Office of Special Counsel
for Immigration-Related Unfair Employment Practices
U.S. Department of Justice Civil Rights Division

Protect Your Right to Work as a U.S. Citizen

What You Must Know

- ***Knowing and protecting your right to work can help ensure that you are treated fairly and equally as a U.S. Citizen!***

Federal law prohibits employers from discriminating against U.S. citizens and other work authorized individuals as follows:

Citizenship/immigration status--Generally, an employer cannot treat you differently because you are, or are not, a U.S. citizen.

National origin--An employer cannot treat you differently because of your place of birth, native language, accent or appearance.

Document abuse--An employer cannot, on the basis of your citizenship status or national origin, demand more or different documents than necessary for completing the I-9 Form, reject reasonably genuine-looking documents, or treat you differently when using E-Verify.

Retaliation--An employer cannot retaliate against anyone who files a charge with OSC or cooperates with an OSC investigation, or who asserts his or her rights under the anti-discrimination provision of the Immigration and Nationality Act (INA).

E-Verify--An employer cannot treat you differently on the basis of your citizenship status or national origin when using E-Verify.

What You Must Do

- ***If you feel an employer has treated you unfairly based on one or more of the above reasons, call the Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) for guidance at: 1-800-255-7688, or TDD 1-800-237-2515 (for the hearing impaired). Visit OSC's website at: www.usdoj.gov/crt/osc. OSC investigates charges of job discrimination under the Immigration and Nationality Act (INA), sues employers who discriminate, and provides guidance to both employers and employees through OSC's hotline and outreach and education program.***

- ***Notify the Social Security Administration (SSA) that you have become a citizen, so that it can confirm that you are authorized to work as a U.S. citizen.***