

Protection Against Discrimination During the Form I-9 Process

Discrimination against employees based on citizenship or immigration status, or national origin during the Form I-9 and E-Verify processes is prohibited by the Immigration and Nationality Act (INA).



Citizenship or Immigration Status:

Whether the individuals are US citizens or non-citizens, or refugees, asylees or have any type of immigration status or citizenship type, they are protected from any type of discrimination by the employer. The employer cannot discriminate while hiring, firing or recruiting based on the mentioned criteria.



National Origin

Individual's place of birth, country of origin, ancestry and native language, accent or perception of being **"foreign"** cannot be a basis for them to be discriminated against by employers when hiring, firing or recruiting.

Unfair Document Practices

- An individual's citizenship, immigration status or national origin cannot form a basis for an employer to:
- o Request more or different documents than are required to verify employment authorization and identity.
 - o Reject documents that reasonably appear to be genuine or relate to the employee Or specify certain documents to be presented by the individual



Retaliation or Coercion or Intimidation

- An individual cannot be intimidated, threatened, coerced or retaliated against by an employer because:
- o That individual files a charge with the Office of Immigrant and Employee Rights (IER) or participates in an IER investigation or prosecution of a discrimination complaint.
 - o That individual contests action that may constitute discrimination under the law that IER enforces or asserts their rights or of another individual under the law.

Protection Against Antiunion Discrimination

Liying Dong



Protection Against Antiunion Discrimination:

Protection Against Anti-union Discrimination Hector G. Bartolomei de la Cruz, 1976 International Trade and Core Labour Standards OECD, 2000-10-10 Provides a current overview of key issues with respect to core labour standards and their relation to trade and employment , Freedom of Association and Collective Bargaining International Labour Office. Committee of Experts on the Application of Conventions and Recommendations, International Labour Office, 1994

Application of International Labour Standards 2009 (I) , 2009 **Application of International Labour Standards 2006 (I)** , 2006 Freedom of Association David Tajgman, Karen Curtis, 2000 This reference offers a guide to the ILO s freedom of association FOA standards principles and procedures Trade, Employment and Labour Standards A Study of Core Workers' Rights and International Trade OECD, 1996-09-09 Recent years have witnessed growing concern over the controversial issue of trade and labour standards This study provides the first comprehensive analysis of these questions and reviews evidence for a large number of countries throughout the world **Application of International Labour Standards 2008 (I)** International Labour Conference, International Labour Office, 2008 **Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution)** International Labour Conference, International Labour Office. Committee of Experts on the Application of Conventions and Recommendations, 2010 Country Reports on Human Rights Practices , 1996 Country Reports on Human Rights Practices for 1995 United States. Department of State, 1996 **Foreign Labor Trends** , 1990 **Worker Rights in Export Processing Zones** , 1990 **Country Reports on Human Rights Practices for 2007, V. 1, 2, and 3, October 2012** House, Committee on Foreign Affairs, and Senate, Committee on Foreign Relations, 2008-09 110th Congress 2nd Session Jacket 41 228PDF or 41 228 PDF The promotion of human rights is an essential piece of our foreign policy This effort will be a global one that reaches beyond government alone The reports in this volume will be used as a resource for shaping policy conducting diplomacy and arranging assistance training and other resource allocations The reports will also serve as a basis for the U S Government s cooperation with private groups to promote the observance of internationally recognized human rights The Country Reports on Human Rights Practices cover internationally recognized civil political and worker rights as set forth in the Universal Declaration of Human Rights These rights include freedom from torture or other cruel inhuman or degrading treatment or punishment from prolonged detention without charges from disappearance or clandestine detention and from other flagrant violations of the right to life liberty and the security of the person **Country Reports on Human Rights Practices for 2006** United States. Dept. of State, 2008 *Country Reports on Human Rights Practices* , 1985

Country Reports on Human Rights Practices for 2008: Vols. I and II Jeffrey T. Bergner, 2008-08 Report submitted to the Committee on Foreign Relations U S Senate and the Committee on International Relations U S House of Representatives by the U S Dept of State These country reports on human rights cover the human rights practices of all

nations that are members of the United Nations and a few that are not They are printed to assist members of Congress in the consideration of legislation particularly foreign assistance legislation **Country Reports on Human Rights Practices For 2006, Vol. 2, April 2008, 110-2 Joint Committee Print, S. Prt. 110-40, *** ,2008 *Country Reports on Human Rights Practices for 1987* United States. Department of State,1988

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