

**DOJ Settles Allegations of Immigration-Related
Employment Discrimination against Hoover Inc.**

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The Justice Department has reached a settlement agreement with Hoover Inc. to resolve allegations that Hoover engaged in a pattern or practice of employment discrimination by imposing unnecessary and discriminatory hurdles in the I-9 process upon lawful permanent residents. Under the terms of the settlement, Hoover has agreed to pay \$10,200 in civil penalties.

Hoover required all permanent residents who presented a permanent resident card for I-9 purposes to produce a new green card when theirs expired. In contrast, Hoover's U.S. citizen workers were not required to present new documents. Like U.S. citizens, permanent residents are always work authorized, regardless of the expiration of their documentation. The Immigration and Nationality Act prohibits employers from treating permanent residents differently than U.S. citizens in the I-9 process.