

When & How to Reveal Your Immigration Status to an Employer

There is no standard time to reveal your immigration status to an employer, but typically the question will come up in the online application or during the interview process. When asked, always answer honestly about your status and work authorization eligibility.

Before you apply:

- **Understand your immigration status**, including its benefits and requirements, and be prepared to explain your status to an employer when the time comes. To learn about your immigration status, visit the [International Student and Scholar Services page](#), meet with the ISS Advisor Ryan Monahan at rmonahan@rwu.edu, or discuss your concerns with your Career Advisor.
- In **Career Fair/Networking settings**, you do not need to disclose your immigration status to a recruiter or employer. If they ask directly, you can explain that you are legally eligible to work in the US. Otherwise, focus the conversation on your interest in the company and sharing your unique skills and qualifications.
- **Prepare your Professional Brand Materials** – To apply for any job, you will need to prepare your professional brand materials, including a resume, cover letter, LinkedIn profile, and Handshake profile. Note: you should not include your immigration status on your documents. For more information on professional brand materials, check out our [Resume Guide](#), [Cover Letter Guide](#), [LinkedIn Profile Guide](#), and [Handshake Tutorial](#).
- **Research employers** – Do research to see whether or not employers are able to hire for your immigration status. This information can usually be found on the job posting. You can also research employers that are Visa friendly on sites like [Myvisajobs.com](#), [USCIS H-1B Employer Data Hub](#), and [Zippia H-1B Visa Jobs From Visa-Friendly Employers](#). To find employers on Handshake that hire for your immigration status, [check out our Guide](#).

During the Application process:

- **Job Applications** – Job applications will sometimes ask about work status in their online application form by asking whether or not you are currently authorized to work in the US or if you will need sponsorship in the future. If you come across this type of question on your job application, answer honestly.
- **Interview** – Employers will likely ask about your work status during the interview stage. Keep in mind that an employer can ask “Are you authorized to work in the United States?”, “Will you now or in the future require sponsorship for an employment Visa?”, or “Which languages do you read, speak, or write?”. Employers CANNOT legally ask you directly about your citizenship status, nationality, place of birth, or native language. For more information about interviewing, [check out our Interview Guide](#).
 - **Note** – If you are nearing the end of your interviews and your work status has not been brought up, you will want to initiate that discussion so that employers have all the information when making a decision.

After the Offer:

- Once you have been offered a position, be sure that you have your CPT approval or EAD card (for applicants with OPT status) before you begin working.