

E-Verify for Web Services Users

Employers, Agents/Developers, Clients

E-Verify gives me
peace of mind
about my workforce.

In just a few clicks,
E-Verify quickly confirms
an employee's eligibility
to work in the U.S.



Scan QR code or visit
www.e-verify.gov



Works for everyone

Disclaimer

This presentation is intended for E-Verify employers and their designated agents. This presentation provides basic guidance about the rules and responsibilities during the employment eligibility verification process. For more information visit the e-verify.gov website.

This presentation is not intended for members of the media. For all media inquiries visit the [U.S. Citizenship and Immigration Services Media Contacts](#) webpage.

Agenda

- ✓ Section I: Form I-9 Highlights
- ✓ Section II: E-Verify Basics and Static Demo
- ✓ Section III: E-Verify Web Services
- ✓ Section IV: Additional Information

Section I: Form I-9 Highlights

- ✓ Requirements
- ✓ Form I-9 and E-Verify
- ✓ Form I-9 Assistance

Form I-9 Requirements

All U.S. employers must have a **Form I-9 on file for all current employees.**

✓ The revised form has a revision date of July 17, 2017^{N*}. All employers must use this revised form for all newly hired employees and any necessary reverification.

*Exception: Employers are not required to have Forms I-9 for employees hired on or before November 6, 1986.

✓ You may delegate the authority to complete Form I-9 to a responsible agent, however, you will retain liability for any errors.

Form I-9 and E-Verify

- ✓ Section 1 – Employee Completes
- ✓ Section 2 – Employer Completes
- ✓ Section 3 – Reverification and Rehires
- ✓ Employee's SSN - Required for E-Verify
- ✓ Employee's E-mail Address – Beneficial
- ✓ List B Documents – Photo Required
- ✓ Photo Matching Documents – Copy/Retain
- ✓ Hire Date – First Day of Work for Pay

Form I-9 Assistance

I-9 Central

- ✓ Download Form I-9
- ✓ Handbook for Employers
- ✓ Questions & Answers
- ✓ Customer Support
- ✓ Form I-9 Webinar Schedule



U.S. Department of Homeland Security
invites you to a **FREE Form I-9 Webinar**
presented by
U.S. Citizenship and Immigration Services

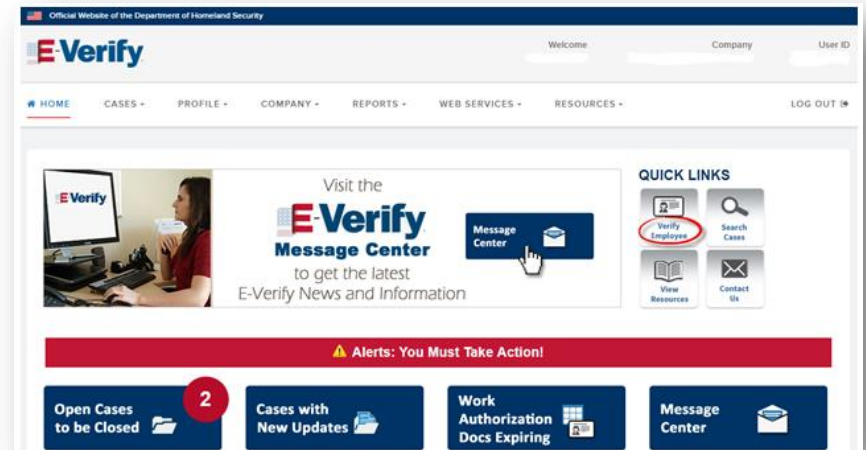
The Form I-9 Webinar is an overview of the employment eligibility verification process, including:

- Features of the Form I-9
- Step-by-step instructions
- Form I-9 retention and storage
- Form I-9 best practices
- Form I-9 and E-Verify

Section II:

E-Verify Basics/Static Demo

- ✓ What is E-Verify?
- ✓ Enrollment
- ✓ Access Methods
- ✓ Connection Methods
- ✓ E-Verify Demo
 - Creating a case
 - Closing a case
 - Tentative Nonconfirmation (TNC) Procedures



What is E-Verify?

- ✓ Free web-based service that's fast and easy to use
- ✓ Electronically verifies the employment eligibility of
 - Newly hired employees
 - Existing employees assigned to work on a qualifying federal contract
- ✓ Partnership between the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA)



Enrollment Resources

ENROLLING IN E-Verify



Before you begin using E-Verify, it's important to:

- Set aside time to complete the enrollment process
- Make sure your company is not already enrolled
- Review the [E-Verify Memorandum of Understanding \(MOU\)](#) (PDF, 149.63 KB)

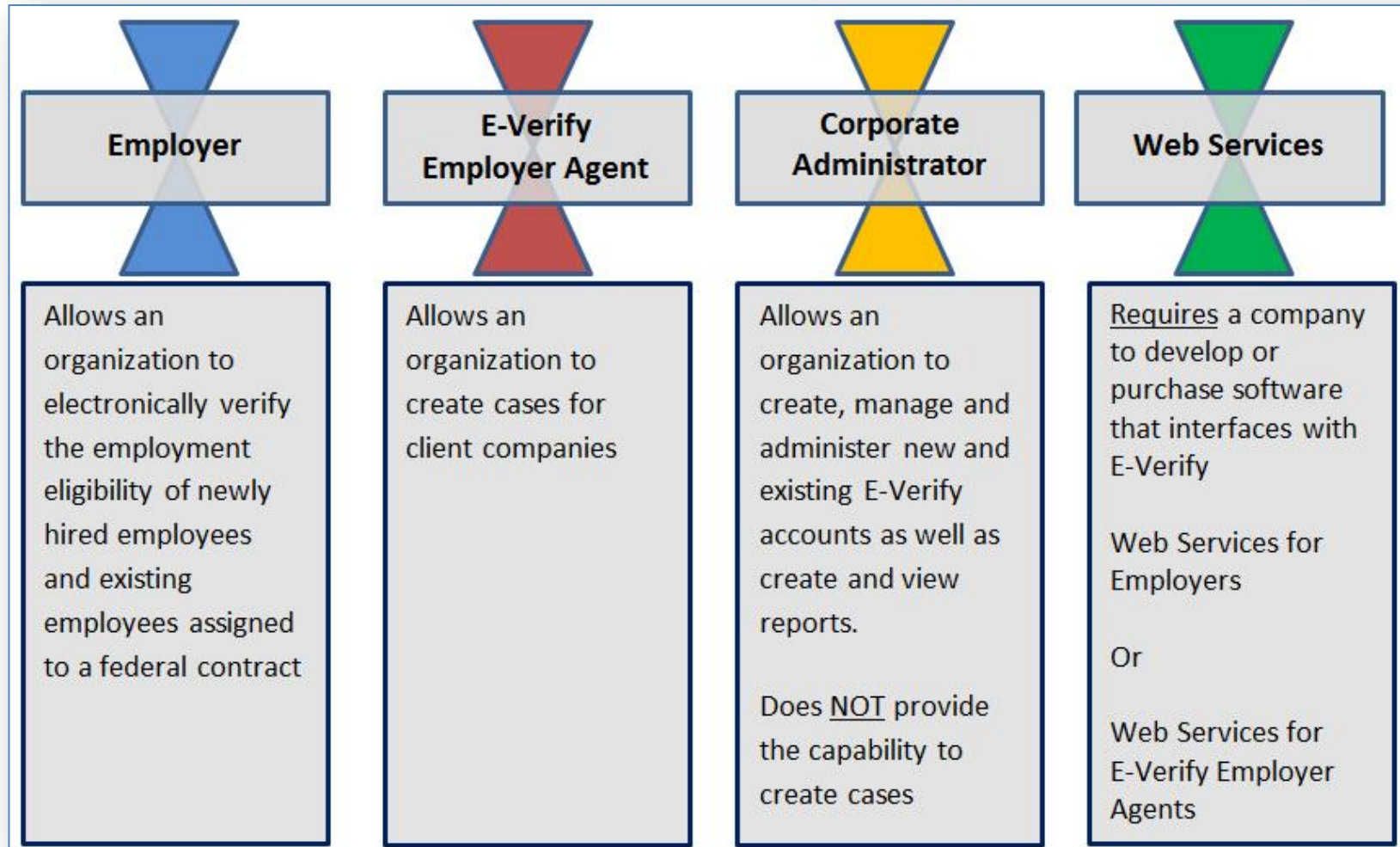
Enrolling in E-Verify is easy, but if you need help or have questions:

- Read the [Quick Reference Guide for E-Verify Enrollment](#) (PDF, 1.25 MB)
- Review the [Enrollment Checklist](#)
- Participate in an [E-Verify Webinar](#)

Contact the [E-Verify Contact Center](#)

Visit the [E-Verify Enrollment](#) page to begin enrollment.

Access Methods



Enrollment Questions

- Question 1: E-Verify Employer Access

1. "My company plans to use E-Verify to verify our employees."

Employer access allows you to use E-Verify to verify the employment eligibility of your company's employees. If your company has multiple locations, this type of access also allows you to choose to use E-Verify for some or all of your locations (which you can add and remove as needed). In nearly all cases, no matter how big or small your organization is, you'll want to choose this method for using E-Verify. [More information...](#)

If this describes your organization, answer YES to question #1 below. If none of the other three statements below applies to your company, also answer NO to the other three questions.

Question 1: Does your company need to verify its employees? ?

☒ Yes ☐ No

- Question 2: E-Verify Employer Agent (EEA) Access

2. "My company plans to use E-Verify on behalf of our clients to verify their employees."

E-Verify employer agents, formerly called "designated agents," use E-Verify to verify the employment eligibility of their clients' employees. [More information...](#)

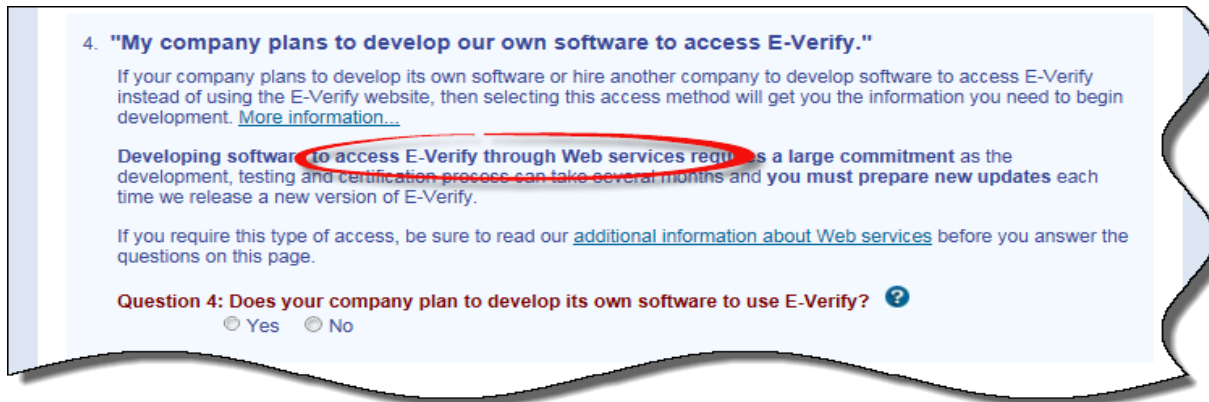
If you require this type of access, be sure to read our [additional information about E-Verify employer agents](#) before you answer the questions on this page.

Question 2: Does your company have clients and need to verify their employees? ?

☐ Yes ☐ No

Enrollment Questions (con't)

- Question 4: E-Verify Web Services (WS) Access

A screenshot of a web form titled "4. 'My company plans to develop our own software to access E-Verify.'" The text explains that developing software to access E-Verify through web services is a large commitment, as it requires development, testing, and certification, which can take several months, and that new updates must be prepared each time a new version of E-Verify is released. It also mentions that additional information about web services is available. At the bottom, there is a question "Question 4: Does your company plan to develop its own software to use E-Verify?" with radio buttons for "Yes" and "No". A red circle highlights the phrase "to access E-Verify through Web services" in the text.

4. "My company plans to develop our own software to access E-Verify."

If your company plans to develop its own software or hire another company to develop software to access E-Verify instead of using the E-Verify website, then selecting this access method will get you the information you need to begin development. [More information...](#)

Developing software to access E-Verify through Web services requires a large commitment as the development, testing and certification process can take several months and you must prepare new updates each time we release a new version of E-Verify.

If you require this type of access, be sure to read our [additional information about Web services](#) before you answer the questions on this page.

Question 4: Does your company plan to develop its own software to use E-Verify? ?

☐ Yes ☐ No

- E-Verify Web services access requires software development to interface with E-Verify

Connection Methods



Web Browser

- Connect directly to E-Verify via internet

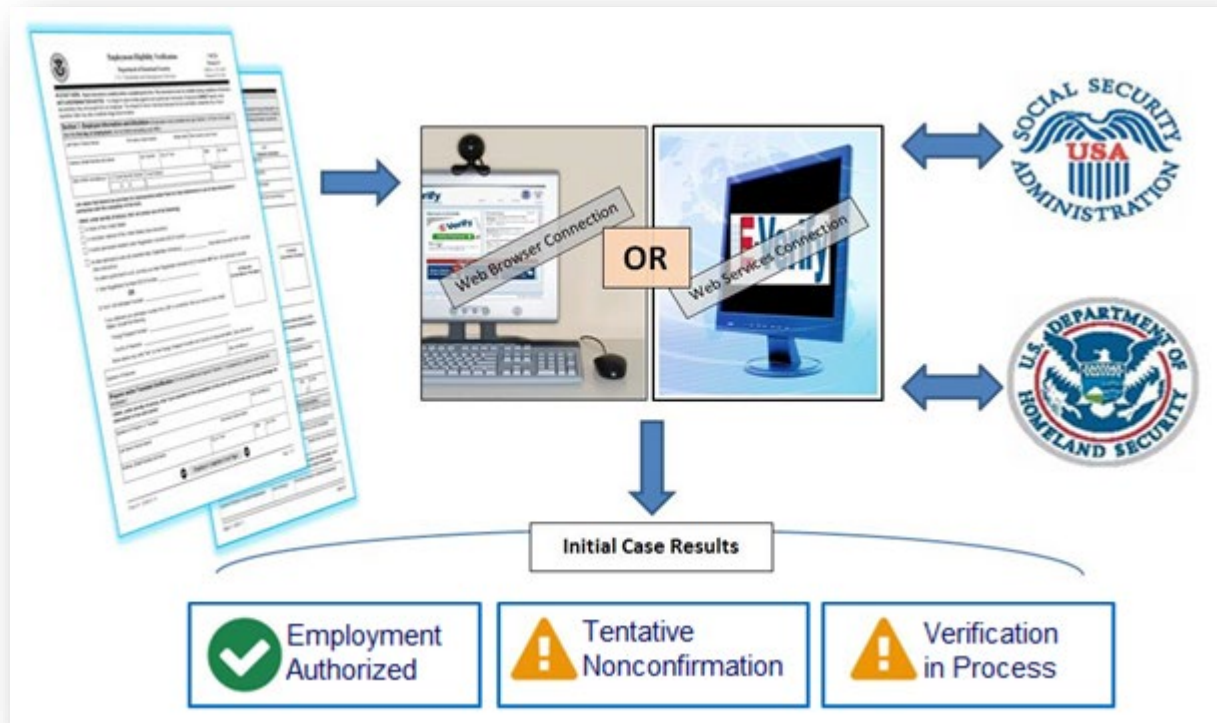
Web Services (WS)

- Connect to E-Verify via software developer's interface
- Requires WS employer and WS E-Verify employer agent accounts to have both connection methods

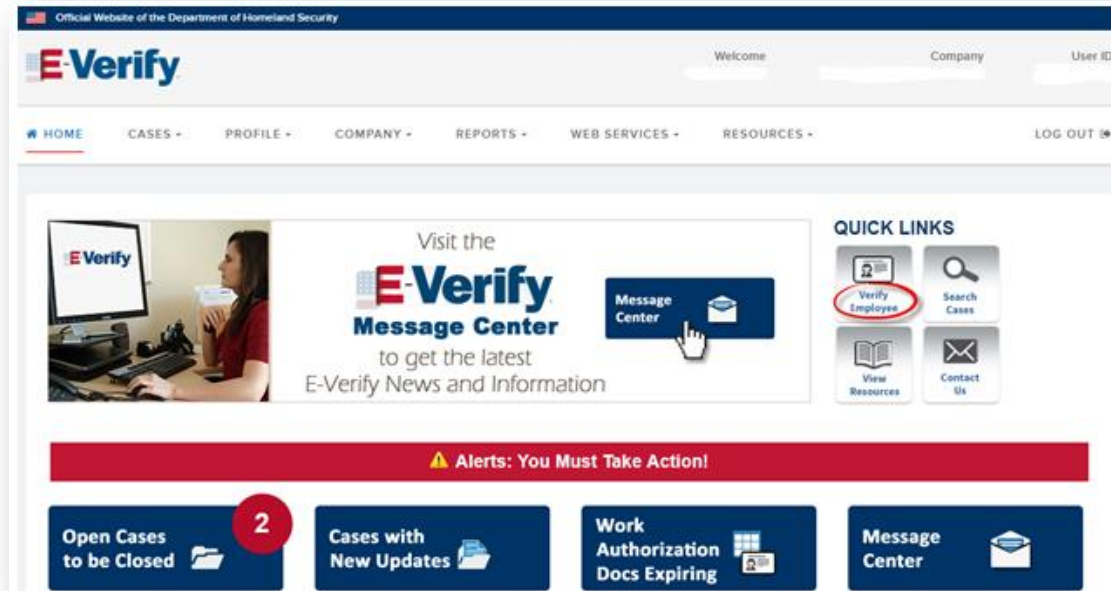
Participation Poll

Please respond to the poll question that will pop up on your screen.

How does E-Verify work?



Initiating an E-Verify Case



At E-Verify home page

- Click on “Verify Employee”

Will need:

- Completed Form I-9 with employee’s Social Security number (SSN)

E-Verify Case Processing

Biographic

Verify Employee

Enter Form I-9 Information

Enter Form I-9 Information

Review Case

Case Results

Employee Information and Attestation

Last Name ⓘ
Looney
Family name or surname

First Name
Tunes
Given name

Middle Initial
MI

Other Last Names Used
Smith ⓘ Platt ⓘ Heart
If multiple last names, type each one and hit 'Enter' to submit and 'Backspace' to remove

Date of Birth
01/31/1958

U.S. Social Security Number
556-88-7741

Case Creation - Documents

Immediate prompts
with a field error
message for
inaccurate data entry

Employer or Authorized Representative Review and Verification

What document types are on John Doe's Form I-9?

List A Document List B & C Document

List A Document

Employment Authorization Document (Form I-766) ▼

Alien Number

A4565____

Must be exactly 9 digits. Prefix number with 0 if it is shorter.

Must be exactly 9 digits [0-9]. Leading zeroes will be added if number on document is less than 9 digits.

Document Number

AAA0123456789

Required

The first 3 digits must be alphabetic characters followed by 10 numeric characters.

[Where can I find this number?](#)

Case Results

Verify Employee	Case Results	Print Case Details
<div>Enter Form I-9 Information</div> <div>Review Case</div> <div>Case Results</div>	<p>Employment authorized - Case 2018123162 Closed</p> <p>is authorized to work in the United States and the case has been automatically closed.</p> <p>View/Print Case Details</p> <hr/> <p>View All Cases</p>	

Cased Closed

- ✓ The system automatically closes Employment Authorized (EA) results
- ✓ Record Case Verification Number on Form I-9 and/or print out the case details and attach to Form I-9
- ✓ Clicking Continue will generate the View/Search Cases page.

Tentative Nonconfirmation (TNC)

- Information from an employee's Form I-9 did not match government records
- Employee may still be authorized to work and/or is lawfully present in the United States.
- Common reasons for TNC:
 - SSN did not match
 - ID document could not be verified
 - Citizenship or immigration status changed
 - Typographical errors

The screenshot displays the E-Verify 'Verify Employee' interface. On the left, a sidebar shows the workflow: 'Enter Form I-9 information' (completed), 'Review Case' (completed), and 'Case Results' (active). The main content area is titled 'Case Results' and features a yellow warning icon and the heading 'Tentative Nonconfirmation'. Below this, it states: 'It's okay! E-Verify just needs some more information from you and John Doe before confirming employment authorization. Here are the next steps you both will need to take.'

Next steps:

STEP 1: Download, print, and review the Further Action Notice with John privately. Make sure that John fully understands the Further Action Notice. This document will explain why John received this result, and what to do next.

A green button labeled 'Download Further Action Notice' is visible, followed by a language dropdown menu set to 'English'.

STEP 2: Ask if John will choose to take action to resolve this error and correct the data mismatch that led to this result.

Two radio button options are presented:

- ☒ If John chooses to take action to resolve this case, indicate that in the option below. Make sure John understands that after you select this option, there will be a deadline of 8 federal working days starting today to take action. If an email was provided, John will receive a confirmation email that indicates when this countdown begins.
- ☐ If John chooses not to take action to resolve this case, indicate that in the option below. You will receive a final result that indicates that we were unable to confirm employment eligibility. John needs to understand that refusing to take action could result in losing this job.

Below these options, a section titled 'After John has reviewed the Further Action Notice, indicate the decision below:' contains two radio button options:

- ☒ John will take action to resolve this E-Verify case. John understands that action must be taken by **March 22, 2018**.
- ☐ John will not take action to resolve this case. John understands that this cannot be undone and choosing not to take action could result in termination of employment.

A red 'Continue' button is located at the bottom right of the form.

TNC – First Step

Print Further Action Notice

Verify Employee

Case Results

Enter Form I-9 Information

Review Case

Case Results

Tentative Nonconfirmation

It's okay! E-Verify just needs some more information from you and John Doe before confirming employment authorization. Here are the next steps you both will need to take.

Next steps:

STEP 1
Download, print, and review the Further Action Notice with John privately. Make sure that John fully understands the Further Action Notice. This document will explain why John received this result, and what to do next.

Download Further Action Notice
English

Further Action Notice
U.S. Department of Homeland Security Tentative Nonconfirmation (DHS TNC)

Employee's Last Name, First Name	Last Four Digits of Employee's Social Security Number
Employee's ID Number	Employee's Document Number
Date of DHS Tentative Nonconfirmation	Case Verification Number
Reason for this notice:	

EMPLOYER INSTRUCTIONS:

- Review this Further Action Notice in private with the employee as soon as possible. **IMPORTANT:** If the employee does not speak English as his or her primary language or has a inability to read or understand the English language, also provide the employee with a translation of this Further Action Notice. Translated versions are available in the "View Essays" section of E-Verify. If the employee cannot read this document for some other information in an alternative format.
- Check that all of the information at the top of this Further Action Notice is correct. If incorrect, close this case in E-Verify and create a new case.
- Ask the employee to indicate whether he or she is a U.S. citizen or lawful permanent resident (TNC) by signing and dating Page 2 of this Further Action Notice.
- Give the employee a copy of this Further Action Notice and attach it to the employee's photo document.
- Log in to E-Verify and scan the employee's photo document (a physical photo of the employee or a digital photo of the employee's photo document) to E-Verify. If the employee is a U.S. citizen or lawful permanent resident, the employee's photo document will be automatically scanned and submitted to E-Verify. If the employee is a foreign national, the employee's photo document will be manually scanned and submitted to E-Verify.

For Photo Mismatch ONLY
Complete this Further Action Notice a second time. Either attach and submit a digital photo of the employee's photo document (a physical photo of the employee or a digital photo of the employee's photo document) to E-Verify via an express shipping carrier or, if the employee is a U.S. citizen or lawful permanent resident, submit the copy to your local post office.

Express Shipping Carrier Address
U.S. Department of Homeland Security-USCIS
12 Hurstman Plaza, 3rd Floor
Buffett, NY 14203
Attn: Status Verification Office - Photo Mismatch

Employer Signature and Date
I have notified the employee of the DHS Tentative Nonconfirmation and provided the employee with a copy of this Further Action Notice.

Employee's Name	Employee Representative's Name
Date	Employee Representative's Signature

Page 1 of 3: Further Action Notice - DHS TNC (Revision Date 12/05/10)

Employee's Decision

TAKE ACTION
Employer refers employee to appropriate agency

NOT TAKE ACTION
Employer may terminate the employee and close the case in E-Verify

Page 2 of 3: Further Action Notice - DHS TNC (Revision Date 12/05/10)

Page 3 of 3: Further Action Notice - DHS TNC (Revision Date 12/05/10)

Verify Employee	Case Results
<ul style="list-style-type: none"> Enter Form I-9 Information Review Case Case Results 	<p>→ Confirmation: John intends to take action to resolve this case.</p> <p>You have referred John Doe to DHS and SSA on March 12, 2018. To proceed, select a language and download the Referral Date Confirmation below. Provide this to John, who has contested this dual DHS/SSA TNC. John has until [] to contact DHS and SSA to resolve this issue.</p> <p>Download Referral Date Confirmation English ▾</p> <p>E-Verify will update John's case status through the case status alert feature on your E-Verify homepage. Be sure to log in to E-Verify periodically – you'll need to close the case once it's updated with the final status.</p> <p>You can re-download the Further Action Notice in English or Spanish if needed.</p> <p>Continue</p>



Referral Date Confirmation

Tentative Nonconfirmation (TNC)

(Social Security Administration (SSA) and U.S. Department of Homeland Security (DHS))

E-Verify Case Verification Number: 2018064194603WZ

Employee Name: Doe, John

Your employer referred your E-Verify case to SSA and DHS after you decided to take action to resolve a Tentative Nonconfirmation. This document confirms that your case was referred to SSA and DHS.

What you should do

Visit an SSA field office and call DHS within 8 Federal Government working days, by 03/15/2018 (MM/DD/YYYY), to begin to resolve the TNC. If you have not received the E-Verify Further Action Notice from your employer, contact your employer immediately to obtain this notice.

The E-Verify Further Action Notice includes information about your E-Verify case and which documents you need when you visit SSA and contact DHS. Have the E-Verify Further Action Notice when you visit an SSA field office and contact DHS.

IMPORTANT: If you are a naturalized U.S. citizen and the reason for this notice on Page 1 is "SSA is unable to confirm U.S. citizenship," you do **not** need to visit an SSA field office to resolve the SSA TNC. Instead, call DHS at 888-897-7781 within **8 Federal Government working days** from the date your employer refers your case (TTY: 800-877-8339) to confirm your status as a U.S. citizen. Provide DHS the following information:

- The **case verification number** from this Referral Date Confirmation; **AND**
- Your **Naturalization Certificate Number** or **Alien Number**. If you do not have your Naturalization Certificate Number or your Alien Number, visit an SSA field office with your proof of U.S. citizenship to resolve the SSA TNC.

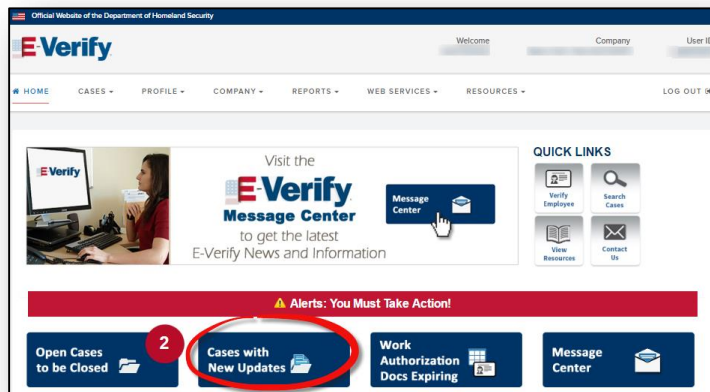
If you do not take action **within 8 Federal Government working days, by 03/15/2018** (MM/DD/YYYY), a Final Nonconfirmation will be issued and your employer may terminate your employment. Employers must allow you to take action to resolve a TNC and may not take adverse action against you because of the TNC while you are contesting the DHS TNC and your E-Verify case is pending.

For More Information

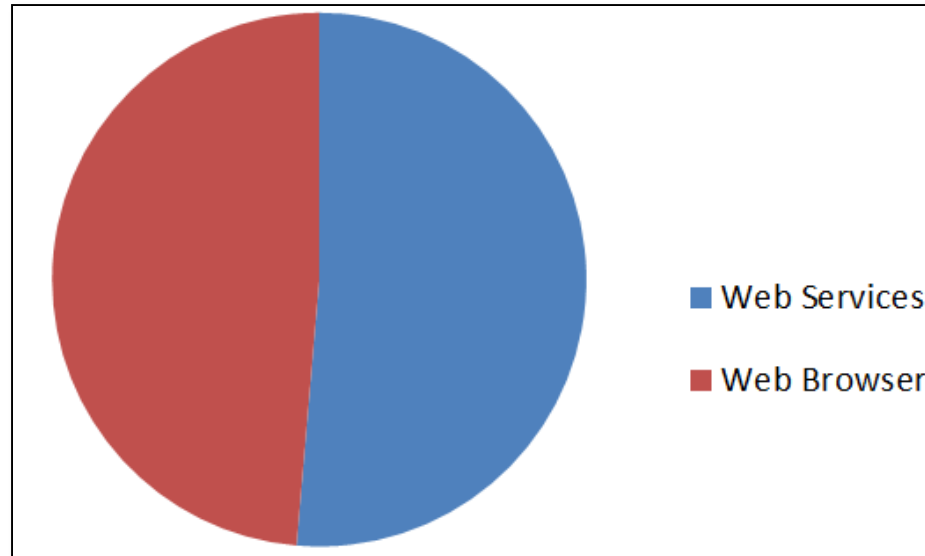
If you have questions about what to do, contact E-Verify at 888-897-7781 (TTY: 877-875-6028) or email E-Verify@dhs.gov. If you need assistance in a language other than English, you may ask the E-Verify customer representative for an interpreter. For more information on E-Verify, including our privacy practices and program rules, visit the E-Verify website at www.e-verify.gov.

Results after TNC Referral

- Check E-Verify periodically for one of the following responses:



FY 2017 Case Statistics



More than 36.3 million cases created in FY 2017

- **Web services users account for ~52% or 18.9 million**
- **Web browser users account for ~48% or 17.4 million**

Section III: E-Verify Web Services

- ✓ Defining Web Services
- ✓ E-Verify Web Services Access Method
- ✓ E-Verify Web Services Operational Components
 - Browser Ops and Account Management
 - Software
 - Web Services and Maintenance

Web Services – What is it?

Using a comparison:

- Web pages – for people to communicate and collaborate with each other or with a web site
- Web services – for programs to communicate and collaborate with each other, server-to-server

Web services is a collection of open protocols and standards used in exchanging data between applications or systems – such as:

- SOAP (Simple Object Access Protocol)
- WSDL (Web Services Description Language)

E-Verify Web Services – (con't)



- ✓ Software developed or purchased by employers or E -Verify employer agents
 - Software requires testing, certification and maintenance
 - Data entry and case creation processes designed by software developer
 - E-Verify business rules apply
- ✓ Server-to-server Internet connection to E-Verify
 - Leverages web services technology

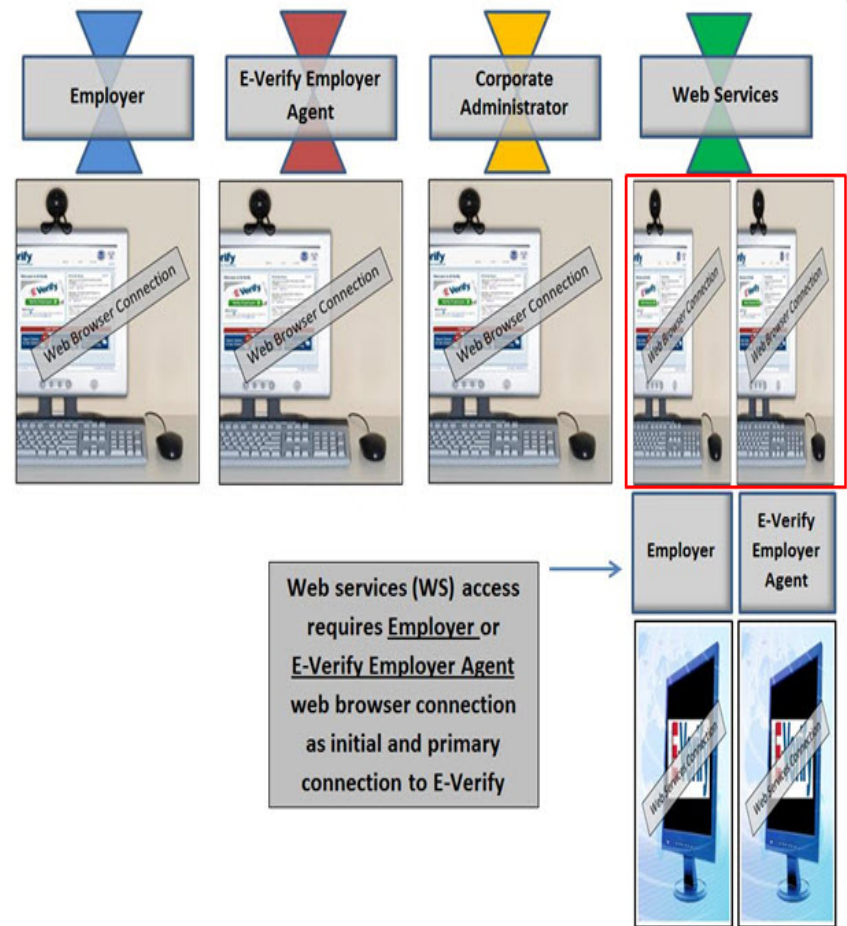
Web Services Access Method

Web Browser Connection

- Available after signing MOU
- WS Employer or WS Employer Agent
- Used to create cases while WS software under development
- Used for account management
- Used if WS connection not available or software not updated

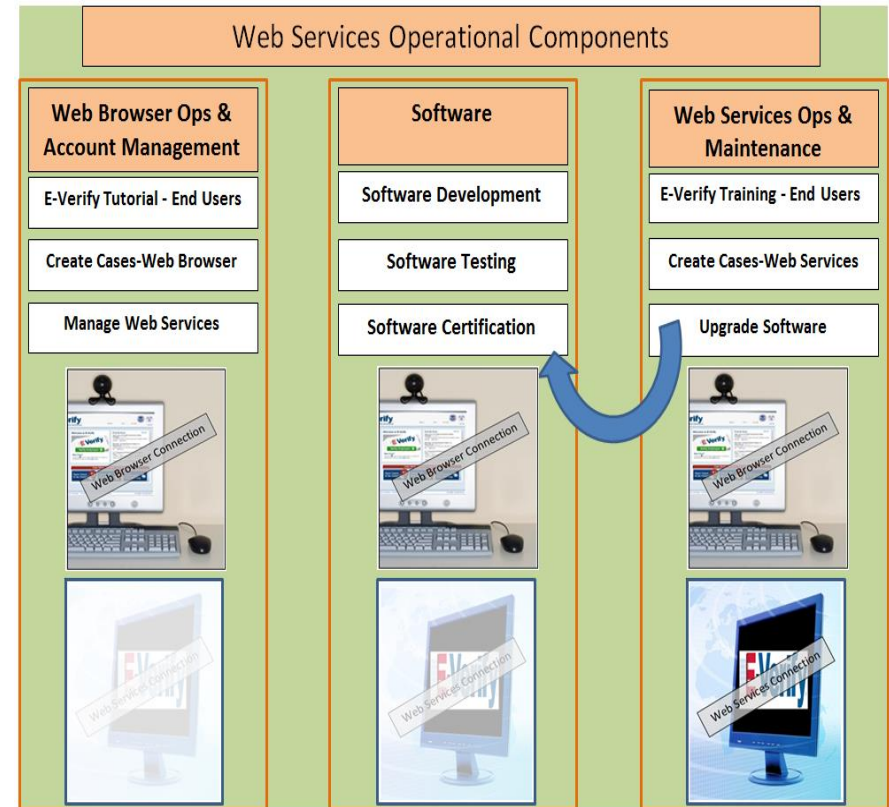
Web Services Connection

- Available after software is developed and tested
- Must keep software updated to retain connection to E-Verify



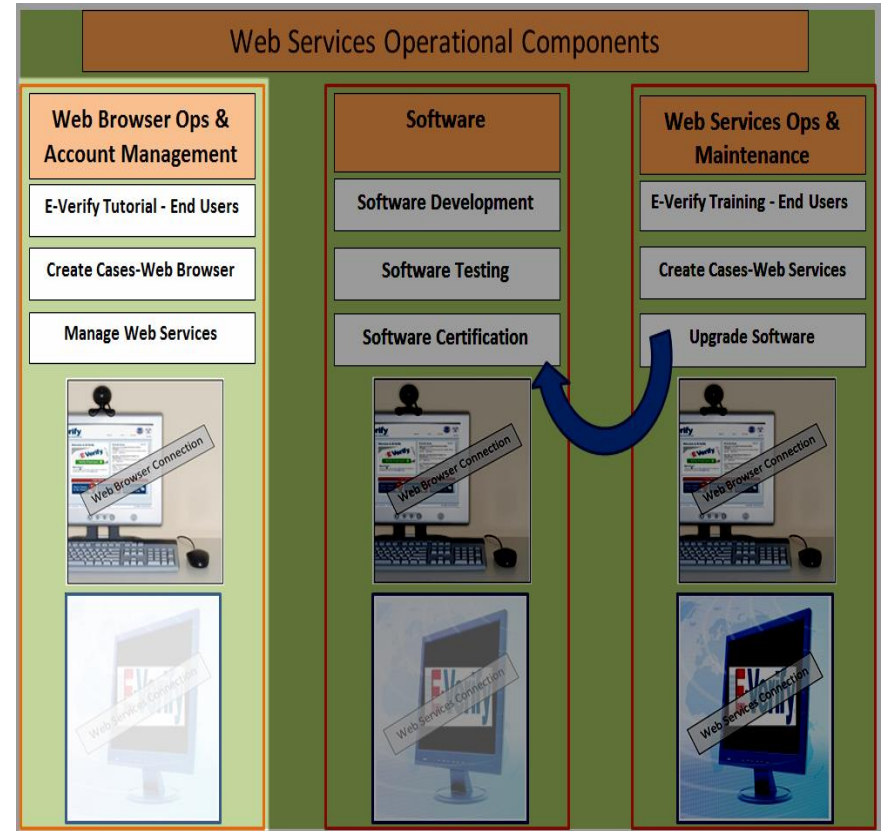
E-Verify Web Services Components

- Web Browser Operations and Account Management
- Software
- Web Services Operations and Maintenance



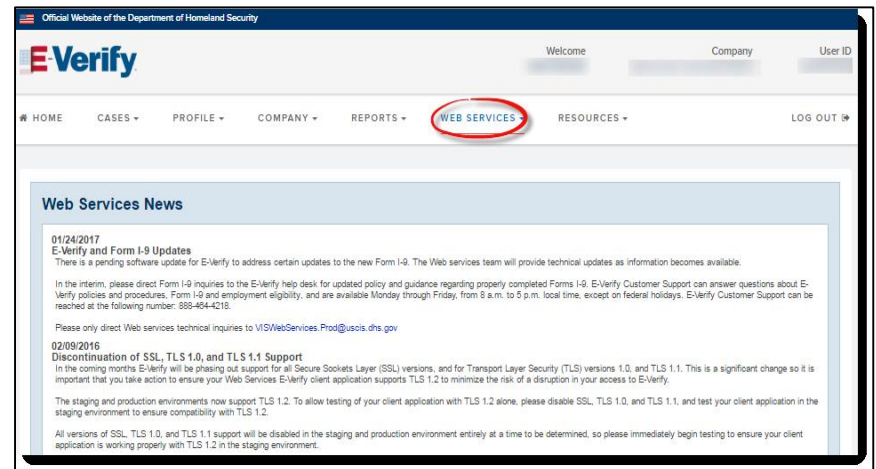
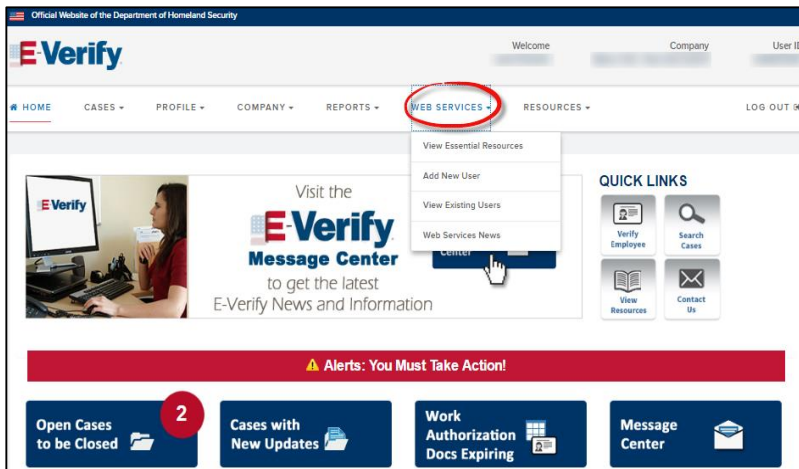
Web Browser Ops – Account Management

- ✓ Web services access enrollment complete/MOU signed
- ✓ Browser connection operational
 - WS employer or WS E-Verify employer agent
 - “Manage Web Services” link
 - Create cases
 - Update profile/add users
 - Create client accounts under WS E-Verify employer agent
- ✓ Web services connection not used or initially operational



Account Management (con't)

Program administrators have access to manage Web services accounts



Interface Control Agreement (ICA)

- ✓ Contains executable code necessary to build Web services software interface
- ✓ Issued to new enrollees that choose Web services
- ✓ Re-issued each time E-Verify is upgraded



**Interface Control Agreement
Between
Verification Information System (VIS)
E-Verify Web Service Access Method
and
Employers and E-Verify Employer Agents**

**FINAL
Version 29
for
VIS Release 19.1.0.**

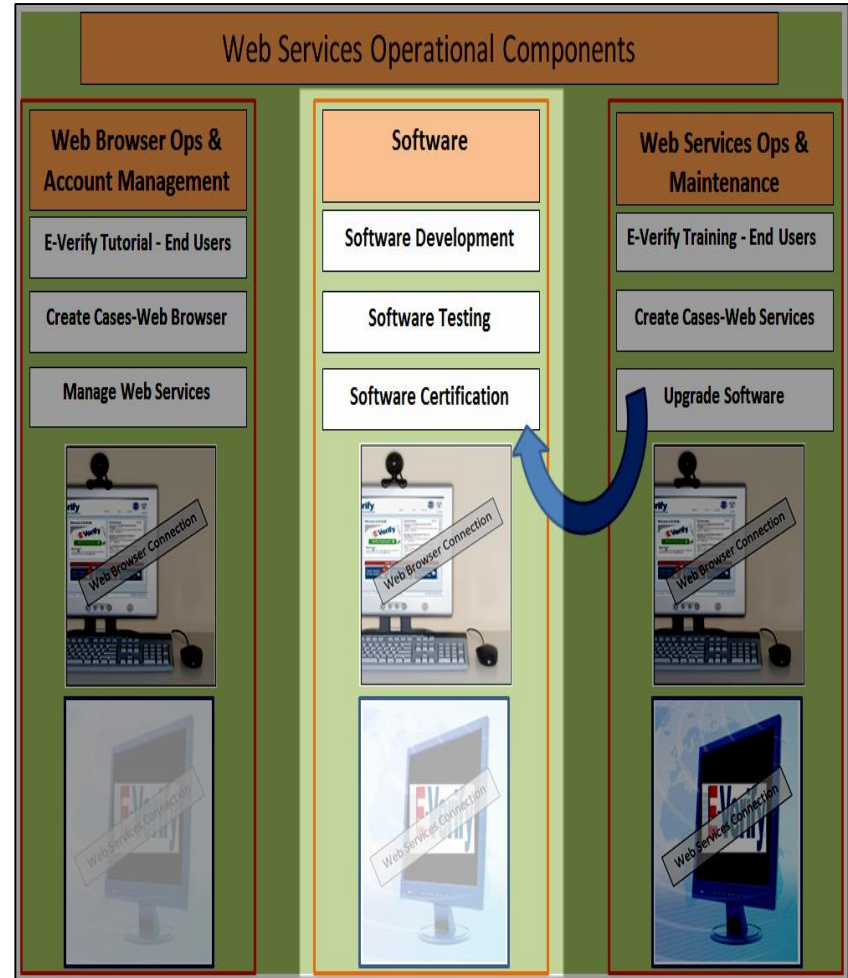
February 16, 2016

ITDL NUMBER: 180893

Task Number – T0002AJM036
Contract Number – GS00T99ALDC

Software

- ✓ Review ICA
- ✓ Determine software requirements and design
- ✓ Develop software
- ✓ Conduct software testing
- ✓ Participate in software certification process with E-Verify
- ✓ Web services connection not used or initially operational



Software Development

- ✓ Initial software must be completed within six months of signing the MOU
 - ICA requirements
 - Submitted to E-Verify for certification testing
 - Approved for system access
- ✓ E-Verify may conduct progress checks during development
- ✓ Implement physical, electronic, and procedural safeguards

Software Testing & Certification

- ✓ Certification process ensures software can send and receive E-Verify transactions
 - Vendor software not seen
 - Tester sees only Web services server communications
- ✓ Software must satisfy entire certification test
 - Failure ends test - organization corrects and reschedules
- ✓ Certification applies only to organization's software
 - Does not apply to users or developers
- ✓ DHS does not certify organizations – only software transactions

Certification Disclaimer

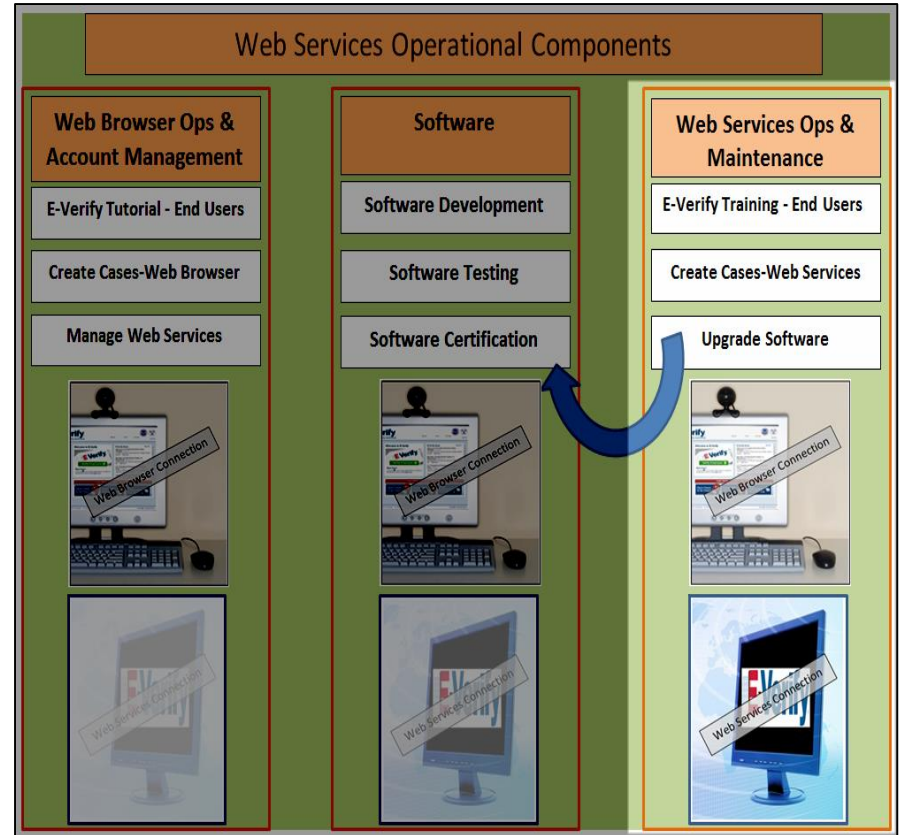
- This disclaimer is included with all tests:

Important Information about the Certification Test

Meeting the current technical requirements does not mean that the same Web service will continue to meet future E-Verify release technical requirements. It is important that your company is aware that the Web service access method to the E-Verify system requires the user to upgrade their system interface with every E-Verify release deployed by DHS in order to stay in sync with the web-based version of the system. The Department of Homeland Security does not offer certification of companies who offer services related to the use of E-Verify or employment verification.

Web Services Ops and Maintenance

- ✓ E-Verify training for all Web services end users
- ✓ Web services connection operational
- ✓ Create cases via Web services connection
- ✓ WS E-Verify Employer Agents support client companies
- ✓ Complete software upgrade after receipt of new ICA



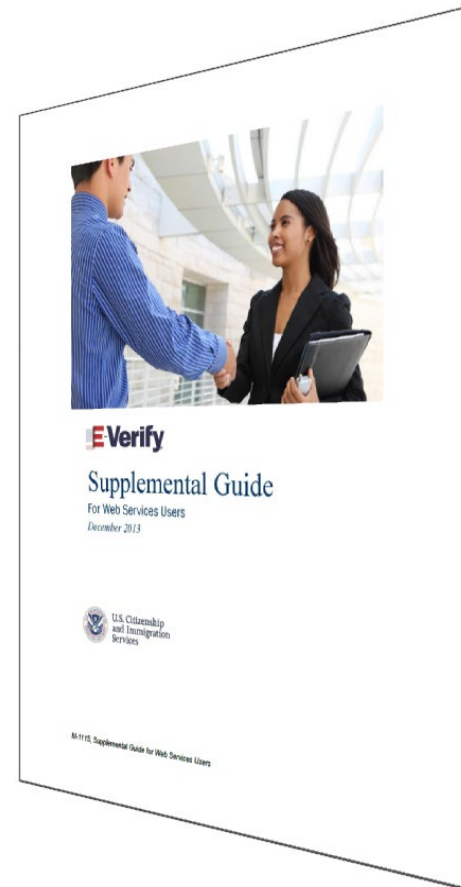
Training

- ✓ Employers and Employer Agents are required to:
 - Utilize Training Requirements and Guidelines for Web Services Users
 - Implement training for all end users and support personnel
- ✓ Update training programs as E-Verify changes occur
- ✓ Submit training materials for DHS review if requested
- ✓ Provide updated user manuals to users within 30 days



Training Resources

- ✓ [E-Verify User Manual](#)
- ✓ [Supplemental Guide for Web Services Users](#)
- ✓ [Training Requirements and Guidelines for Web services Users](#)
- ✓ [Self-Assessment Guide for Web Services Users](#)



Memorandum of Understanding (MOU)

Web services MOU types

- Web Services Employers
- Web Services E-Verify Employer Agents and Software Developers
- Web Services Clients of EEAs

Legal agreement between employers, E-Verify employer agents and clients of agents

E-Verify business rules for users

E-Verify employer agents can be liable for E-Verify misuse by their client(s)

E-Verify
Company ID Number: _____ Client Company ID Number: _____

THE E-VERIFY
MEMORANDUM OF UNDERSTANDING
FOR EMPLOYERS USING A WEB SERVICES E-VERIFY EMPLOYER AGENT

ARTICLE I
PURPOSE AND AUTHORITY

The parties to this agreement are the Department of Homeland Security (DHS), the _____ (Employer), and the Web Services E-Verify Employer Agent. The purpose of this agreement is to set forth terms and conditions which the Employer and the Web Services E-Verify Employer Agent will follow while participating in E-Verify.

E-Verify is a program that electronically confirms an employee's eligibility to work in the United States after completion of Form I-9, Employment Eligibility Verification (Form I-9). This Memorandum of Understanding (MOU) explains certain features of the E-Verify program and describes specific responsibilities of the Employer, the E-Verify Employer Agent, the Social Security Administration (SSA), and DHS.

References in this MOU to the Employer include the Web Services E-Verify Employer Agent when acting on behalf of the Employer.

For purposes of this MOU, the E-Verify browser refers to the website that provides direct access to the E-Verify system: <https://e-verify.uscis.gov/emp/>. You may access E-Verify directly free of charge via the E-Verify browser.

Authority for the E-Verify program is found in Title IV, Subtitle A, of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), Pub. L. 104-208, 110 Stat. 3009, as amended (8 U.S.C. § 1324a note). The Federal Acquisition Regulation (FAR) Subpart 22.18, "Employment Eligibility Verification" and Executive Order 12988, as amended, provide authority for Federal contractors and subcontractors (Federal contractor) to use E-Verify to verify the employment eligibility of certain employees working on Federal contracts.

ARTICLE II
RESPONSIBILITIES

A. RESPONSIBILITIES OF THE EMPLOYER

For purposes of this MOU, references to the Employer include the Web Services E-Verify Employer Agent when acting on behalf of the Employer.

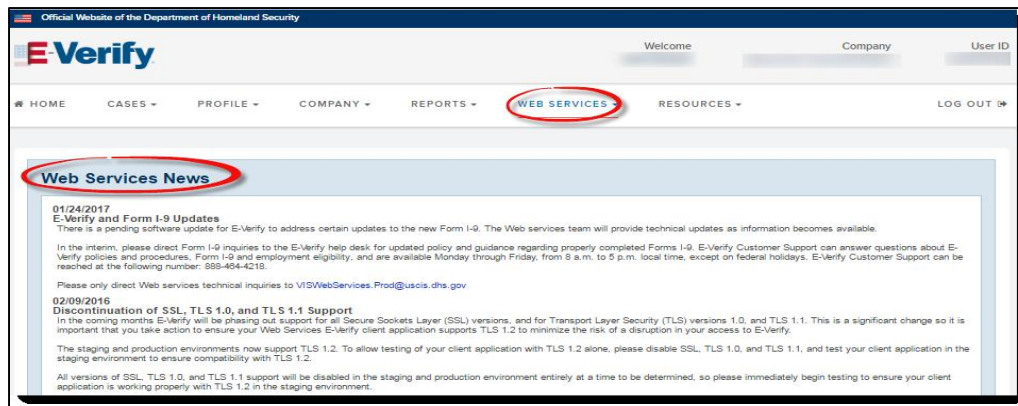
1. By enrolling in E-Verify and signing the applicable MOU, the Employer asserts that it is a legitimate company which intends to use E-Verify for legitimate purposes only and in accordance with the laws, regulations and DHS policies and procedures relating to the use of E-Verify.

Page 1 of 20: E-Verify MOU for Employers Using a Web Services E-Verify Employer Agent (Revision Date 06/11/13)

System Maintenance

Software Updates

- ✓ Required whenever E-Verify builds or updates system
- ✓ Notification
 - Web Services News Feed
 - Interface Control Agreement
- ✓ Updates must be completed within 6 months of ICA release



Required Posters – Must Be Visible to Prospective Employees

This Organization Participates in E-Verify

Esta Organización Participa en E-Verify



Sample Only

This employer participates in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S.

If E-Verify cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact Department of Homeland Security (DHS) or Social Security Administration (SSA) so you can begin to resolve the issue before the employer can take any action against you, including terminating your employment.

Employers can only use E-Verify once you have accepted a job offer and completed the Form I-9.

Este empleador participa en E-Verify y proporcionará al gobierno federal la información de su Formulario I-9 para confirmar que usted está autorizado para trabajar en los EE.UU..

Si E-Verify no puede confirmar que usted está autorizado para trabajar, este empleador está requerido a darle instrucciones por escrito y una oportunidad de contactar al Departamento de Seguridad Nacional (DHS) o a la Administración del Seguro Social (SSA) para que pueda empezar a resolver el problema antes de que el empleador pueda tomar cualquier acción en su contra, incluyendo la terminación de su empleo.

Los empleadores sólo pueden utilizar E-Verify una vez que usted haya aceptado una oferta de trabajo y completado el Formulario I-9.

E-Verify Works for Everyone

For more information on E-Verify, or if you believe that your employer has violated its E-Verify responsibilities, please contact DHS.

E-Verify Funciona Para Todos

Para más información sobre E-Verify, o si usted cree que su empleador ha violado sus responsabilidades de E-Verify, por favor contacte a DHS.


888-897-7781
www.e-verify.gov



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English / Spanish Poster

IF YOU HAVE THE RIGHT TO WORK



Don't let anyone take it away.

There are laws to protect you from discrimination in the workplace.

You should know that...

In most cases, employers cannot deny you a job or fire you because of your national origin or citizenship status or refuse to accept your legally acceptable documents.

Employers cannot reject documents because they have a future expiration date.

Employers cannot terminate you because of E-Verify without giving you an opportunity to resolve the problem.

In most cases, employers cannot require you to be a U.S. citizen or a lawful permanent resident.


Contact IER

For assistance in your own language
 Phone: 1-800-255-7688
 TTY: 1-800-237-2515

Email us
IER@usdoj.gov

Or write to
 U.S. Department of Justice – CRT
 Immigrant and Employee Rights – NYA
 950 Pennsylvania Ave., NW
 Washington, DC 20530

If any of these things happen to you, contact the Immigrant and Employee Rights Section (IER).



— DEPARTMENT OF JUSTICE —
IMMIGRANT & EMPLOYEE RIGHTS SECTION
 — CIVIL RIGHTS DIVISION —

Immigrant and Employee Rights Section
 U.S. Department of Justice, Civil Rights Division

www.justice.gov/ier

Stay Up to Date

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Follow www.Twitter.com/EVerify for Form I-9, E-Verify, myE-Verify, Self Check, employee rights and more.



E-Verify Outreach

- ✓ Free Customized Webinars
- ✓ Content for your newsletters
- ✓ Authorization to use the E-Verify® Logo and Name and I E-Verify Seal
- ✓ Add E-Verify to your job announcements
 - Example: “Our company uses E-Verify to confirm the employment eligibility of all newly hired employees. To learn more about E-Verify, including your rights and responsibilities, please visit: www.e-verify.gov/

Customer Service

- ✓ E-Verify received the highest rating for customer service of all federal agencies
- ✓ (2017 American Customer Satisfaction Survey)
 - Employer Hotline: (888) 464-4218
 - Employee Hotline: (888) 897-7781
 - Form I-9 E-Mail: I-9Central@dhs.gov
 - E-Verify E-Mail: E-VerifyOutreachSupport@uscis.dhs.gov
 - Form I-9 Website: www.uscis.gov/I-9Central
 - E-Verify Website: www.E-Verify.gov
 - Web Services Technical Support: VisWebServices.E-Verify@uscis.dhs.gov
 - Web Services Software Specific: Contact your local software provider

Feedback

COMMENTS ON OUR WEBINAR?

Send to:

E-VerifyOutreachSupport@uscis.dhs.gov

***Include date, time and topic of the webinar**

THANK YOU!

www.e-verify.gov