



## California Ruling Over Fake Social Security Number Prompts Immigration Attorney to Warn Businesses

News

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The article, “California Ruling Over Fake Social Security Number Prompts Immigration Attorney to Warn Businesses,” featured in *Legal Newsline*, reported on how an increasing number of formerly undocumented immigrants are now obtaining legal status, prompting a warning to employers to beware of potentially discriminating against them as job applicants.

Rob Neale provided a critical point that employers should be aware of, in light of the *California Department of Corrections and Rehabilitation (CDCR) vs. Guerrero* case.

“The key takeaway is that employers must be extremely careful when they encounter a situation where a candidate or current employee previously used a false social security number because of their unlawful immigration status, but who has since normalized their status,” Rob said.

He said employers should seek knowledgeable counsel if they have any doubts.

“Employers must be deliberate and thoughtful in dealing with conflicts between internal good moral character policies, anti-discrimination protections and compliance with federal/state immigration-related laws,” Rob said.

To read the full article, please visit [Legal Newsline](#).

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