



Department of Justice

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JUSTICE DEPARTMENT SETTLES EMPLOYMENT DISCRIMINATION COMPLAINT AGAINST POOL MANAGEMENT COMPANY

WASHINGTON – The Justice Department announced today a settlement with Aquatico Pool Management of Sugarland, Texas, due to a charge filed by a lawful permanent resident alleging discrimination in the employment eligibility verification (Form I-9) process. The charging party established his right to work by providing a valid, DHS-issued permanent resident card to Aquatico during the Form I-9 employment eligibility verification process. However, because he also presented a Social Security card with the notation “valid for work only with DHS authorization,” Aquatico withdrew its offer of employment.

As part of the settlement, Aquatico has agreed to pay \$1,599.20 in civil penalties and back pay, and has agreed to train its human resources personnel on their responsibilities under the anti-discrimination provision of the Immigration and Nationality Act (INA), implement a policy prohibiting discrimination on the basis of citizenship status and national origin, and provide periodic reports to the Department of Justice for three years. Aquatico’s compliance with the agreement will be monitored by the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) in the Civil Rights Division. OSC is responsible for enforcing the anti-discrimination provision of the INA, which protects work authorized individuals against employment discrimination on the basis of citizenship status or national origin discrimination, including discrimination in the Form I-9 process.

“The INA’s anti-discrimination provision means that all individuals authorized to work in the United States have the right to seek employment without the added burden of special rules or document demands based on their citizenship status or national origin,” said Thomas E. Perez, Assistant Attorney General for Civil Rights. “This settlement represents our ongoing commitment to work with all employers, large or small, to ensure compliance with the anti-discrimination requirements of federal immigration law.”

For more information about protections against employment discrimination under federal immigration law, call 1-800-255-7688 (OSC’s worker hotline) (1-800-237-2525, TDD for hearing impaired), 1-800-255-8255 (OSC’s employer hotline) (1-800-362-2735, TDD for hearing impaired), or 202-616-5594. Email oscrt@usdoj.gov, or visit the website at www.usdoj.gov/crt/osc.