

IMMIGRATION CONCERNS

- Generally, citizens and legal immigrants do not have to answer questions about where they were born, whether they are a U.S. citizen, or how they entered the country to law enforcement officers. (Note that this may not apply at international borders.)
- With this being said, the quickest way to end an interaction with a law enforcement officer asking about your immigration status is to show them your U.S. passport, green card, work permit, or other official immigration document.
- If you have any concerns about your immigration status or ability to work in the United States, contact an immigration attorney as soon as possible.
- You are never required to talk about anyone else's status (like if an officer asks you if you know anyone in your company who may not be here legally).
- Find all of the Sikh Coalition's free immigration resources at thesikh.co/immigration.

RELIGIOUS ACCOMMODATIONS & OTHER DISCRIMINATION

- Religious accommodations allow you to maintain your articles of faith at your job.
 - You have the right to request a religious accommodation if your employer asks you to submit a hair sample for a drug test.
 - You have a right to request a religious accommodation if your employer asks you to wear non-protective headwear over or instead of your turban.
 - If your request for a religious accommodation is refused by your company, or if you need help submitting a formal request, contact the Sikh Coalition.
- If you wear a turban and your employer asks you to wear a hard hat, contact the Sikh Coalition for legal advice.
- Police should not arrest Sikhs for wearing kirpans, and employers or clients should not prevent Sikh drivers from picking up or dropping off loads for wearing kirpans. If you face any discrimination due to your kirpan, contact the Sikh Coalition.
- If a broker posts that a load cannot be picked up by Singhs, Punjabis, or Sikhs—or if you attempt to pick up a load and are turned away due to your name, your appearance, or any other reason related to your identity—contact the Sikh Coalition.



This information is not intended as legal advice. If you experience discrimination on the basis of your Sikh identity or otherwise need help from the Sikh Coalition, please reach out in English or Punjab at sikhcoalition.org/legal-help



KNOW YOUR RIGHTS FOR TRUCKERS

NEW RULES AROUND NON-DOMICILED COMMERCIAL DRIVERS LICENSES

In September 2025, the Trump Administration implemented a new rule that stripped around 200,000 drivers of their Non-Domiciled Commercial Drivers Licenses (CDLs) and Commercial Learners Permits (CLPs) based on certain kinds of immigration status.

Who Can Have a CDL/CLP under the new rules?

As of September 29, 2025, states may issue or renew Non-Domiciled CDL or CLP only to drivers who have an H-2A, H-2B, or E-2 visa. No CDLs or CLPs will be renewed or issued for drivers without those visas, including: DACA recipients; Temporary Protected Status holders; refugees or asylum applicants; and people with U- and T-Visas, deferred action, or humanitarian parole.

If I have a Valid CDL/CLP, can I still drive a commercial vehicle?

Yes. This rule does not immediately take away your driver's license or learner's permit. Before beginning a trip, you may wish to confirm that your license remains valid. (Depending on the state, you may be able to check the status of your license online.) You should also confirm that the agency that issued your CDL or CLP has an accurate mailing address where you can receive mail.

What should I do if my CDL/CLP expires soon?

If you hold a Non-Domiciled CDL or CLP and do not hold an H-2A, H-2B, or E-2 visa, we do not recommend that you seek to renew your license. There are serious criminal, immigration, and other civil consequences for falsely claiming citizenship or presenting false immigration documents.

Who Can Have a CDL/CLP under the new rules?

If you receive a notice that your Non-Domiciled CDL or CLP has been downgraded or revoked, read it carefully. There may be an opportunity to appeal the decision, and the notice will inform you whether your CDL/CLP remains valid during the appeal. There can be serious civil and criminal consequences for knowingly driving a commercial vehicle without a CDL/CLP.

POLICE STOPS

- You should not have to answer any questions about where you are going to/from, what you are doing, or where you live. Refusing to answer basic questions, however, may make officers suspicious and result in a longer stop.
- In some states, you may be required to provide your name if asked to identify yourself, and an officer may arrest you if you refuse to do so.
- You may be asked to provide your license, registration, and proof of insurance. You are required to comply with these requests
- If you are arrested for any reason following a traffic stop, you should immediately tell officers that you wish to remain silent and that you would like to speak to an attorney. Do not speak to any officers without your attorney present.

IF YOU ARE PULLED OVER AND TOLD THAT YOUR CDL OR CLP HAS BEEN TERMINATED

1. Remain calm.
2. You have the right to remain silent. You do not need to answer any questions about your immigration status or country of origin.
3. Try to obtain the name, badge number, and agency of the officer who pulled you over.
4. Write down or record a voice note about the other aspects of the stop, including the location, driving conditions, and any other drivers that you notice were also stopped.
5. Contact the Sikh Coalition for help.

If you had not already received notice that your Non-Domiciled CDL or CLP had been terminated, you should not receive a penalty for having driven your commercial vehicle up to that point. However, during the traffic stop, the officer could inform you that you are no longer entitled to operate a commercial vehicle. In this situation, your vehicle and load may be impounded, and you may need to find an alternative way of getting home.

NEW ENGLISH LANGUAGE RULE

Because of an Executive Order signed by President Trump in April of 2025, truckers are now subject to more serious consequences for being unable to fully communicate in English during roadside inspections. The guidance around this new rule is very new, so we do not know how aggressively it will be enforced.

- Under the new rule, roadside inspectors can conduct a test of your ability to speak English ("English Language Proficiency," or ELP) called an "ELP assessment."
 - We do not know exactly what the test is, but it involves a spoken interview and an exercise in recognizing highway signs.
 - Note that **you do not have the right** to use any tools (interpreters, I-Speak cards, cue cards, smartphone applications, or On-Call Telephone Interpretation Service) to help you in your test.
- Under the new rule, an inspector can order you "out of service" if they don't think you can speak English well enough based on the test. If this happens:
 - You will be cited for "violation of 49 CFR § 391.11(b)(2)."
 - Get the name, title, and contact information of the roadside inspector citing you.
 - Immediately afterwards, write down or otherwise record for yourself everything about the interaction, including:
 - The name and title of the roadside inspector,
 - When and where the incident occurred,
 - What questions you were asked during the test, and
 - Any comments or questions made to you relating to your identity (including where you are from, your skin color, your articles of faith, and your English ability or accent) at any point.
 - Contact the Sikh Coalition with this information
- If you have documents that show your tested ability to speak English—a certificate from your trucking school, or a verification from when you earned your license—carry those documents with you. Under the new rule, they will not prove your ELP on their own, but they may still be helpful.