



# **The Immigration Reform and Control Act (IRCA) Prohibits Employment Discrimination Based on National Origin And Citizenship Status**

## **What You Should Know**

Both state and federal law prohibit employment discrimination based on national origin. This agency, the California Department of Fair Employment and Housing (DFEH), is the state agency that enforces the California Fair Employment and Housing Act (FEHA), which prohibits job discrimination based on national origin. The Office of the Special Counsel for Immigration Related Unfair Employment Practices (OSC) is the federal agency that enforces the Immigration Reform and Control Act (IRCA) of 1986, which prohibits job discrimination based on national origin or on citizenship status. It also prohibits intimidation or retaliation against any individual because the individual has exercised rights under IRCA and prohibits document abuse.

If the act of discrimination you allege occurred within the last 180 days and your employer employs between 4 and 14 employees, your complaint will also be referred to OSC.

For more information regarding your rights under IRCA, you should contact:

Office of Special Counsel for Immigration  
Related Unfair Employment Practices  
P. O. Box 27728  
Washington, DC 20038-7728

Toll-Free Telephone:  
1-800-255-7688      TDD 1-800-237-2515