

Justice Department Files a Lawsuit Alleging Immigration Discrimination by Georgia Rug Manufacturer

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The Justice Department (DOJ) filed a lawsuit against Garland Sales Inc., a rug manufacturer and seller located in Dalton, Georgia, alleging it engaged in a practice of discrimination by imposing unnecessary and discriminatory hurdles to employment for work authorized individuals.

According to the DOJ, Garland required all non-U.S. citizen applicants to present certain work authorization documents. The Immigration and National Act (INA) requires employers not impose different or greater employment eligibility verification standards on non-citizen authorized workers as compared to U.S. citizens. Moreover, the DOJ found Garland retaliated against a limited English proficient naturalized U.S. citizen, when it withdrew a job offer. Garland requested the individual produce a "Green Card", which the applicant did not have because he is a U.S. Citizen. When the applicant did not produce this document and voiced concern about being asked to produce it, Garland withdrew his offer of employment.