

# 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

**Chao Zhang**



**Protection Against Antiunion Discrimination:**

Ignite the flame of optimism with Crafted by is motivational masterpiece, Fuel Your Spirit with **Protection Against Antiunion Discrimination** . In a downloadable PDF format ( \*), this ebook is a beacon of encouragement. Download now and let the words propel you towards a brighter, more motivated tomorrow.

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## **Table of Contents Protection Against Antiunion Discrimination**

1. Understanding the eBook Protection Against Antiunion Discrimination
  - The Rise of Digital Reading Protection Against Antiunion Discrimination
  - Advantages of eBooks Over Traditional Books
2. Identifying Protection Against Antiunion Discrimination
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Protection Against Antiunion Discrimination
  - User-Friendly Interface
4. Exploring eBook Recommendations from Protection Against Antiunion Discrimination
  - Personalized Recommendations
  - Protection Against Antiunion Discrimination User Reviews and Ratings
  - Protection Against Antiunion Discrimination and Bestseller Lists
5. Accessing Protection Against Antiunion Discrimination Free and Paid eBooks
  - Protection Against Antiunion Discrimination Public Domain eBooks
  - Protection Against Antiunion Discrimination eBook Subscription Services
  - Protection Against Antiunion Discrimination Budget-Friendly Options
6. Navigating Protection Against Antiunion Discrimination eBook Formats

- ePub, PDF, MOBI, and More
  - Protection Against Antiunion Discrimination Compatibility with Devices
  - Protection Against Antiunion Discrimination Enhanced eBook Features
7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Protection Against Antiunion Discrimination
    - Highlighting and Note-Taking Protection Against Antiunion Discrimination
    - Interactive Elements Protection Against Antiunion Discrimination
  8. Staying Engaged with Protection Against Antiunion Discrimination
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Protection Against Antiunion Discrimination
  9. Balancing eBooks and Physical Books Protection Against Antiunion Discrimination
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Protection Against Antiunion Discrimination
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Protection Against Antiunion Discrimination
    - Setting Reading Goals Protection Against Antiunion Discrimination
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Protection Against Antiunion Discrimination
    - Fact-Checking eBook Content of Protection Against Antiunion Discrimination
    - Distinguishing Credible Sources
  13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development
    - Exploring Educational eBooks
  14. Embracing eBook Trends
    - Integration of Multimedia Elements
    - Interactive and Gamified eBooks

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