



What Employers Need to Know to Avoid Immigration-Related Discrimination in Hiring

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In a co-authored article published in *HR Professionals Magazine*, **David Jones** and **Marc Trocinski** discuss what employers need to know to avoid claims of discrimination with respect to hiring. They first explain how the Immigration Reform and Control Act of 1968 created provisions barring discrimination based on citizenship and immigration status and national origin at the time of hire. The co-authors go on to address citizenship status discrimination, national origin discrimination, and unfair documentary practices during employment eligibility verification. They end the article with a discussion of how Title VII of the Civil Rights Act of 1964 also provides protection for employees and job applicants from employment discrimination based on national origin.

To read the article visit [*HR Professionals Magazine*](#).

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David S. Jones
Regional Managing Partner
901.526.0431
Email

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