



Employment Information for Ukrainians in the United States

Ukrainians living and working in the United States may have a variety of citizenship or immigration statuses. This fact sheet provides general information about the employment rights for some of those immigration statuses. Call the Civil Rights Division's [Immigrant and Employee Rights Section](#) at 1-800-255-7688 with questions about this fact sheet.

Worker Protections Against Discrimination When Applying for Jobs

- An employer that refuses to hire you because of your citizenship or immigration status even though you have permission to work may be violating the Immigration and Nationality Act (INA) found at [8 U.S.C. § 1324b](#). Learn about [citizenship and immigration status discrimination](#) on the Civil Rights Division's website and contact the Division's Immigrant and Employee Rights Section if you believe this has happened to you.
- An employer that refuses to hire you because you are from Ukraine may be violating the INA or other laws. The Equal Employment Opportunity Commission's (EEOC) website has information on [national origin discrimination](#). Contact the Civil Rights Division's Immigrant and Employee Rights Section or the EEOC if you believe this has happened to you.
- Other laws may also protect you from other types of employment discrimination.

Protections When Showing an Employer Your Permission to Work

When you get a new job, your employer gives you a [Form I-9](#). Your employer will ask you to complete the first part of the form, called Section 1. The purpose of the Form I-9 is for your employer to check your identity and your permission to work in the United States. You demonstrate your identity and permission to work by showing documentation to your employer. Below are important points to remember:

- You get to choose which documentation you wish to show for the Form I-9 from the [Lists of Acceptable Documents](#) that your employer gives you with the Form I-9. Employers cannot tell you which documentation to show.
- An employer that treats you differently based on your citizenship, immigration status or national origin may be violating your rights.
- Learn more about the Form I-9 process on [I-9 Central](#) and in USCIS's [Handbook for Employers M-274](#).
- Call the [Civil Rights Division's Immigrant and Employee Rights Section](#) about unfair treatment in the Form I-9 process or if you have questions about documentation you may show for the Form I-9. For example, you can call the Immigrant and Employee Rights Section if an employer asks for a certain type of document or rejects a document you provided from the [Lists of Acceptable Documents](#). The Civil Rights Division has more information about [discrimination in this process](#) on the [Immigrant and Employee Rights Section's website](#).
- Even if you are waiting to receive your Social Security number (SSN), you can start working as long as you have permission to work and documentation for the Form I-9. The [Internal Revenue Service](#), the [Social Security Administration](#), and the [Department of Homeland Security](#) have provided information on how employers can hire and pay workers waiting for their SSN.

Information for Workers Granted Parole through [Uniting for Ukraine](#)

Workers granted parole through Uniting for Ukraine can live and work in the United States for the period they have parole.

- If you have been granted parole through Uniting for Ukraine, select "Alien Authorized to Work" in Section 1 when completing the Form I-9 and enter the expiration date for your permission to work.

- You can use an Employment Authorization Document (EAD) to prove your identity and permission to work for the Form I-9, or you can present any other [acceptable documentation](#) of your choice.
- If you provide an EAD for the Form I-9, you will have to show documentation showing your continued permission to work when your EAD expires. In this situation, [you choose the acceptable documentation to present](#). You do not have to show the same type of document you showed when you were hired. For example, workers can show a new EAD or they can show an I-94 described in the next line.
- You can use your unexpired I-94 to work if it:
 - (1) lists a Class of Admission of UHP
 - OR
 - (2) lists a Class of Admission of DT, was issued from February 24, 2022 through September 30, 2023, and lists Ukraine as your country of citizenship.

You can use these types of I-94s as a “receipt” that shows both your identity and permission to work. They are valid for 90 days from the day you begin work, or in the case of reverification, from the date your old document expired. By the end of the 90 days, you must show your employer either an EAD or a combination of a List B document and an unrestricted Social Security card.

Information for Refugees

Refugee status gives someone indefinite permission to live and work in the United States.

- If you are a refugee, select “An alien authorized to work” in Section 1 when completing the Form I-9 and enter “N/A” as the expiration date, even if you have an EAD with an expiration date.
- Refugees are eligible for a variety of acceptable documents, including:
 - a state ID/driver’s license
 - an unrestricted Social Security card
 - an EAD
 - an I-94 (which for refugees is an acceptable receipt that shows your identity and permission to work)

You can find more information on USCIS’s [I-9 Central](#), in the [Handbook for Employers M-274](#), and the Civil Rights Division’s [Information for Refugees and Asylees About the Form I-9](#) (also available in [Ukrainian](#) and [Russian](#)) on the Immigrant and Employee Rights Section’s webpage.

- If you provide an EAD for the Form I-9, you will have to show documentation showing your continued permission to work when your EAD expires. There are [certain situations](#) when you might be able to still use your EAD after the expiration date on the card. You can find more information in the Civil Rights Division’s [Refugees and Asylees Have the Right to Work: Information for Employers](#) on the Immigrant and Employee Rights Section’s webpage. Once your EAD expires, [you choose which acceptable documentation](#) to present. You do not have to show the same type of document you showed when you were hired.

Information for TPS Applicants and Beneficiaries

[Temporary Protected Status](#) (TPS) allows someone to live and work in the United States during the period a country is designated for TPS.

- If you have TPS or have applied for TPS, you can also apply for an EAD.
- You can use an EAD to prove your identity and permission to work for the Form I-9, or any other [acceptable documentation](#) of your choice.
- If you provide an EAD for the Form I-9, you will have to show documentation showing your continued permission to work when your EAD expires. There are certain situations when you might be able to still use your EAD after the expiration date on the card. You can find more information in the Civil Rights Division’s [Workers with Temporary Protected Status: Protect Your Right to Work](#) (also available in [Ukrainian](#) and [Russian](#)) on the Immigrant and Employee Rights Section’s webpage, and at www.uscis.gov/tps. Once your EAD expires, [you choose the acceptable documentation to present](#). You do not have to show the same type of document you showed when you were hired.

Information for Lawful Permanent Residents

Lawful permanent residence allows someone to live and work in the United States permanently based on their status as a lawful permanent resident.

- If you are a lawful permanent resident, select “Lawful Permanent Resident” in Section 1 of the Form I-9.
- USCIS’s [I-9 Central](#) website and [Handbook for Employers M-274](#) discuss acceptable documents that most lawful permanent residents are eligible for, including:
 - a state ID/driver’s license
 - an unrestricted Social Security card
 - a foreign passport with an I-551 stamp or [Machine Readable Immigrant Visa](#) (MRIV)
 - an I-94 with a photo and I-551 stamp
 - a Permanent Resident Card
- After completing the Form I-9, an employer usually cannot ask a lawful permanent resident to show documentation proving the worker’s permission to work again. One exception to this is if your documentation requires the employer to re-check it, such as a foreign passport containing either an I-551 stamp or an MRIV. When employers re-check this permission to work, you can [show your choice of acceptable documentation](#). You don’t have to show the same type of document you showed when you were hired.
- If you decide to show a Permanent Resident Card when you start work, [your employer cannot ask to see a new one](#), or to see more documentation when it expires.

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

IER Worker Hotline 1-800-255-7688

IER Employer Hotline 1-800-255-8155

Mon-Fri 9am-5pm ET

IER assistance is free of charge. Calls can be anonymous and language services are available.

www.justice.gov/ier | www.justice.gov/crt-espanol/ier

TTY 1-800-237-2515