



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 Punjabi at www.sikhcoalition.org/legal-help.

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—published in May of 2025—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 commercial driver’s 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.



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 Punjabi at www.sikhcoalition.org/legal-help.

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 immigration status (for example 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.

POLICE STOPS

- You should not have to answer any questions about where you are going, where you are traveling 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.
- Note that officers can require you to answer some questions:
 - 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.

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 Punjabi at www.sikhcoalition.org/legal-help.

RELIGIOUS ACCOMMODATIONS AND OTHER DISCRIMINATION

- Religious accommodations allow you to maintain your articles of faith while 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, please 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 Sikh identity—contact the Sikh Coalition.