

Office of Special Counsel Update

08/15/2013

The Justice Department announced on August 14, 2013, that it reached a settlement agreement with Forever 21. The agreement resolved allegations that the company rejected a work-authorized individual's Employment Authorization Document (EAD), and required her to produce a Permanent Resident Card (commonly known as a "Green Card") as a condition of employment. The individual, who was employment-authorized as an applicant for permanent residence, was unable to work following the rejection of her EAD. Pursuant to the settlement agreement, Forever 21 will pay \$1,705.50 in back pay to the charging party, pay \$280 in civil penalties to the U.S., and receive training on the anti-discrimination provision. To read more, [click here](#).

Also, on August 14, 2013, the Justice Department announced it reached a settlement agreement with SOS Employment Group. The agreement resolved allegations that the company rejected a work-authorized asylee, at both initial hire and when subsequently re-verifying the refugee's employment authorization, rejected the employee's valid driver's license and unrestricted Social Security card and required him to produce a Employment Authorization Document (EAD). Pursuant to the settlement agreement, SOS Employment Group will pay back pay in the amount of \$9,157.50 to the charging party and \$1,200 in civil penalties to the U.S. and receive training on the anti-discrimination provision. To read more, [click here](#).