

# IER Educational Videos



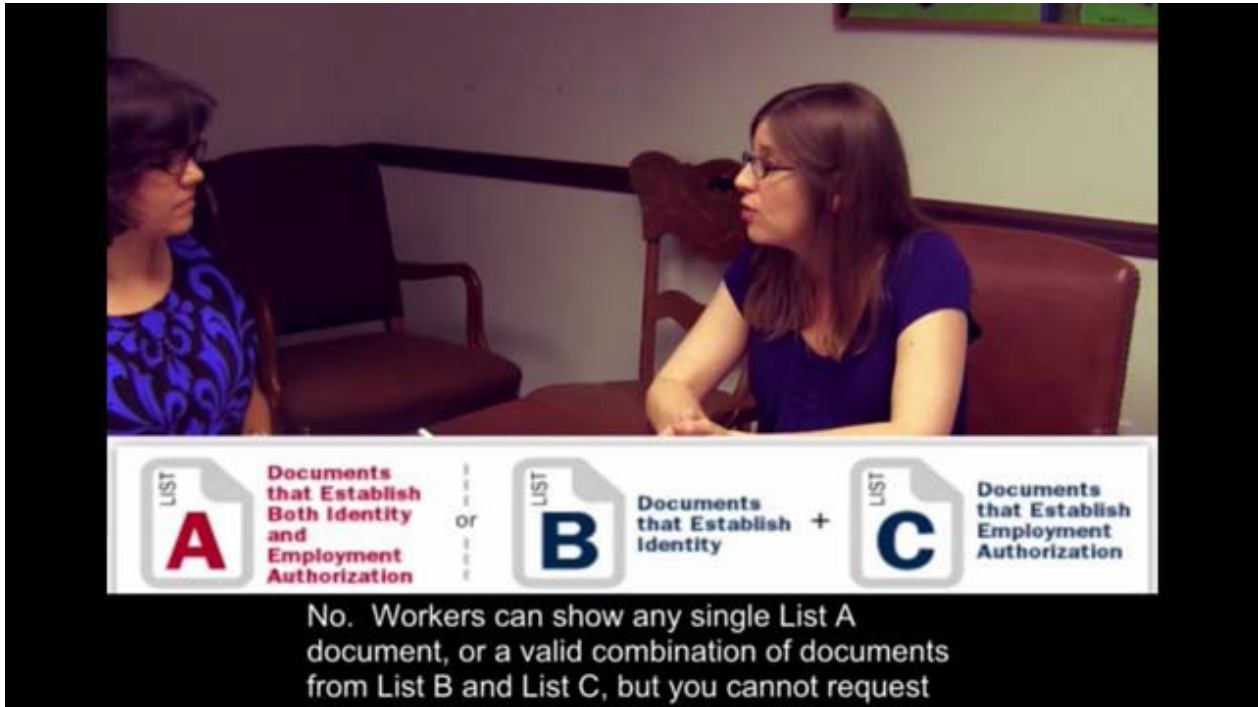
This guidance document is not intended to be a final agency action, has no legally binding effect, and has no force or effect of law. The document may be rescinded or modified at the Department's discretion, in accordance with applicable laws. The Department's guidance documents, including this guidance, do not establish legally enforceable responsibilities beyond what is required by the terms of the applicable statutes, regulations, or binding judicial precedent. For more information, see "Memorandum for All Components: Prohibition of Improper Guidance Documents," from Attorney General Jefferson B. Sessions III, November 16, 2017.

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# New Hires Have a Choice

Published June 25, 2013



<http://youtu.be/VNHFDusJqRg>

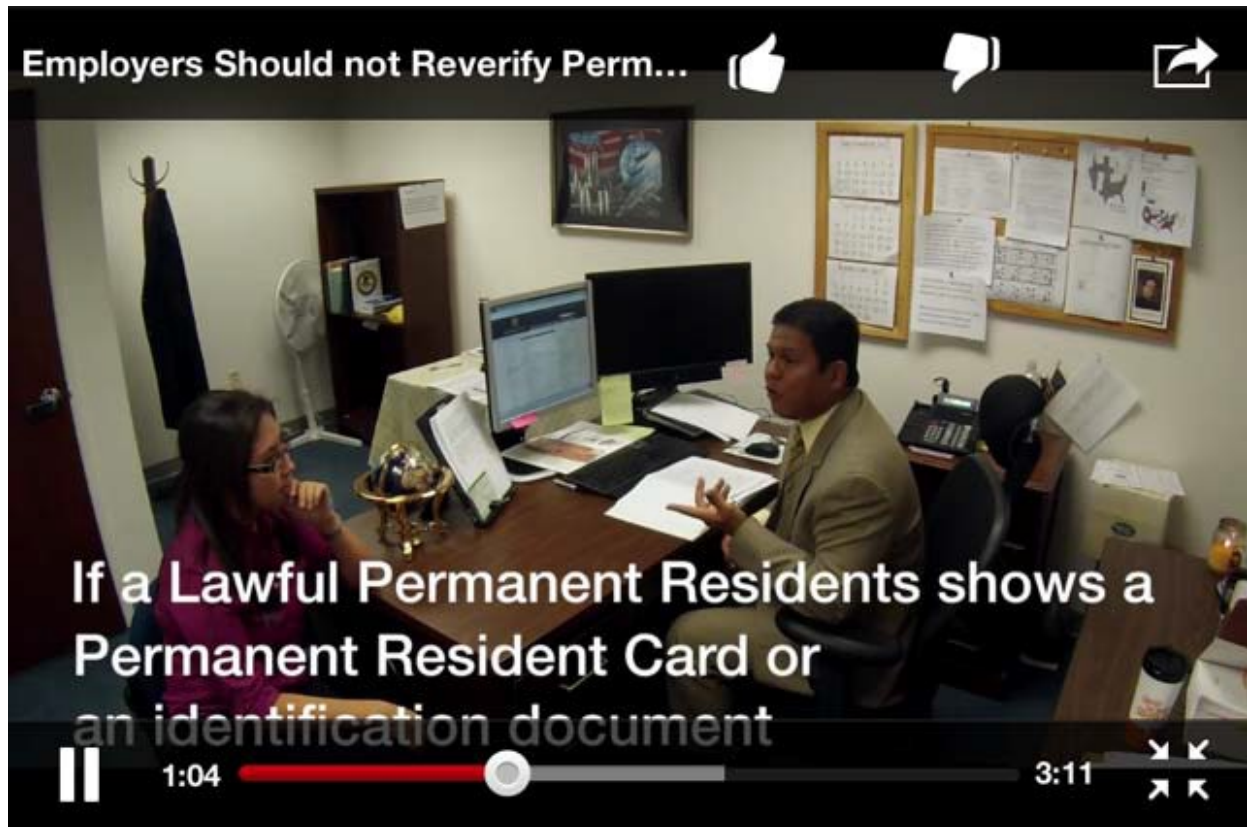
This video discusses how to avoid discrimination while completing the employment eligibility verification process using the Form I-9. The INA's anti-discrimination provision requires employers to follow Form I-9 rules consistently, regardless of an employee's citizenship, immigration status, or national origin. This law is found at 8 U.S.C. § 1324b, and the regulations for this law are at 28 C.F.R. Part 44. The Form I-9 instructions explain that employees can present any documentation from the Lists of Acceptable Documents. At the time of hire, all employees can choose to present either an unexpired List A document, or an unexpired List B document together with an unexpired List C document. Under the law that IER enforces, employers are not allowed to request more or different documents than are required to establish a worker's identity and eligibility to work in the United States, request a specific document, or reject documents that appear to be reasonably genuine upon their face based on a worker's citizenship status or national origin. You can learn more by contacting IER and at 8 U.S.C. § 1324b(a)(6).

For more information about the Form I-9, visit [www.uscis.gov/I-9Central](http://www.uscis.gov/I-9Central), and for more information about immigration-related unfair employment practices related to the I-9 process, visit [www.justice.gov/ier](http://www.justice.gov/ier).

# Employers are not Allowed to Reverify Permanent Resident Cards

(In Spanish with English subtitles)

Published on Feb. 4, 2013



<http://www.youtube.com/watch?v=XWRSMNFxxKY> (in Spanish with English subtitles)

This video discusses a problem that IER sees frequently involving employers that reverify Permanent Resident Cards (also known as “green cards”). Many employers erroneously believe that if they have an employee whose Permanent Resident Card is expiring, the employee must present a new Permanent Resident Card to keep working. This is false. Form I-9 instructions explain that if a lawful permanent resident presents an unexpired Permanent Resident Card at the time of hire (or an unexpired identity document together with an unrestricted Social Security card), that employee’s Form I-9 never needs to be reverified. Subjecting employees to different or unnecessary document requests, based on the employee’s citizenship status or national origin, could violate the law that IER enforces at 8 U.S.C. § 1324b(a)(6). Contact IER for more information.

Los Empleadores no Deben Reverificar las Tarjetas de Residente Permanente (en español)

[http://www.youtube.com/watch?v=HLps\\_3sWJxk](http://www.youtube.com/watch?v=HLps_3sWJxk) (in Spanish with Spanish subtitles)

# All Employees Have a Choice of Which Document or Combination of Documents to Present when Completing the Form I-9 and During Reverification

Published on June 13, 2012



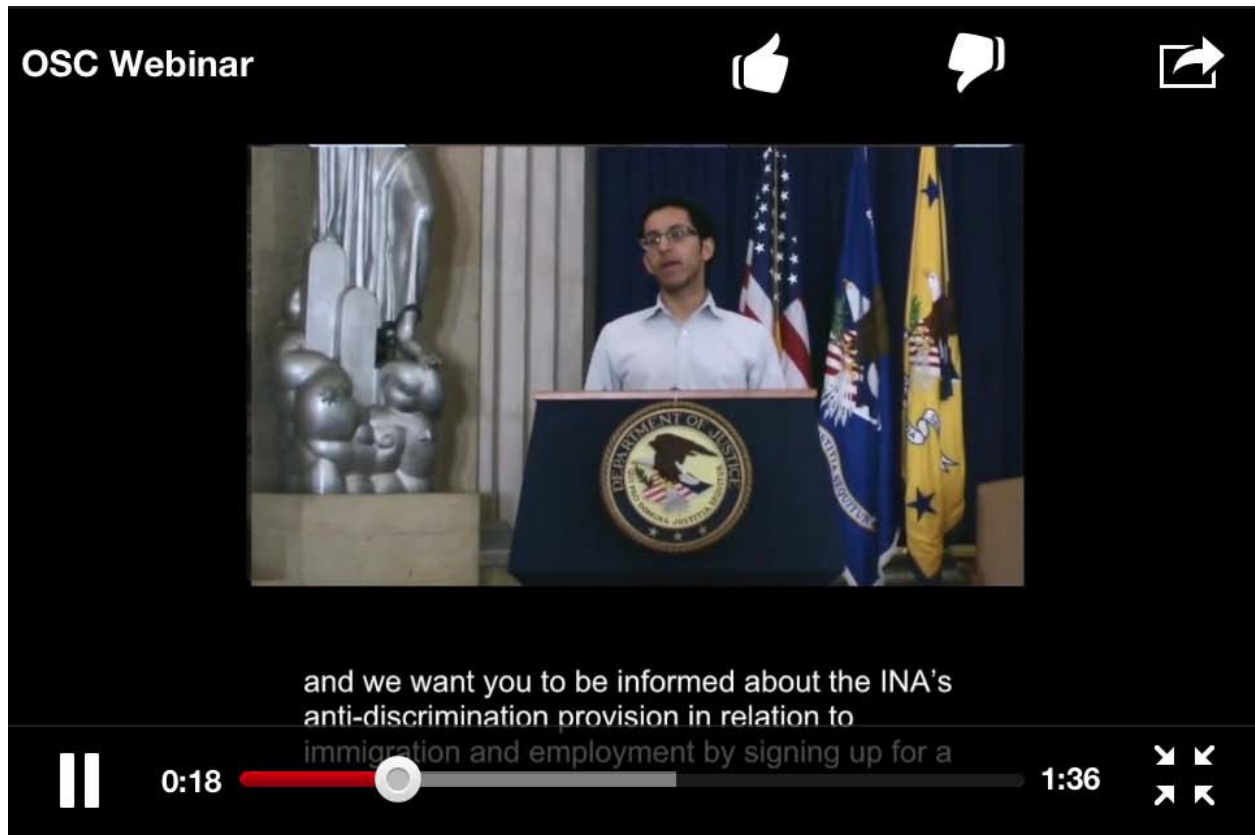
<http://www.youtube.com/watch?v=rbtVn9VX0zE>

This video discusses how to avoid discrimination in the Form I-9 reverification process. The law that IER enforces requires employers to follow Form I-9 rules consistently, regardless of an employee's citizenship, immigration status, or national origin. Employers that discriminate in this process may violate the law at 8 U.S.C. § 1324b(a)(6). Employers must also follow [Form I-9 instructions](#) for reverification and not reverify U.S. citizens' documents, U.S. nationals' documents, Permanent Resident Cards, or List B documents for Section 3. If reverification is warranted, employees can choose to present any List A or List C document. Subjecting employees to different or unnecessary document requests, based on the employee's citizenship status or national origin, could violate the law at 8 U.S.C. § 1324b(a)(6).

For more information about the Form I-9, visit [www.uscis.gov/i-9-central](http://www.uscis.gov/i-9-central), and for more information about immigration-related unfair employment practices related to the I-9 process, visit [www.justice.gov/ier](http://www.justice.gov/ier).

# Promotional PSA for IER's Webinars

Published on June 13, 2012



<http://www.youtube.com/watch?v=vCR-ndCv2Pk&feature=youtu.be>

This is a PSA promoting the webinar series of the Immigrant and Employee Rights Section (formerly the Office of Special Counsel for Immigration-Related Unfair Employment Practices).

Sign up for a free webinar here: [www.justice.gov/crt/webinars](http://www.justice.gov/crt/webinars).