

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

Robert R. Redfield



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 **Application of International Labour Standards 2009 (I)** ,2009

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 2006 (I) ,2006 **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 **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

The book delves into Protection Against Antiunion Discrimination. Protection Against Antiunion Discrimination is a crucial topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Protection Against Antiunion Discrimination, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Protection Against Antiunion Discrimination
 - Chapter 2: Essential Elements of Protection Against Antiunion Discrimination
 - Chapter 3: Protection Against Antiunion Discrimination in Everyday Life
 - Chapter 4: Protection Against Antiunion Discrimination in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, this book will provide an overview of Protection Against Antiunion Discrimination. The first chapter will explore what Protection Against Antiunion Discrimination is, why Protection Against Antiunion Discrimination is vital, and how to effectively learn about Protection Against Antiunion Discrimination.
 3. In chapter 2, the author will delve into the foundational concepts of Protection Against Antiunion Discrimination. The second chapter will elucidate the essential principles that must be understood to grasp Protection Against Antiunion Discrimination in its entirety.
 4. In chapter 3, this book will examine the practical applications of Protection Against Antiunion Discrimination in daily life. This chapter will showcase real-world examples of how Protection Against Antiunion Discrimination can be effectively utilized in everyday scenarios.
 5. In chapter 4, the author will scrutinize the relevance of Protection Against Antiunion Discrimination in specific contexts. This chapter will explore how Protection Against Antiunion Discrimination is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Protection Against Antiunion Discrimination. This chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Protection Against Antiunion Discrimination.

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Protection Against Antiunion Discrimination Introduction

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