



I Am a Refugee

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or Asylee...



How Do I...Show My Employer I Am Authorized to Work in the United States?



U.S. Citizenship
and Immigration
Services

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To legally hire any employee in the United States (U.S.), an employer must be able to verify the applicant is eligible to work in the U.S. You must prove you are eligible to work. Employers are required to complete a **Form I-9, *Employment Eligibility Verification***, to record that you showed them documents proving you are authorized to work in the U.S.

If you would like to see what an I-9 looks like, visit our website.

Refugee

If you entered the U.S. as a refugee you are authorized employment as part of your refugee status. The inspector at the port of entry where you entered the country should have issued you a **Form I-94, *Arrival/Departure Record*** stamped to indicate "Employment Authorized." The Department of Homeland Security will issue you an employment authorization document (EAD) either at the port of entry or as soon as possible after your entry into the U.S.

A refugee can apply for a social security card with the Form I-94 and an official government-issued identification document containing a photo (such as a passport or driver's license). Once you have your social security card, you can use it to show your employer that you are eligible to be employed. You can also use an EAD issued to you by USCIS to prove your eligibility.

When you first apply for a job in the U.S., your Form I-94 is proof of your work authorization, for up to 90 days. If you use your I-94 to prove eligibility, you will be required to present other evidence of eligibility within 90 days to your employer.

Asylee

If you are an asylee, you are authorized employment as part of your asylee status. An employment authorization document will be issued after granting you asylum or after an immigration judge grants you asylum.

You may also apply for a social security card with the approval notice given to you by the asylum office or the Form I-94 issued to you by USCIS showing that you are an asylee along with an official

government-issued identification document containing a photo (such as a passport or driver's license). Once you have your social security card, you can also use it to show your employer that you are eligible to be employed.

I am a refugee, how do I get an employment authorization document (EAD)?

As a refugee, you do not necessarily need an EAD from USCIS to prove eligibility to work in the U.S., but we will issue an EAD after your entry into the U.S. We will do this automatically. You do not need to apply for an EAD.

I am an asylee, how do I get an EAD?

As an asylee, you do not necessarily need to have an EAD issued by USCIS to prove eligibility to work in the U.S. If you have been granted asylum by USCIS, the Asylum Office will begin processing you for your EAD automatically, and you do not need to file an application for work authorization.

However, if you have been granted asylum by an immigration judge or the Board of Immigration Appeals (BIA), you must make an appointment through the INFOPASS program on the USCIS website to visit your local USCIS office to obtain your work authorization document. You must take your immigration court order or the BIA decision to your appointment. If you have already received an EAD once after you were granted asylum by either the USCIS or by an immigration judge and you want to renew your EAD, you must apply on the USCIS **Form I-765, *Application for Employment Authorization***.



Key Information

| Key forms referenced in this Fact Sheet | Form # |
|--|--------|
| Employment Eligibility Verification | I-9 |
| Arrival/Departure Record | I-94 |
| Application for Employment Authorization | I-765 |

USCIS

- **On the Internet at: uscis.gov**

For more copies of this Fact Sheet, or information about other citizenship and immigration services, visit our website. You can also download forms, e-file some applications, check the status of an application, and more. It's a great place to start! If you don't have Internet access at home or work, try your library. If you can't find what you need, call customer service.

- **Customer Service: 1-800-375-5283**

- Hearing Impaired TDD Customer Service: 1-800-767-1833

Disclaimer: This Fact Sheet is a basic guide to help you become generally familiar with our rules and procedures. For more information, or the law and regulations, see our website. Immigration law can be complex, and it is impossible to describe every aspect of every process. You may wish to be represented by a licensed attorney or by a nonprofit agency accredited by the Board of Immigration Appeals.

Other U.S. Government Services—click or call

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|---------------------------------|--|----------------|
| In general | www.firstgov.gov | 1-800-333-4636 |
| U.S. Department of State | www.state.gov | 1-202-647-6575 |

