



Office of Special Counsel for Immigration-Related Unfair Employment Practices

U.S. Department of Justice Civil Rights Division

Refugees and Asylees: What You Need to Know about the Form I-9

To work in the United States, you complete the "Form I-9," a government form that is used to make sure that you are authorized to work. If you have questions about the Form I-9, you can ask your employer or call our hotline at 1-800-255-7688 for help.

You should not put an expiration date in Section I of the Form I-9.

- Refugees and asylees have a permanent right to work. In Section 1, write "N/A" ("Not Applicable") in the space for the expiration date of your work authorization.

You can choose which documents to show for Section 2 of the Form I-9 from the "Lists of Acceptable Documents."

- There are three Lists of Acceptable Documents – List A, B and C. You only need to show EITHER one document from List A OR a combination of one document from List B and one document from List C.
- Your employer cannot require you to show an Employment Authorization Document if you have a state I.D. and an unrestricted Social Security card.
- If you are a *refugee*, you can use your Form I-94 as a List A document – but only for 90 days from the date you are hired. After 90 days, you will need to show another List A document or a combination of one document from List B and one document from List C.
- If you are an *asylee*, your Form I-94 is a List C document that does not expire.

An employer can ask for documents again only in limited circumstances.

- If you showed your Employment Authorization Document for Section 2, your employer will ask to see another document when your Employment Authorization Document expires.
- When it expires, you may show EITHER an unexpired List A document OR List C document of your choice, such as an unrestricted Social Security card. You don't have to show a List B document again.
- If you showed documents from List B and List C for Section 2, your employer should never ask to see your documents again, even if your Employment Authorization Document has expired.

You do not need to have received your Social Security number to start working.

- An employer must allow you to work and pay you even if you do not have your Social Security number yet.
- If you don't have your number by the time you start your job, leave the Social Security number box in Section 1 blank and provide your number to your employer once you receive it.
- If you already have a Social Security number and your employer rejects it, call our hotline at 1-800-255-7688.

Employers who do not follow these rules may be breaking the law.

For assistance, call our free hotline at 1-800-255-7688 or visit www.justice.gov/crt/about/osc. Foreign language interpreters are available.