

## **Important DO's in Immigration Compliance**

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Employers may not treat individuals because they are, or are not, U.S. citizens or work-authorized individuals. U.S. citizens, asylees, refugees, and legal permanent residents (LPRs) are protected from citizenship status discrimination. Employer may not reject valid employment eligibility documents or require more or different documents on the basis of a person's national origin or citizenship status.

### Important DO's to remember:

- (1) DO treat equally U.S. citizens, lawful permanent residents, temporary residents, asylees, and refugees in recruitment or hiring;
- (2) DO embrace equal employment practices, including refraining from discriminating on the basis of national origin and/or citizenship status;
- (3) DO avoid making the assumption that only U.S. citizens are authorized to work in the United States;
- (4) DO avoid the following language in job postings: "Only U.S. Citizens"; "Citizenship requirement" (unless U.S. citizenship is required by law, regulation, executive order, or government contract); "Only U.S. Citizens or Green Card Holders"; "H-1Bs Only"; "Must have a U.S. Passport"; and "Must have a green card";
- (5) DO allow all employees, including non-U.S. citizens, to provide any permissible documents to establish their identity or work authorization during the employment verification process; and
- (6) DO recognize that refugees and those newly granted asylum (asylees), who have not yet received a Social Security number, may not be fully able to complete online applications even though they are authorized to work in the U.S. indefinitely, and avoid creating unnecessary hurdles for such individuals.