

KNOW YOUR RIGHTS

✓ Find out if your recruiter and employer subscribe to the **Voluntary Code of Ethical Conduct** at www.fairinternationalrecruitment.org

✓ **Focus on the contract:**

- Have a lawyer review the proposed agreement.
- Do not permit changes without your consent.
- Include a time limit in your contract or details about what happens if no visas are available.
- Contract “break fees” are used by some companies and vary dramatically. Try to negotiate a cap based on recruiter expenses.
- Before signing the contract, include a clear agreement about the jobs and locations acceptable to you.

see other side...



Alliance for **ETHICAL
INTERNATIONAL
RECRUITMENT** *Practices*

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- ✓ Do not provide collateral.
- ✓ A recruiter requesting fees is unusual; terms should be discussed.
- ✓ Do not allow anyone to withhold your legal documents, including tests and certifications.
- ✓ Go to www.dol.gov to learn about your rights as a worker in the U.S.
- ✓ Based on your level of training, you are entitled to the prevailing wage in the area of the U.S. where you may go to work. Before accepting a job, check after-tax wages at www.flcdatacenter.com.
- ✓ Discrimination and harassment based on race, color, gender, religion, national origin, or age are illegal in the U.S. Visit www.eeoc.gov to learn more.
- ✓ Report suspected abuses to the Alliance by phone at 1-800-915-6540 or emailing staff@fairinternationalrecruitment.org.

*Promoting Fairness in Hiring
Foreign-Educated Health Professionals*

www.fairinternationalrecruitment.org

*Alliance for ETHICAL
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RECRUITMENT Practices*