

## JUSTICE NEWS

## Department of Justice

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**Justice Department Releases Educational Video About Discrimination in Employment Eligibility Verification**

The Justice Department announced today the launch of a new educational video to assist employers in avoiding charges of discrimination in the employment eligibility verification form I-9 process and in the use of E-Verify. The video also helps educate employees about their legal rights. The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) within the department's Civil Rights Division enforces the anti-discrimination provision of the Immigration and Nationality Act (INA), which prohibits employers from discriminating against work-authorized individuals in hiring, firing, recruitment or referral for a fee, regardless of their citizenship status or national origin. The law also prohibits discrimination during the form I-9 and E-Verify processes.

OSC developed its latest video to address issues that frequently arise from calls to its hotline and charges filed. Employers sometimes incorrectly believe that they need to request more documents than are necessary for the employment eligibility verification form I-9. Additionally, employers using E-Verify may improperly request specific documents due to misunderstanding of E-Verify requirements. OSC's new video highlights some practices that are not permissible and may lead to claims under the anti-discrimination provision.

"We believe this video will help both employers and employees across the country understand employment eligibility verification rules," said Gregory Friel, Deputy Assistant Attorney General for the Civil Rights Division. "Federal law prohibits discrimination in the employment eligibility verification process, and the Justice Department is committed to enforcing the law."

The video may be viewed at <http://youtu.be/VNHFDusJqRg>

The latest OSC video is part of OSC's educational video series that can be found here: <http://go.usa.gov/2P6m>. OSC also operates a hotline for employers and workers, frequently providing guidance to employers on how to avoid discrimination and educating employees on rights protected by the anti-discrimination provision. OSC offers live webinars for both employers and employees to educate employers on avoiding workplace discrimination and to educate employees about their rights. For more information about protections against employment discrimination under the immigration law, call OSC's worker hotline at: 1-800-255-7688 (1-202-616-5525, TTY for the hearing impaired); call OSC's employer hotline at: 1-800-255-8155 (1-202-616-5525, TTY for the hearing impaired); send an e-mail to: [oscrt@usdoj.gov](mailto:oscrt@usdoj.gov); or visit OSC's website <http://www.justice.gov/crt/about/osc>.

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Civil Rights Division