

■ **IMMIGRATION AND NATIONALITY ACT (*IMMIGRATION-RELATED EMPLOYMENT DISCRIMINATION*)**

TERMS: Under most circumstances, no one who employs more than 3 workers may discriminate against any individual (other than an undocumented worker) with respect to hiring, firing, job recruitment or job referral, when such discrimination is because of (1) the individual's national origin, or (2) the individual's status as a U.S. citizen, or status as a non-citizen who applied for citizenship within 6 months of becoming eligible or has applied and not been naturalized within 2 years after the date of application.

It is not regarded as unlawful for an employer or any other person to prefer to hire, recruit or refer a U.S. citizen over a non-citizen, if the two individuals are equally qualified.

ENFORCEMENT: *Immigrant and Employee Rights Section, Civil Rights Division, U.S. Department of Justice, Washington, D.C. 20530 (202-616-5594; toll-free 800-255-7688)*. A person who has been affected by an act of unfair immigration-related employment discrimination may file a complaint with the Immigrant and Employee Rights Section at any time within 180 days after the act occurred.

SPECIAL NOTE: A person may not fire, punish or discriminate in any way against a worker because the worker has consulted with an attorney or legal services program, filed a complaint, participated in an investigation or other enforcement action, or made use of any other right under this law.