

E-Verify Reduces Discrimination

"Employers are confused by the requirements and feel themselves between the proverbial rock and a hard place: if they accept documents on their face, they may be hiring illegal aliens; if they ask for additional documentation without sufficient cause, they will be discriminating." - Barbara Jordan's [congressional testimony](#), September 29, 1994¹

Without E-Verify, some employers attempt to comply with hiring laws by illegally discriminating against applicants who appear to be foreign-born. Every employer who engages in illegal hiring is discriminating against legal workers. E-Verify reduces both kinds of discrimination.

- An employer that uses E-Verify must use it for all new hires. It is illegal for an employer to hire an unauthorized worker, and E-Verify removes any incentive an employer might have to guess at a new hire's eligibility.
- **Nine percent of companies using E-Verify have reported that they were more willing to hire applicants who "appear to be foreign-born" due to their confidence in the E-Verify system and because using it demonstrated their good-faith effort to comply with the law.**²
- Employers who discriminate knowingly or unknowingly with E-Verify would also do so under the current I-9 process, and - based on the findings above - do so at a greater rate.

USCIS and the Department of Justice's Office of Special Counsel for Unfair Immigration-Related Employment Practices have an established [streamlined process](#) for addressing potential cases of discrimination.³

1

https://www.numbersusa.com/sites/default/files/public/Testimony%20of%20Barbara%20Jordan_1994_Sept.%202029.pdf

² <https://www.e-verify.gov/sites/default/files/everify/data/FindingsEVerifyUserSurveyApril2014.pdf>

³ http://www.dhs.gov/ynews/releases/pr_1268843939770.shtm