



# Employment Rights and Resources

## Refugee or Asylee?

If you are a refugee or asylee, you have permanent permission to live and work in the United States.

## What Kind of Jobs Can You Be Hired For?

You can work in almost any job you are qualified for.



If you see that an employer only wants to hire U.S. citizens or does not want to hire asylees or refugees, this may be illegal discrimination.

## What Can You Expect After You Are Hired?

### Payroll and Tax Forms

- Your employer will need to report your wages to the Social Security Administration (SSA) and deduct taxes based on the information you provide.
- If you get a job but do not have your Social Security number (SSN) yet, your employer should still allow you to work
- If your employer submits a W-2 before you get your SSN, your employer should write "Applied For" in the SSN field of a paper W-2 or enter all zeros (000-00-0000) in the SSN field of an electronic W-2.

★ For more information, visit SSA's website

### Form I-9

- All workers must provide their employers with documentation to prove their identity and their right to work in the U.S.
- Employers fill out the Form I-9 with workers during this process.
- Refugees and asylees should choose the "alien authorized to work" box on the Form I-9

★ Call Immigrant and Employee Rights (IER) if you have questions about the documents you can present or if your employer will not let you use your valid document.

## What protections do you have against discrimination (difference in treatment) at work?

Under federal law, employers cannot treat you differently (i.e., discriminate) because of your:

Citizenship

Age

Immigration Status

Sex

Color

Race

Disability

National Origin

Religion

Genetic Information

## What protections do you have against other kinds of unfair treatment?

You have the right to be paid for all work you do

Some workers are also able to get overtime pay (time and one half) after 40 hours of work in a workweek

You also have a right to safe and healthful workplace conditions, and to speak up if you are concerned

With few exceptions, you have the right to join together with your coworkers to ask your company to improve your wages or working conditions