

Employment Notices

VERIFICATION OF ELIGIBILITY FOR EMPLOYMENT

Goodwill-Easter Seals Minnesota participates in the U.S. Department of Homeland Security E-Verify program in all facilities located in the United States and certain U.S. territories. The E-Verify program is an internet-based employment eligibility verification system operated by the U.S. Citizenship and Immigration Services.

E-VERIFY NOTICE

Goodwill-Easter Seals Minnesota will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization. If the Government cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact DHS and/or the SSA before taking adverse action against you, including terminating your employment. Employers may not use E-Verify to pre-screen job applicants and may not limit or influence the choice of documents you present for use on the Form I-9.

To determine whether Form I-9 documentation is valid, this employer uses E-Verify's photo matching tool to match the photograph appearing on some permanent resident cards, employment authorization cards and U.S. passports with the official U.S. government photograph. E-Verify also checks data from driver's licenses and identification cards issued by some states. If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the employment eligibility verification process based upon your national origin or citizenship status, please call the Office of Special Counsel at 800-255-7688, 800-237-2515 (TDD) or visit their [website](#). For more information on [E-Verify](#), please contact DHS: 888-897-7781

Notice: Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. E-Verify is a service of DHS and SSA. The E-Verify logo and mark are registered trademarks of Department of Homeland Security. Commercial sale of this poster is strictly prohibited.

RIGHT TO WORK NOTICE

If you have the legal right to work in the United States, there are laws to protect you against discrimination in the workplace. You should know:

- 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.

If any of these things have happened to you, contact the Office of Special Counsel (OSC). For assistance in your own language: 1-800-255-7688 or 202-616-5594. For the hearing impaired: TTY 1-800-237-2515 or 202-616-5525. Or write to:

U.S. Department of Justice – CRT
Office of Special Counsel – NYA
950 Pennsylvania Ave., NW
Washington, DC 20530
oscrt@usdoj.gov

[U.S. Department of Justice Civil Rights Division](#)
Office of Special Counsel for Immigration-Related Unfair Employment Practice