



## Office of Special Counsel for Immigration-Related Unfair Employment Practices

U.S. Department of Justice Civil Rights Division

### **Protect Your Right to Work**

A Message from the Department of Justice

Immigration law prohibits employers from discriminating against U.S. citizens and other work authorized individuals. The Department of Justice has an office, the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC), that helps workers. OSC investigates employment discrimination, sues employers that discriminate, and provides guidance through our outreach program, including by operating a toll-free hotline.

#### **Immigration Law Protects Work-Authorized Individuals:**

- **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, or reject reasonably genuine-looking documents.
- **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.

#### **You Can Get Help if You Have Been Discriminated Against**

OSC has a **free hotline: 1-800-255-7688**, or TDD 1-800-237-2515 (for hearing impaired) available Monday – Friday, from 9am – 5pm Eastern Time. **You can call this hotline if you believe an employer has treated you unfairly, or if you would like information about your rights.** You can also visit OSC's website at: [www.justice.gov/crt/about/osc](http://www.justice.gov/crt/about/osc).

#### **Don't Forget to Go to the Social Security Administration (SSA)!**

SSA will continue to think you are a lawful permanent resident unless you go to the SSA office and show SSA your naturalization certificate or U.S. Passport. To find the address of the nearest SSA office call 1-800-772-1213 or TDD 1-800-325-0778 (for the hearing impaired) or visit the SSA website at [www.socialsecurity.gov](http://www.socialsecurity.gov).