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

To work in the United States, you must complete the “Form I-9,” a government form that is used to verify you are authorized to work. **Employers that do not follow the rules may be discriminating against you.**

**For Section 1 of the I-9, you must provide information about yourself.**

- Refugee and asylees are considered “aliens authorized to work.” Because you have a permanent right to work, you should write “N/A” (“Not Applicable”) in the space for the expiration date of your work authorization.
- If you choose to provide your I-94 Admission Number instead of an Alien Registration Number, provide your passport information if you have a passport. If you do not have a passport, you should write “N/A” in the space for your passport information.
- If your I-94 card contains a handwritten number with the pre-printed number crossed out, the handwritten number is your I-94 number.

**For Section 2 of the I-9, you must present documentation to your employer that proves identity and employment authorization.**

- The I-9 has three Lists of Acceptable Documents – List A (documents combining identity and employment authorization), B (identity documents) and C (employment authorization documents). You need to show your choice of **EITHER** one document from List A OR a combination of one List B and one List C document.
- Your employer cannot require you to show an Employment Authorization Document if you have a state identification and an unrestricted Social Security card.
- If you are a **refugee**, your I-94 is a List A document that is valid for 90 days from the date you are hired. After 90 days, you must show another List A document or a combination of one List B and one List C document.
- If you are an **asylee**, you can use your I-94 as a List C document.

**An employer is only allowed to ask for documents again 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. At this time, you may show **EITHER** an unexpired List A OR List C document of your choice, such as an unrestricted Social Security card. You don’t have to show an Employment Authorization Document again.
- If you showed documents from List B and List C for Section 2, such as a state identification card and unrestricted Social Security card, your employer should not ask to see your documents again, even if your Employment Authorization Document has expired.

**You do not need 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. This is true even if your employer uses E-Verify.

If you have further questions about the I-9 and discrimination, call our free hotline at 1-800-255-7688 or visit [www.justice.gov/crt/about/osc](http://www.justice.gov/crt/about/osc). Foreign language interpreters are available.