

## TRAINING MATERIALS

*These materials are available at no cost for persons who attend the training session. If you are unable to participate, you may purchase the materials directly from NILC. Ordering information is included on the attached registration form.*

### LEGAL MANUAL

Attorneys, paralegals, and law students/summer associates will receive the third edition of *Immigration-Related Employment Discrimination: A Practical Legal Manual*. The *Manual* includes chapters on litigating under IRCA, Title VII, and Section 1981; charts; extensive appendices with litigation checklists; statutory material and sample pleadings; and information on the I-9 process.

### ADVOCATE'S GUIDE

Nonprofit agency staff will receive the 1992 edition of the *Advocates' Guide to IRCA Employment Discrimination*. The *Guide* explains national origin and citizenship discrimination, describes the protections offered by IRCA, and suggests ways to help clients when no attorney is available. It includes charts, extensive appendices with information on the I-9 process, sample outreach materials, information about other laws that protect workers, and comprehensive national directories of resource agencies.

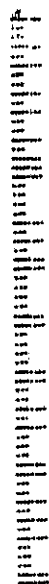
### POSTERS, BROCHURES, AND VIDEOS

Unmask Discrimination workers' posters and brochures are available in 14 languages: Amharic, Arabic, Cambodian, Chinese, English, Farsi, Haitian Creole, Japanese, Korean, Laotian, Polish, Spanish, Tagalog, and Vietnamese. Entertaining English and Spanish videos with educational messages are available for use in classes and community presentations. Employers' posters and brochures are available in English and Spanish.

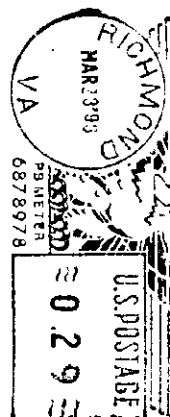
Office of Newcomer Services  
Virginia Department of Social Services  
730 E. Broad Street  
Richmond, VA 23219-1849

Khuc Minh Tho, President  
Families of Vietnamese Political  
Prisoners Association  
P. O. Box 5435  
Arlington, Virginia 22205-0635

22205-0635



MAR 25 1993



## LEARN HOW TO UNMASK JOB DISCRIMINATION AGAINST IMMIGRANTS & OTHER WORKERS



## IRCA EMPLOYMENT DISCRIMINATION TRAINING\*

for  
Nonprofit Agencies  
& Attorneys

Wednesday, May 12, 1993  
8:30 a.m. - 5 p.m.  
Richmond, Virginia

\* 7 hours CLE credit available

# IRCA EMPLOYMENT DISCRIMINATION TRAINING

## SPONSORED BY

National Immigration Law Center  
Office of Newcomer Services  
Virginia Department of Social Services  
Virginia Council of Churches  
Virginia Poverty Law Center  
Virginia State Bar

**DATE:** May 12, 1993, 8:30 a.m.-5 p.m.

**LOCATION:** The Jefferson Hotel,  
Franklin and Adams Streets, Richmond

**DIRECTIONS:** From I-95 (south): exit  
76B, left on Leigh St., right on Belvidere  
St., left on Franklin St., right on Jefferson  
St. to hotel parking lot on the left

**PARKING:** \$3 per day in hotel lot

**T**housands of workers are denied jobs illegally because of their national origin or citizenship status. Most employers are confused about IRCA's\* requirements, and many mistakenly turn away persons authorized to work. Some employers discriminate deliberately, using IRCA's employer sanctions provisions as an excuse.

Workers illegally denied employment cannot provide food, housing, and health care for their families. Come to the training and learn how to fight this unfair discrimination.

\* Immigration Reform and Control Act of 1986

## NONPROFIT AGENCIES

### Learn How To...

- ☐ Identify the work documents your clients need
- ☐ Recognize when employers are discriminating
- ☐ Help your clients file a charge and find a lawyer
- ☐ Advocate for clients who have no legal remedy
- ☐ Get help for other job problems

## ATTORNEYS

### Learn How To...

- ☐ Identify national origin and citizenship discrimination
- ☐ Choose the right remedy: IRCA, Title VII, or § 1981
- ☐ File a complaint and prove discrimination
- ☐ Effectively pursue administrative and judicial review
- ☐ Win attorney's fees

## Training Information

**COST:** Trainings are free to staff from nonprofit and government agencies and to attorneys in private practice and law students who volunteer to handle or assist in one IRCA discrimination case pro bono. Other attorneys in private practice will be charged \$95. Continental breakfast and lunch are included.

**TO REGISTER:** Mail or fax the enclosed registration form and fee (if applicable) at least 2 weeks in advance to the Office of Newcomer Services in Richmond; the address and fax number are on the form. Space is limited, so register early. For more information, call Anna Kim at (804) 692-1232/2218 or Pat Stover at (804) 692-1231.

**SPONSORS:** ☐ National Immigration Law Center (NILC) provides free technical assistance to legal services programs, community-based nonprofits, and pro bono attorneys throughout the U.S. NILC staff specialize in immigration law and in the employment and public benefits rights of noncitizens. ☐ The Office of Newcomer Services, Virginia Department of Social Services, administers the state's refugee and immigration programs, monitors the impact of immigration, and seeks to educate the Commonwealth about the needs and concerns of newcomers. ☐ Virginia Council of Churches is a coalition of 20 diverse denominations working together to increase ecumenical dialogue and to provide services to at-risk children and the needy, and to address issues of public policy that affect the community. ☐ The Virginia Poverty Law Center provides training and assistance to Virginia's legal aid programs. ☐ The Virginia State Bar is the mandatory bar for all attorneys who practice in Virginia.

This training is conducted primarily by NILC under a grant from the Office of Special Counsel, U.S. Department of Justice. Please contact Barbara Bonifas at NILC (1636 W. 8th Street, Ste. 205, Los Angeles, CA 90017, 213/487-2531, or fax, 213/384-4899) for more information on available materials and technical assistance.

**IRCA EMPLOYMENT DISCRIMINATION TRAINING**  
**RICHMOND, VIRGINIA -- WEDNESDAY, MAY 12, 1993**

**8:30 a.m. -- 5:00 p.m.**  
**REGISTRATION FORM**

NAME(S) \_\_\_\_\_  
FIRM/ AGENCY: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
CITY: \_\_\_\_\_ ZIP CODE \_\_\_\_\_  
PHONE: (     ) \_\_\_\_\_

The training session will have two break-out groups. Please indicate which group you will attend.  
I will attend the break-out group for: ☐ Lawyers/paralegals ☐ Advocates

**ATTORNEYS IN PRIVATE PRACTICE**

*Please check the applicable box:*

☐ I agree to handle one IRCA employment discrimination case *pro bono* in exchange for receiving free training and one *Practical Legal Manual* (3rd edition)

\_\_\_\_\_  
*Your Signature*

☐ I cannot handle a *pro bono* case but have enclosed a check for \$95 payable to *National Immigration Law Center* to cover the cost of training and the *Practical Legal Manual* (3rd edition)

**ATTORNEYS AND ADVOCATES WITH  
NONPROFIT OR  
GOVERNMENTAL AGENCIES**

*Please indicate the services your organization provides. Check all that apply.*

☐ Legal representation  
☐ Employment related  
☐ Education  
☐ Health Care  
☐ Other (*Describe below*)

\_\_\_\_\_  
☐ I am a law student/summer associate and agree to assist on an IRCA discrimination case.

Please mail or FAX your registration form, at least two weeks before the training to:

Alma Atkins, IRCA Employment Discrimination Training  
Office of Newcomer Services  
VA Department of Social Services  
730 E. Broad Street  
Richmond, Virginia 23219-1849

FAX (804) 692-2215

For more information, please call Alma Atkins at (804) 692-2218.

**I cannot attend the training, but:**

☐ I wish to order the 1992 *Advocate's Guide* (for non-attorneys). Enclosed is my check for \$20.00

☐ I wish to order the *Practical Legal Manual* (for attorneys). Enclosed is my check for \$25.00 (price for attorneys with non-profits).

☐ I wish to order the *Practical Legal Manual*. Enclosed is my check for \$45.00 (price for attorneys in private practice).

**Please make checks for these orders payable to *National Immigration Law Center*. Brochures and posters are available in 14 languages. English and Spanish-language videos are also available. Call NILC's Barbara Bonifas at (213) 487-2531, for more information.**

**Send your Guide or Manual order to:**  
**IRCA Employment Discrimination Materials**  
**National Immigration Law Center (NILC)**  
**1636 West 8th Street, Suite 205**  
**Los Angeles, California 90017**