



You Have Rights

Works for Everyone

Employers use E-Verify to verify the employment eligibility of all newly hired employees.* Through E-Verify, employers send information from your Form I-9 to the Social Security Administration (SSA) and the Department of Homeland Security (DHS) to verify that you are authorized to work in the United States by matching your name, Social Security number, date of birth, and immigration information (if applicable) to government records. If your employer uses E-Verify, you should know your rights.



Your Employer Must

- Inform you that it uses E-Verify.
- Use E-Verify for all new hires, including U.S. citizens.*
- Inform you if E-Verify issues a mismatch, often called a tentative nonconfirmation (TNC).
- Provide you with written instructions for contesting a mismatch.
- Provide you 8 federal work days to contact the appropriate federal agency to start resolving the TNC.
- Keep your personal information private.

Your Employer Must Not

- Use E-Verify on job applicants or current employees.*
- Use E-Verify to discriminate against you based upon your national origin or citizenship/immigration status.
- Terminate you because you receive a TNC.
- Change your working conditions (e.g., hours, training, pay) because you choose to contest a TNC.

If Your Employer Uses E-Verify

- You have the right to challenge a mismatch (often called a TNC).
- You have the right to written information and instructions from your employer if you receive a mismatch.
- You have the right to contact the appropriate government agency to resolve a mismatch.
- You have the right to file a complaint with the Office of Special Counsel if you believe an employer used E-Verify in a discriminatory or improper manner.

* Different rules may apply to certain Federal contractors. For more information on the use of E-Verify by Federal contractors, please visit www.dhs.gov/E-Verify