentation, including a green card, which he does not have. After Garland made further requests for documents, the worker objected to the company's demand and declined the job offer. The worker, along with another individual who was denied employment with Garland when the company requested additional documentation, will receive full back pay out of the \$10,000 settlement.

The department's complaint also alleged that Garland required newly hired non-U.S. citizens and foreign-born U.S. citizens to provide work authorization documents beyond those required by federal law. The Immigration and Nationality Act (INA) requires employers to verify the work authorization of all workers in the same manner during the hiring process, regardless of their national origin or citizenship status.

"Employers may not treat authorized workers differently during the hiring process based on their national origin or citizenship status," said Assistant Attorney General for the Civil Rights Division. "It is also illegal when employers take action against workers for exercising their rights, and that type of behavior will be vigorously investigated and prosecuted."

The Office of Special Counsel (OSC) for Immigration Related Unfair Employment Practices is responsible for enforcing the INA, which protects work authorized individuals from employment discrimination on the basis of citizenship status or national origin. For more information about employment discrimination in hiring and the employment eligibility verification (Form I-9) process, call 1-800-255-7688 (OSC's worker hotline) (1-800-237-2525, TDD for hearing impaired) (1-800-362-2735, TDD for hearing impaired), or 202-616-5594; email oscrcrt@usdoj.gov, or visit [OSCR about/osc](http://www.usdoj.gov/osc/about/osc).

11-1718